

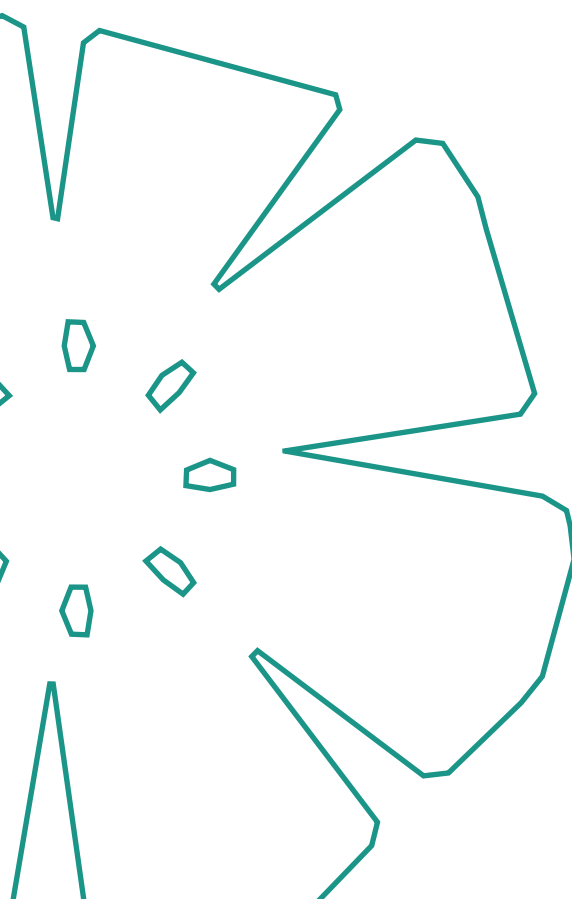
PACIFIC

WOMEN



SHAPING PACIFIC DEVELOPMENT

**ANNUAL PROGRESS
REPORT 2019**



Cover:

Left to right: Dr Audrey Aumua, Deputy Director General of the Pacific Community; Dr Fiona Hukula, Senior Research Fellow at the Papua New Guinea National Research Institute; 'Anamalia Falemaka, adolescent girl leader from Tonga; Pasepa Afele, dancer from Vaitupu in Tuvalu; Daniya Note, counsellor-advocate with Women United Together Marshall Islands (WUTMI).

Published in July 2020

Every effort was taken to ensure information included in this publication was correct at the time of publishing.

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PACIFIC WOMEN SHAPING PACIFIC DEVELOPMENT

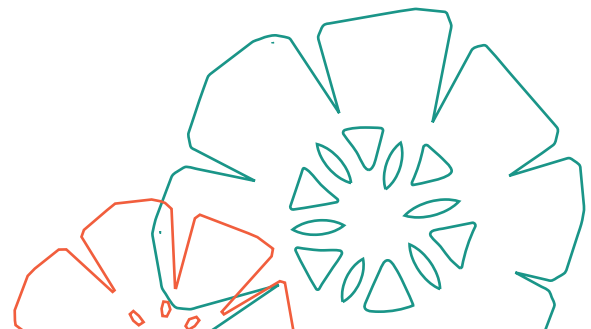
ANNUAL PROGRESS REPORT 2019



PACIFIC WOMEN
SHAPING PACIFIC DEVELOPMENT

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OVERVIEW

An estimated 1.22 million Pacific Island women, men and children have been able to access services and information across 14 partner countries through initiatives supported by *Pacific Women*.

Pacific Women is one of the largest global commitments to gender equality. It partners with governments, local and international non-government organisations (NGOs), the private sector, disabled people's organisations, coalitions and others to improve the political, economic and social opportunities of Pacific women and to end violence against women and girls.¹ With Pacific governments and Pacific NGOs implementing more than half of the initiatives under the *Pacific Women* portfolio, the emphasis is on partnerships and locally-driven development.

Through a 10-year commitment, *Pacific Women* connects more than 170 gender equality initiatives supported by Australia and implemented by over 160 partners across 14 Pacific Island countries. In its first eight years of programming, *Pacific Women* has developed solid partnerships to advance gender equality actions in collaboration with Pacific governments and civil society.

Looking ahead, *Pacific Women* will build on its existing achievements and partnerships as it continues to adapt its programming, to focus on COVID-19 response and recovery. *Pacific Women's* adaptive nature enables it to

Four outcomes for gender equality

The outcomes sought by Pacific Women Shaping Pacific Development (*Pacific Women*) are:

- **Ending Violence against Women:** Violence against women is reduced and survivors of violence have access to support services and to justice.
- **Economic Empowerment:** Women have expanded economic opportunities to earn an income and accumulate economic assets.
- **Leadership and Decision Making:** Women, and women's interests, are increasingly and effectively represented and visible through leadership at all levels of decision making.
- **Enhancing Agency:** 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.



strategically pivot to ensure it will play an important role in delivering the Australian Government's Partnerships for Recovery response to address the impacts of the COVID-19 pandemic on women in the Pacific.² This includes a focus on economic security and ending gender-based violence by providing resources, technical



Adolescent girls sing the Pacific Girl Song at the Pacific Girls Speak Out in October 2019. Photo credit: Pacific Women Support Unit / Sian Rolls.

¹As of 31 December 2019, *Pacific Women* has 171 funded projects including 134 bilateral projects and 37 regional projects.

²For more about what *Pacific Women* is doing to support gender-inclusive COVID-19 responses, visit <https://pacificwomen.org/>



10 Year long-term commitment

14 Countries

171 Initiatives

164 Partners

advice and tools to partners. This will ensure that national planning, response, early and long-term recovery include gender-inclusive approaches.

During 2019, *Pacific Women* partners reached an estimated 216,029 Pacific Island women, men and children, including providing crisis services for 21,223 women and children experiencing violence. A further 179,106 women, men and children participated in awareness raising, advocacy and outreach activities to end violence against women. Leadership training supported 4,752 women and an estimated 4,720 women accessed financial literacy services and economic empowerment information.

Pacific Women is managed by Australia's Department of Foreign Affairs and Trade (DFAT). The *Pacific Women* Support Unit provides technical, knowledge sharing and convening support to the portfolio of partners. The Support Unit works with the *Pacific Women* Advisory Board, *Pacific Women* partners, DFAT and Australian High Commissions and Embassies in Pacific Island countries to improve the long-term impact of gender equality projects in the Pacific. The Support Unit's office is in Suva, Fiji, with a sub-office in Port Moresby, Papua New Guinea.

Listed are key achievements from July 2018–December 2019:

- Sparking debate and building appetite for reform and collaboration, the ***Pacific Women Regional Learning Forum on Women's Economic Empowerment*** connected 240 Pacific Islanders, researchers, policy makers and program implementers from nine countries. The event, held in Fiji in May 2019, was a collaboration between Pacific partners sharing promising practices in women's economic empowerment programming. The Australian Government's support for the event reflects its commitment to step up engagement in the Pacific, including on priority issues for Pacific women such as economic security.
- The regional ***Balance of Power*** initiative commenced in Vanuatu and Tonga in late 2019, seeking a better balance in women's and men's leadership roles and opportunities. Balance of Power promotes women's role as leaders from community to political level whilst addressing harmful norms, attitudes and perceptions of women and leadership.

- The **Pacific Girl** program to support adolescent girls achieve their potential commenced across the Federated States of Micronesia, Fiji, Papua New Guinea, Solomon Islands, Tonga and Vanuatu in May 2019. Pacific girls identified the key issues of importance to them that became the priorities for Pacific Girl partners working with girls, governments and service providers.
- Private sector investment in gender equality is expanding, especially in Papua New Guinea. Thirty-three organisations have enrolled 205 women in the **Business Coalition for Women's Certificate IV** in Leadership and Management since 2015. In 2019, five new organisations sponsored employees for the course, which was delivered in the Autonomous Region of Bougainville for the first time. The **Bel isi PNG** public-private partnership is enabling the private sector to address family and sexual violence. It delivered 68 awareness sessions to 3,568 employees across its 13 subscribing companies. These companies receive support to implement gender-safe workplace policies and employees have priority access to safehouse and case management services.
- *Pacific Women* funding through the **Shifting the Power Coalition emergency grant mechanism** ensured that response and recovery efforts for the 2019 Samoan measles outbreak included the high-risk groups of young, sexually-active and pregnant women. The grant supported the **Samoa Young Women's**



Beekeeper and member of Ra Naari Parishad in Fiji. Photo credit: Fiji Women's Fund / Rob Rickman.





Participants and trainer during a community workshop session in Papua New Guinea. Photo credit: CARE.

- Christian Association** to raise awareness on gender impacts of the measles epidemic and how the crisis was affecting people with disabilities and the lesbian, gay, bisexual, transgender, queer and intersex (LGBTQI) community.
- With technical support through the Support Unit and funding over many years, *Pacific Women* has enabled three countries to open their first crisis centres for survivors of violence. **Tongen Inepwinew Counselling Centre** was launched in December 2019 in Chuuk State, Federated States of Micronesia. This follows *Pacific Women's* assistance to establish **Weto in Mour** in the Republic of the Marshall Islands and the **Kiribati Women and Children Support Centre**. *Pacific Women* now supports 15 partners providing crisis services to women survivors in eight countries.
- Pacific Women's* approach and reach was affirmed in the 2019 Office of Development Effectiveness' evaluation of a decade of Australia's development assistance to end violence against women and girls. The evaluation found that Australia's long-term, core support to partners that provide holistic care for women and girls affected by violence is a key strength (such as the **Fiji Women's Crisis Centre** and **Vanuatu Women's Centre**). *Pacific Women* has greatly increased resources for ending violence against women and girls and catalysed policy dialogue on the issue. *Pacific Women* frameworks, planning and monitoring tools have helped to step up the availability, quality and comparability of data for Australian-supported programs in the Pacific. The evaluation highlighted that a dedicated Pacific Girl program focussing on adolescent girls is a positive development in programming to end violence against children.³

³Australian Department of Foreign Affairs and Trade, Office of Development Effectiveness, 2019. Ending violence against women and girls: Evaluating a decade of Australia's development assistance. <https://www.dfat.gov.au/aid/how-we-measure-performance/ode/strategic-evaluations/Pages/evawg>



SPECIAL FOCUS:

LONG-TERM PARTNERSHIPS

A core strength of *Pacific Women* is its ability to support change over a longer term and across a broad range of adaptive approaches. Critical to making the change happen are the long-term partnerships for gender equality that underpin *Pacific Women* and lay the groundwork for sustaining progress.

Long-term partnerships and programming are vital to improve women's political, economic and social wellbeing, proving critical in generating the successful outcomes resulting from the Australian Government's *Pacific Women* program. *Pacific Women*'s 10-year timeframe is an incredible asset that adds value, continuity and sustainability. It provides the time needed for coordinated efforts to change formal systems as well as the informal rules, practices and relationships that affect women's lives. A long-term approach enhances relationships between Australian and Pacific partners as they collaborate across multiple sectors and levels of society.

The change sought by *Pacific Women* is a shared vision between Australia and Pacific Island countries. *Pacific Women* initiatives respond to the commitments made by leaders in the 2012 Pacific Leaders' Gender Equality Declaration and support the Pacific Step-up announced by the Australian Government in 2018. Both recognise the importance of partnerships and relationships, with the Pacific Step-up emphasising 'how we engage is just as important as what we do'.

Ten years gives time to pilot approaches, learn from implementation and put those learnings into practice. *Pacific Women* has been able to trial and nurture methodologies for women's empowerment and then, if they are showing promise, support other partners to share and expand those approaches. For example, in the early years of the program, *Pacific Women* partners in Papua New Guinea developed family-based approaches that increased household incomes and improved the way women and men share family workloads, decision making and assets equally. Through *Pacific Women* convened activities, other partners are learning about and are adapting these

approaches elsewhere in Papua New Guinea and the region.

Australia's long-term core support to crisis services has enabled: survivor-centred care for women and girls; strong advocacy for improved policies; development of laws addressing violence; and greater community awareness.⁴ Through *Pacific Women* funding, crisis centres have expanded services to rural populations in Fiji, Papua New Guinea, Tonga and Vanuatu. With *Pacific Women*'s funding coupled with technical support from its Support Unit, centres have opened in Federated States of Micronesia, Kiribati and Republic of the Marshall Islands with first-ever services. The Office of Development Effectiveness recommends long-term core support to partners that provide holistic care. *Pacific Women* is responding by expanding long-term partnerships in places where services are scarce.

Significantly, the Australian Government's long-term investment through *Pacific Women* gives sufficient space to create an environment for change. Social change is a process that takes years, even generations. Through movement building and challenging harmful social norms over time, Pacific women are creating, convening and leading platforms for action. Civil society is beginning to hold governments accountable as demonstrated through key policy and legislative reforms. With long-term support, *Pacific Women* partners are at the heart of progressing this change.

This environment for change is also leading to the independent flourishing of women's groups throughout the Pacific, with further evidence that these groups are supporting each other. *Pacific Women* is also incubating innovative approaches to funding women's groups, networks and organisations. The Fiji Women's Fund has proven to be an effective model that could be replicated elsewhere in the region.

Changes to improve gender equality cannot happen overnight. *Pacific Women*'s 10-year life span gives partners the timeframe they need to make significant progress towards that change.

⁴ Australian Department of Foreign Affairs and Trade, Office of Development Effectiveness, 2019. Ending violence against women and girls: Evaluating a decade of Australia's development assistance. <https://www.dfat.gov.au/aid/how-we-measure-performance/ode/strategic-evaluations/Pages/evawg>

LOOKING AHEAD

Pacific Women is designed to be an adaptive program with a 10-year timeframe to address complex, interlinked issues of inequality.

Looking ahead to 2020, the most significant pivot for the program will be responding to the impacts of the COVID-19 pandemic, including initial response, early recovery and to build resilience. The impacts of gender inequality are heightened during health and other emergencies and the pandemic will exacerbate inequalities and hardships for Pacific women. Early research into the gendered effects of COVID-19 suggests: there will be a reduction in spending on family planning and sexual health; the burden of care will be even greater for women; intimate partner violence will increase; and there will be a toll on women who play a disproportionate role in the health system and as carers.⁵ Initial analysis of the socio-economic impact of the pandemic from the region shows women's livelihoods being affected, with sectors where women work, such as tourism, facing significant job losses.⁶

All Pacific Island countries, even those with no reported cases of the virus, are affected by the COVID-19 pandemic. *Pacific Women* will build on its existing partnerships and adapt its programming across each country and regionally to focus on COVID-19 response and recovery. This includes *Pacific Women's* Support Unit providing technical advice, resources and tools to Australian High Commissions and Embassies, government and civil society partners to ensure that national planning, response, early and long-term recovery periods take into account the gendered impacts of the pandemic.

***Pacific Women* will respond to recommendations from its Six-Year Evaluation to maximise progress and sustainability in its final two years, laying the groundwork for future gender equality programming in the region.** The evaluation found *Pacific Women's* support to partners has strategically and collectively strengthened women's organisations and networks in the Pacific. This has increased the

number of women in rural and remote areas, young women and women with disabilities who receive services, programs, information and opportunities for their political, economic and social advancement. The Six-Year Evaluation recommended that Australia's future support to gender equality and women's empowerment in the Pacific should maintain a comprehensive approach.

Pacific Women continues to work toward its existing four outcomes of Leadership and Decision Making, Economic Empowerment, Ending Violence against Women and Enhancing Agency, adapted to the COVID-19 context. The program will build on and share the evidence base of effective approaches and promising practices to maximise its impact in its final phase. This approach may also include introducing Australia-Pacific partnership agreements for gender equality in each country. Such agreements would support whole-of-government approaches to gender equality and include cross-sectoral programming supported by the Australian Government.



An artisan of Rise Beyond the Reef. Photo credit: Fiji Women's Fund / Rob Rickman.

⁵Wenham, C., Smith, J. and Morgan, R., 2020. 'COVID-19: the gendered impacts of the outbreak,' Lancet, Vol 335, Issue 10227, March 14, 2020, pp. 846-848.

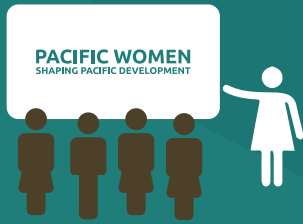
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⁶Gendered Impacts of COVID-19 on Women in Fiji, April 2020. Paper by the COVID-19 Response Gender Working group. The working group comprises of: Diverse Voices and Action (DIVA) for Equality Fiji, Fiji Women's Rights Movement (FWRM), UN Women Fiji Multi-Country Office (MCO), the Asian Development Bank and the Ministry of Women, Children and Poverty Alleviation (MWCPA).

OUR STORY

The timeline below highlights some key achievements and important events over the last eight years.

2012



Pacific Leaders' Gender Equality Declaration endorsed at the Pacific Islands Forum Leaders' Meeting (August)

Leaders of the 16 Pacific Island Forum member states committed to efforts to lift the status of women in the Pacific and empower them to be active participants in economic, political and social life.⁷

Pacific Women program announced at the Pacific Islands Forum Leaders' Meeting (August)

The Australian Government announced the 10-year *Pacific Women* program to support Pacific Island countries meet the commitments they made in the Pacific Leaders' Gender Equality Declaration. It is the largest and most far-reaching investment in addressing gender inequality in the Pacific region.

2014



Pacific Women Design Document finalised (April)

The *Pacific Women* Design Document summarises the rationale and strategy of the program and identifies the program's short-term, medium-term and long-term outcomes. It details how the program will be implemented and how progress will be monitored and assessed over time.

2015



Pacific Women Support Unit mobilised (April)

The *Pacific Women* Support Unit works to improve the impact of gender equality initiatives across the Pacific by providing the program with logistical, technical and convening support. It is based in Suva, Fiji, with a sub-office in Port Moresby, Papua New Guinea.

Inaugural Papua New Guinea Pacific Women Annual Learning Workshop convened (May)

The Papua New Guinea *Pacific Women* Annual Learning Workshop brings *Pacific Women*-funded and non-funded partners together to discuss their work and research and to share lessons about what is working, the challenges, and the opportunities for promoting gender equality. Nearly 300 people attended the most recent, fifth Annual Learning Workshop in May 2019. Similar activities have subsequently been held in other *Pacific Women* program countries.

2013



Pacific Women Advisory Board established (April)

The *Pacific Women* Advisory Board of eminent leaders from Pacific Island countries provides advice on the strategic direction of *Pacific Women*, assists in connecting the program with influential leaders in the Pacific and advocates to support gender equality in the Pacific.

⁷Member states of the Pacific Islands Forum are Australia, the Cook Islands, Federated States of Micronesia, Fiji, Kiribati, Nauru, New Zealand, Niue, Palau, Papua New Guinea, Republic of the Marshall Islands, Samoa, Solomon Islands, Tonga, Tuvalu and Vanuatu.



2016



Regional *Pacific Women* Research Symposium convened (June)

Fifty Pacific researchers and stakeholders discussed ways to prioritise and build capacity for relevant, quality gender research in the Pacific. They identified actions to take forward the recommendations of the Pacific Gender Research Scoping Study to strengthen gender-responsive policy making, development planning and programming.

2018



Priorities for the Pacific Girl program set by adolescent girls (May)

In an historic event, the Pacific's first regional workshop dedicated to adolescent girls was hosted by *Pacific Women*. Through the workshop and focus groups in six countries, more than 220 adolescent girls set the priorities and program design for Pacific Girl.



2017

Pacific Women Advisory Group on Research established (April)

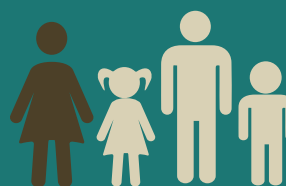
Specialists in gender research with an interest in the Pacific region form the Advisory Group on Research. Guided by the *Pacific Women* Research Strategy, the group provides advice on the strategic direction of *Pacific Women's* research program.

Fiji Women's Fund commenced (May)

The Fiji Women's Fund is the first women's fund in the Pacific. It provides funding and capacity development support to women's groups, networks, and organisations in Fiji to expand and enhance their work on women's empowerment and gender equality. Incubated by *Pacific Women*, it is working toward independence and assisting emergent women's funds in the region.

Pacific Women Roadmap launched (November)

The Roadmap guides *Pacific Women's* future investments at the regional and multi-country level. It includes insights and recommendations from the *Pacific Women* Three-Year Evaluation released in July 2017. (At the bilateral level, *Pacific Women's* investments are guided by Country Plans that have been developed in close consultation with local women and men, civil society organisations and national governments.)



2019

Pacific Girl program commenced (May)

The \$4.5 million Pacific Girl program funds projects with civil society partner organisations in six Pacific Island countries. These partners are equipping adolescent girls to make informed decisions, while engaging with the boys, parents, carers and communities in their lives to build more supportive environments.

Pacific Women Regional Learning Forum on Women's Economic Empowerment convened (May)

From across the region, 240 development practitioners, researchers and policy makers gathered to discuss how social norms influence Pacific women's economic empowerment; how to ensure women's economic empowerment interventions and research are inclusive of all women; and the enabling environments needed for genuine women's economic empowerment.

Balance of Power program commenced (August)

The five-year, \$8.6 million, multi-country Balance of Power program seeks to contribute to a better balance in women's and men's leadership roles and opportunities. It promotes women's roles as leaders from community to political level, addressing harmful norms, attitudes and perceptions of women and leadership along the way.

WHAT WE DO

Pacific Women supports gender equality work across its four outcomes. Over the life of the program so far (from 2012 until 2019), it has supported partners to reach people across the Pacific.

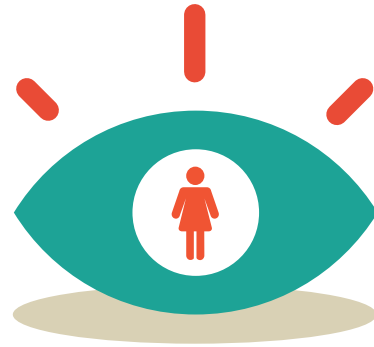
ENDING VIOLENCE AGAINST WOMEN

Pacific Women supports work that ensures violence against women and girls is reduced and survivors of violence have access to support services and to justice. Since 2012, the program has supported:



102,720

women and girls to access crisis support services (includes counselling, health and justice services). This includes 21,223 in this reporting period of January–December 2019.



912,961

people to participate in community awareness, outreach and advocacy. This includes 179,106 in this reporting period.

ECONOMIC EMPOWERMENT

Pacific Women supports work that ensures women have expanded economic opportunities to earn an income and accumulate economic assets. Since 2012, the program has supported:



25,010

women to access financial literacy training and financial services. This includes 4,720 in this reporting period.



1,253

women to attain formal qualifications. This includes 86 in this reporting period.



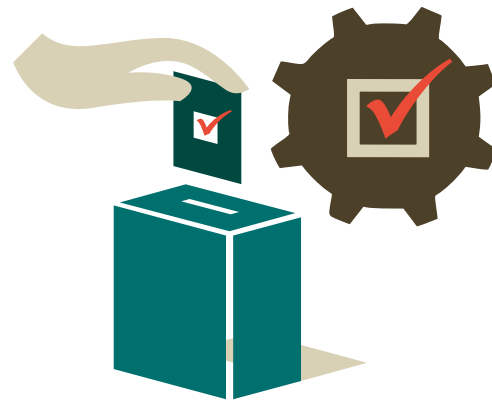
LEADERSHIP AND DECISION MAKING

Pacific Women supports work that ensures women and women's interests are represented at all levels of decision making. Since 2012, the program has supported:



16,909

women to take on leadership roles at the community, provincial and national level (includes women participating in market decision making). This includes 4,752 in this reporting period.

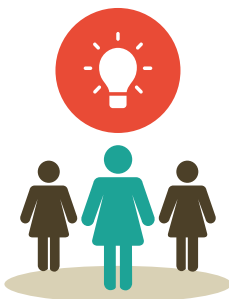


46,906

people to participate in civic and voter education. This includes 3,022 in this reporting period.

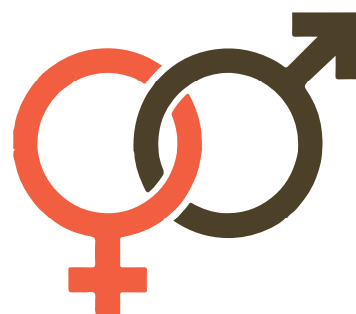
ENHANCING AGENCY

Pacific Women supports work that ensures women in the Pacific develop a stronger sense of their own agency, supported by a changing legal and social environment and through increased access to the services they need. Since 2012, the program has supported:



6,653

women to access 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 1,155 in this reporting period.



10,131

men undertaking male advocacy training to champion gender equality in all spheres of life.



WHERE WE WORK

As of 31 December 2019



1 The Cook Islands

- » Projects: 4 (4 completed, 0 ongoing)
- » Partners: 3
- » 10-Year commitment: \$3.9 million

2 Federated States of Micronesia

- » Projects: 7 (3 completed, 4 ongoing)
- » Partners: 5
- » 10-Year commitment: \$1.4 million

3 Fiji

- » Projects: 18 (12 completed, 6 ongoing)
- » Partners: 34
- » 10-Year commitment: \$26 million

4 Kiribati

- » Projects: 10 (6 completed, 4 ongoing)
- » Partners: 7
- » 10-Year commitment: \$9.9 million

5 Niue⁸

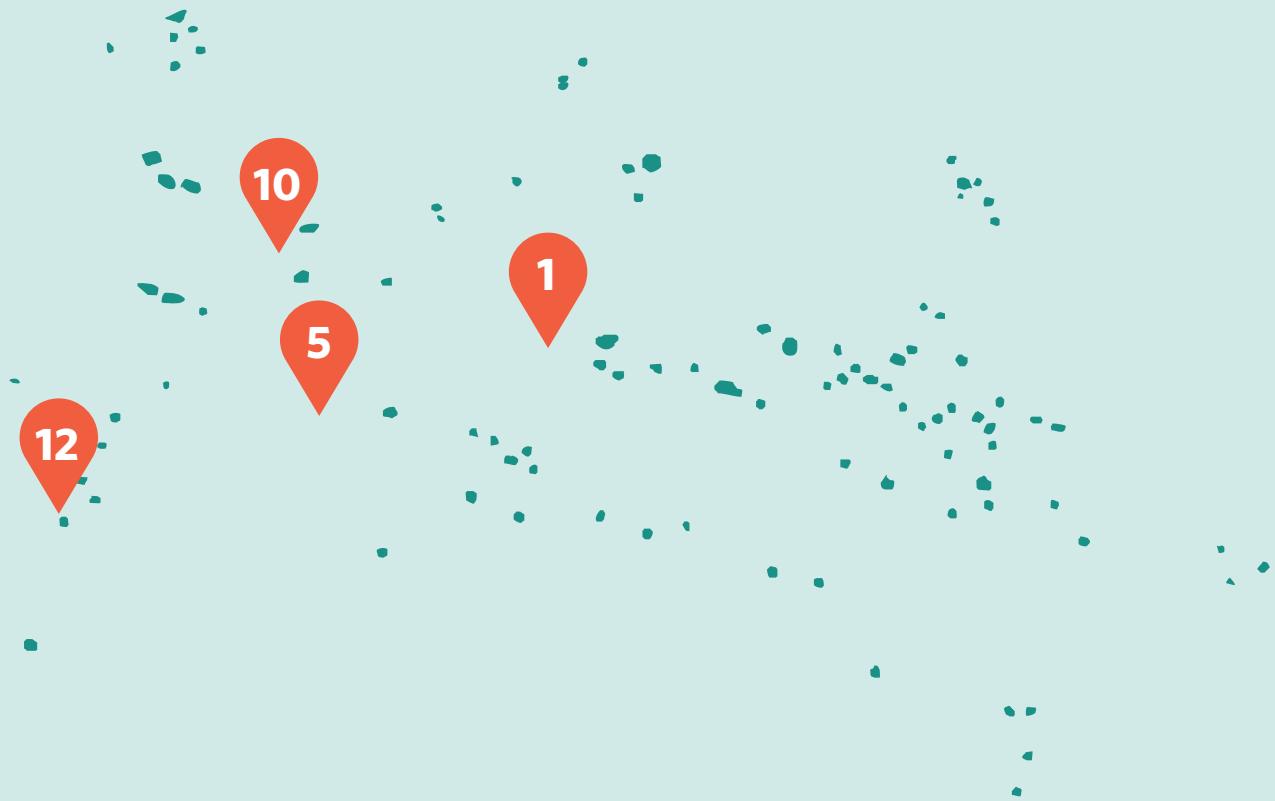
- » Projects: n/a (- completed, - ongoing)
- » Partners: n/a
- » 10-Year commitment: n/a

6 Nauru

- » Projects: 6 (3 completed, 3 ongoing)
- » Partners: 6
- » 10-Year commitment: \$5.1 million

⁸Niue receives support from *Pacific Women* through regional projects.





7 Palau

- » Projects: 3 (3 completed, 0 ongoing)
- » Partners: 2
- » 10-Year commitment: \$1.4 million

10 Samoa

- » Projects: 5 (1 completed, 4 ongoing)
- » Partners: 11
- » 10-Year commitment: \$9.3 million

13 Tuvalu

- » Projects: 6 (4 completed, 2 ongoing)
- » Partners: 3
- » 10-Year commitment: \$1.8 million

8 Papua New Guinea

- » Projects: 47 (23 completed, 24 ongoing)
- » Partners: 53
- » 10-Year commitment: \$100.19 million

11 Solomon Islands

- » Projects: 18 (12 completed, 6 ongoing)
- » Partners: 21
- » 10-Year commitment: \$34.8 million

14 Vanuatu

- » Projects: 10 (5 completed, 5 ongoing)
- » Partners: 10
- » 10-Year commitment: \$11.9 million

9 Republic of the Marshall Islands

- » Projects: 5 (4 completed, 1 ongoing)
- » Partners: 2
- » 10-Year commitment: \$3.9 million

12 Tonga

- » Projects: 8 (2 completed, 6 ongoing)
- » Partners: 6
- » 10-Year commitment: \$10.1 million

Regional

- » Projects:⁹ 37 (21 completed, 16 ongoing)
- » Partners:¹⁰ 46
- » 10-Year commitment: \$142 million

⁹This figure includes regional and multi-country projects implemented in a country.

¹⁰Partners listed here include implementing partners that receive funding directly or indirectly to implement activities. It excludes third party beneficiaries or partners additionally involved in initiatives.



ENDING VIOLENCE AGAINST WOMEN



Members of the Oneisomw Women's Association in Chuuk.
Photo credit: Chuuk Women's Council (CWC).

Three Pacific Island countries have opened their first crisis centres to support women and girl survivors of violence as a result of *Pacific Women* funding and technical support.

In some Pacific Island countries, the prevalence of violence against women is more than twice the global average and affects more than two-thirds of women and girls.¹¹

The Australian Government, through *Pacific Women*, provides long-term support to 15 crisis service partners across eight countries, now including the Federated States of Micronesia, Kiribati and the Republic of the Marshall Islands. *Pacific Women's* long-term funding enables existing crisis services to continue operating

and expanding, with a focus on reaching women and girl survivors in rural and remote areas.

Pacific Women programming has focused on work under this outcome because until women are free from violence in their homes, workplaces and communities, they are unable to fully participate in other aspects of social, economic and political life. The negative impact of violence on women's ability to participate in education, employment and civic life results in lost employment and productivity and drains resources from social services, the justice system, healthcare agencies and employers.

For example, in Fiji, the direct costs (expenditure on services including medical and legal) and indirect

'Our culture is about protection and shared roles and responsibilities, about men and women working together and respecting each other.'

Teretia Tokam, Coordinator, Kiribati Women and Children Support Centre (KWCS)



costs (long-term physical and psychological effects) of violence have been estimated at around USD135.8 million or around seven per cent of gross domestic product.¹² Research with a sample group of employers in Papua New Guinea estimated that up to nine per cent of companies' annual wage bills and up to an additional 45 per cent of indirect costs are lost due to family and sexual violence.¹³

As a result, violence against women is one of the most pervasive human rights violations and a leading barrier to countries achieving sustainable development.

For more than 30 years, the Australian Government has provided core funding for the **Fiji Women's Crisis Centre**. This support has stepped up over the last eight years through *Pacific Women*. The 2019 evaluation of Australia's development assistance to end violence against women found that Australia's long-term core support to partners that provide holistic care for women and girls affected by violence – such as the **Fiji Women's Crisis Centre** and the **Vanuatu Women's Centre** – is a key strength, resulting in significant change.¹⁴

More local women's organisations are now leading work to end violence against women. They are playing

a crucial role in their countries to advance local understanding of women's and girls' rights, getting the issue onto the public agenda and providing much-needed services that are locally led. This is why 42 per cent of *Pacific Women* support is to partners to end violence against women.

To achieve results in both preventing violence and ensuring services are available for survivors when violence does occur, *Pacific Women* partners utilise a range of approaches and entry points.

Pacific Women's Support Unit is assisting civil society partners at all stages of the journey to prevent gender-based violence and provide services for survivors. This includes accompanying civil society organisations as they start to address the issue, such as when **Women United Together Marshall Islands** established its *Weto in Mour* service. It also covers others who are developing programs and collaborating to support each other, like **Chuuk Women's Council** and the **Kiribati Women and Children Support Centre**. Finally, it includes the well-established **Pacific Women's Network Against Violence Against Women**. At the same time, *Pacific Women* is strengthening government-led responses to the issue.

Support to crisis centres assists more than 21,000

During 2019, *Pacific Women* reached an estimated 21,223 women and children with crisis support services:

- Centres in Fiji, Tonga, Vanuatu, Papua New Guinea and Kiribati provided 18,851 counselling sessions to 5,278 new clients and 12,751 sessions for repeat clients. (Record keeping for 822 counselling services did not differentiate between new and repeat clients.)
- The program supported 2,174 women with case management services in Solomon Islands, the Republic of the Marshall Islands and Papua New Guinea.
- Crisis support services provided safe accommodation for 696 survivors of violence (including children) and medical assistance to 459 clients.
- The program supported 1,193 clients to access justice through legal services, including referrals to police to report on domestic violence and sexual assault.
- Crisis centres assisted 1,767 women to access family protection orders.
- In Papua New Guinea, *Pacific Women* partners supported 198 women and children with repatriation and reintegration services.
- *Pacific Women* also reached an estimated 179,106 people through community awareness, outreach and advocacy on ending violence against women in 2019.

¹¹Australian Department of Foreign Affairs and Trade, Office of Development Effectiveness, 2019. Ending violence against women and girls: Evaluating a decade of Australia's development assistance.

<https://www.dfat.gov.au/aid/how-we-measure-performance/ode/strategic-evaluations/Pages/evawg>

¹²A. Laqueretabua, V. Naidu and S. Bhagwan Rolls, 2019. Pacific Perspectives on the Commercial Sexual Exploitation and Sexual Abuse of Children and Youth. Bangkok, Thailand, United Nations Economic and Social Commission for Asia and the Pacific, p.116.

¹³E. Darko, W. Smith and D. Walker, 2015. Gender Violence in PNG: The cost to business. ODI Report.

<https://www.odi.org/sites/odi.org.uk/files/odi-assets/publications-opinion-files/9886.pdf>

¹⁴Australian Department of Foreign Affairs and Trade, Office of Development Effectiveness, 2019. Ending violence against women and girls: Evaluating a decade of Australia's development assistance.

<https://www.dfat.gov.au/aid/how-we-measure-performance/ode/strategic-evaluations/Pages/evawg>

Many partners are trying new and innovative approaches or strengthening successful locally-developed projects. These projects fit the local socio-cultural conditions to help shift deeply embedded attitudes and behaviours that perpetuate violence against women.

For example, the **Tonga Women and Children Crisis Centre's** *Fanguna* radio programs have led to an increase of walk-in clients seeking their services. The Centre produced and broadcast 95 half-hour radio programs from September 2018–December 2019. These programs reflect counselling sessions and cover topics such as coercive control in intimate partner relationships, sexual harassment in the workplace, red flags in a dating relationship and child sexual abuse.

In Fiji, **Get Into Rugby PLUS (GIR PLUS)** has been developed by Oceania Rugby in collaboration with UN Women. This sports-led approach intensively trains selected coaches to provide quality training in life-skill themes, resulting in girl and boy players proactively promoting gender equality on and off the field.

By the end of the project's initial phase, almost all girls and boys knew of a place or person near their home or school where they could go to report violence or abuse. This includes the players' GIR PLUS coaches, Child Helpline or the Fiji Women's Crisis Centre.

The **Talitha Project** is using a similar approach in

Tonga, with the new Front Row Against Violence project. It targets youth and sports to ensure girls in Tonga are empowered, have equal access to opportunities and live free from all forms of violence. With 68 per cent of Tongan women having experienced physical violence by a non-partner since age 15 in a nation with a median age of 22 years and almost 40 per cent of the population aged under 16 years it is evident that adolescents and young girls in particular are vulnerable to all forms of violence.¹⁵

Other partners are adapting successful models from overseas, such as the **SASA!** (Start, Awareness, Support, Action!) community mobilisation approach developed in Uganda. Launched by the President of Kiribati in June 2019, **Strengthening Peaceful Villages** uses the **SASA!** methodology within the locally-developed project. It has already trained 90 village activists and village leaders from 21 target communities. **Population Services International** piloted **SASA!Together** in Papua New Guinea. Sessions inspired parents in Sepik Province to speak up and three child protection matters are now before the District Court. In Fiji, **House of Sarah's** Preventing Violence in Fiji's Faith Settings project enables conversations between community members, leaders and duty bearers about people's lives, relationships and interpretations of the Bible using the **SASA!Faith** approach.

Pacific Partnership to End Violence Against Women and Girls

The **House of Sarah** and **Strengthening Peaceful Villages** community-mobilisation projects, along with the **GIR PLUS** and the **Talitha Project** sports approaches are supported in partnership with **UN Women** through the **Pacific Partnership to End Violence Against Women and Girls** (Pacific Partnership).

The Pacific Partnership brings together governments, civil society organisations, communities and other partners to promote gender equality, prevent violence against women and girls and increase access to quality response services for survivors.

To achieve this, the Pacific Partnership aims to transform the social norms that allow violence against women and girls to continue; to ensure survivors have access to quality response services; and to support national and regional institutions to meet their commitments to gender equality and prevention of violence against women and girls. The multilateral partnership is funded by the European Union and the governments of Australia and New Zealand. The Australian Government funding for the Pacific Partnership focuses on ending violence against women and girls and is provided through *Pacific Women*.

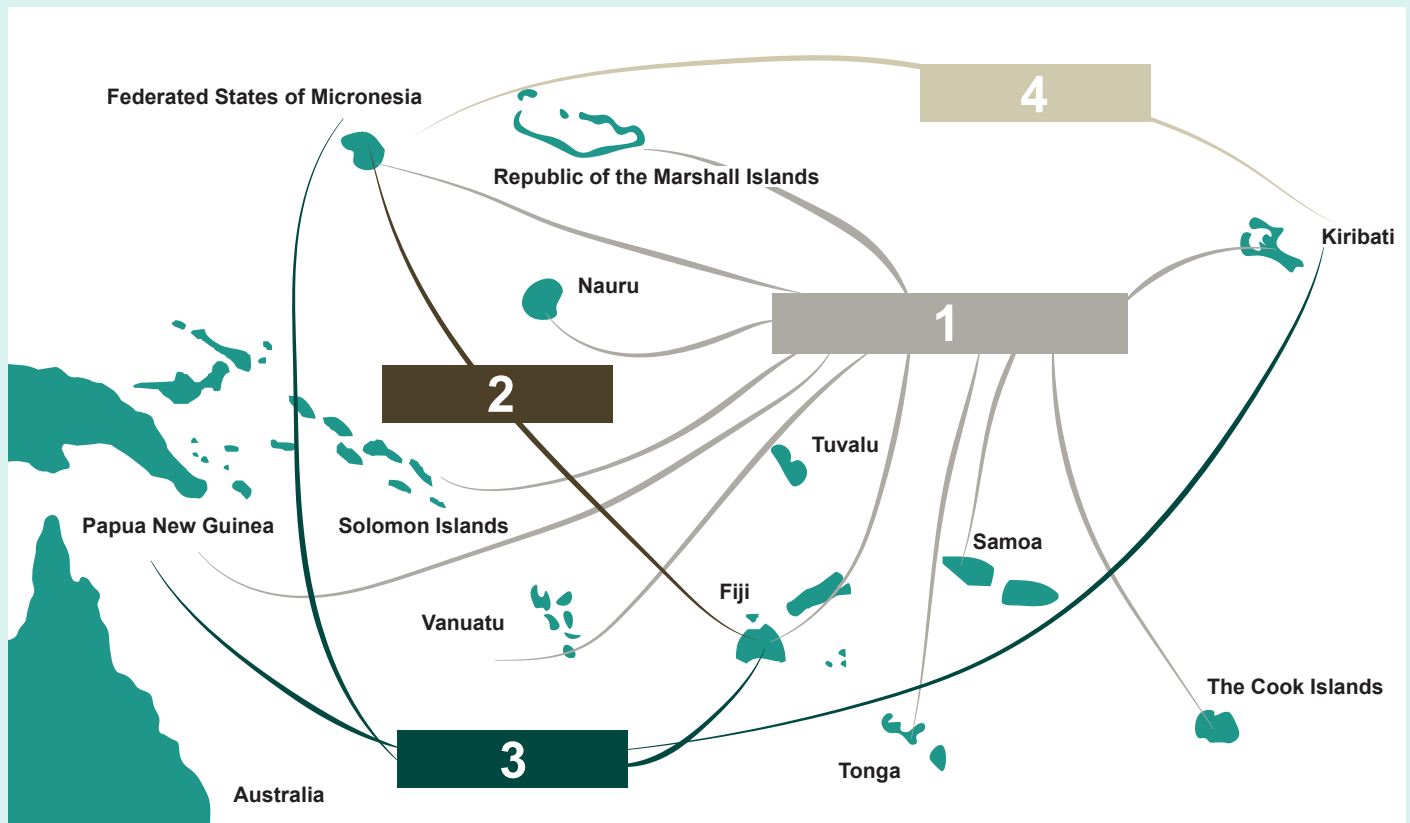
The Pacific Partnership's three outcome areas are jointly implemented through a partnership between the Pacific Community (SPC) Regional Rights Resource Team (RRRT), Pacific Islands Forum Secretariat (PIFS) and UN Women Fiji Multi-Country Office (MCO).

¹⁵Ma'a Fafine mo e Famili Inc, 2012. National Study on Domestic Violence against Women in Tonga 2009 *Nofo 'a Kainga*.



South-South Exchanges

Family support and crisis centres across the Pacific continue to assist each other to improve levels of expertise and service to support survivors of family and sexual violence. The Australian Government through *Pacific Women* supports these information exchanges across countries and regionally, including long-term funding commitments for 15 crisis support centres in Pacific Island countries.



1. The Pacific Women's Network Against Violence Against Women (PWNAVAW) was established in 1992 and is the oldest network of organisations working to end violence against women in the Pacific. Members regularly engage to support each other and to convene regionally. More than 60 participants from 11 Pacific Island countries (the Cook Islands, the Federated States of Micronesia, Fiji, Kiribati, Republic of the Marshall Islands, Nauru, Papua New Guinea, Samoa, Solomon Islands, Tonga and Vanuatu) gathered for the Eighth Meeting of the PWNAVAW in December 2018.
2. Lululeen Santos, Women's Interest Coordinator for the Department of Health and Social Services for Pohnpei State, Federated States of Micronesia, attended a four-week Regional Training Program in October 2019. The Fiji Women's Crisis Centre, as Secretariat of the PWNAVAW, conducts the training twice a year.
3. The Fiji Women's Crisis Centre is mentoring emerging organisations working to end violence against women, including Hela Women Never Give Up and Coupe Safe House in Papua New Guinea; Kiribati Women and Children's Support Centre; and Pohnpei Women's Council in the Federated States of Micronesia. Many *Pacific Women* partners access this and other mentoring opportunities.
4. Teretia Tokam, Executive Director of the Kiribati Women and Children Support Centre (KWCS), spent 10 days in October 2019 with Christina 'Kiki' Stinnett, President, and staff of the Chuuk Women's Council. Ms Tokam visited Chuuk to share her experience of the first year of operations of KWCS and to exchange ideas as Chuuk Women's Council prepared to open the *Tongen Inepwnew* Counseling Center, to be the first crisis centre in the Federated States of Micronesia.

Given the central role of religion to Pacific communities, particularly Christianity, faith-based organisations hold enormous potential to influence and reduce community tolerance of violence against women. In Solomon Islands, World Vision's **Channels of Hope** project is bringing church congregations together to take community action against violence. Six communities on the Weather Coast have developed action plans to address triggers of violence and some communities are working together to create by-laws on these issues.

UnitingWorld's **Gender Equality Theology** is changing people's understanding of key biblical texts, with evidence of changed attitudes and behaviour in family life in Fiji, Solomon Islands and Kiribati. At the institutional level, the President of the Fiji Council of Churches has committed to offering the new gender equality theology curriculum as a stand-alone intensive course for member churches

In Fiji, **House of Sarah** continues to expand collaborations across faith leaders. Its joint 2018–2019 national television campaign featured nine faith

denominations denouncing violence against women and girls, representing a powerful public condemnation. Similar campaigns are being planned for Tonga and Vanuatu in 2020.

Pacific Women partners are also working with men to address men's violence and community tolerance for violence against women. Male advocacy training is showing results, as male participants challenge their own behaviour as well as those in the wider community. There is evidence of sustained changes in behaviour by male advocates trained by the **Fiji Women's Crisis Centre**. This includes men who have developed their own initiatives to end violence against women in collaboration with women's rights organisations. Men from the **Tonga Women and Children Crisis Centre's** male advocates program take part in panels for the *Fanguna* radio show, write letters to the media and participate in social media discussions. Men have described 'big changes' in their personal lives, their mindsets and their perspectives as a result of the program.

Helping duty bearers to uphold their responsibilities

'After 24 years working in remote islands, this has changed me a lot in how I'll now support survivors of domestic violence,' said Makelesi Vuvulo, who is a Community Health Nurse.

'Before, we'd focus on reconciling couples but now we know the priority is the survivor, their care and recovery,' Ms Vuvulo said during the 2019 national rollout and implementation of Fiji's Service Delivery Protocol for Responding to Cases of Gender-Based Violence. This is part of a Pacific initiative led by governments across five countries – Fiji, Kiribati, Samoa, Solomon Islands and Tonga – in partnership with UN Women. It supports frontline responders to improve the coordination and quality of services across multiple sectors, from health to police and justice.

Ms Vuvulo joins other health workers, police officers, court officials, crisis centre counsellors and other duty bearers across Pacific Island countries to better serve survivors of violence.

In Solomon Islands, Authorised Justices appointed under the *Family Protection Act* 2014 have increased the knowledge and skills they need to properly execute their duties, including issuing interim protection orders. The first order was issued in October 2018 as a direct result of training from the Pacific Community's (SPC) Regional Rights Resource Team's (RRRT) Access to Justice project.

Community theatre has also been helping Authorised Justices deepen their understanding of their role and responsibilities. During training, most Authorised Justices correctly stated that domestic violence is not justifiable in any situation and not acceptable under the law. However, some still thought there were situations where domestic violence could be justified, such as when men as head of the family discipline women. A local theatre company helps Authorised Justices – who have a duty to protect survivors of violence – to address these entrenched perceptions through role plays.



What is a duty bearer?

When a woman or girl experiences gender-based violence, she needs support from a range of services: the police, the legal system, social services and health. The best results for survivors of violence occur when the duty bearers in these organisations know about gender-based violence, understand their roles and coordinate with other services.

Duty bearers include, among others:

- Police officers
- Magistrates and judges
- Doctors and nurses
- Gender-based violence counsellors
- Welfare officers.



The mainstreaming of violence against women initiatives into other projects, such as those on women's economic empowerment, is also achieving some good results. An example is **Vanuatu Skills Partnership's** incorporation of do-no-harm approaches and risk management strategies into their vocational skills building activities to minimise the risk of violence against women. This is one of several examples of complementarity between *Pacific Women's* four outcomes.

Access to sexual and reproductive health and rights services are critical for survivors of violence, particularly rape and sexual assault. Several *Pacific Women* partners are integrating sexual and reproductive health services with community education on family planning and ending men's violence against women through their outreach services.

Successful approaches engage local women and men as service providers and advocates for sexual and reproductive health issues. The **International Planned**

Journalists also play a role in how we talk about violence against women and girls. In Papua New Guinea, there were notable improvements in police and court reporting after journalists participated in **SASA!** training implemented by Population Services International. Media monitoring for the use of survivor-centred language identified fewer breaches in January–June 2019 (11) than in the previous six months (26).

These duty bearers are some of the many being supported by *Pacific Women* partners to better serve women and children. Across countries, partners are addressing social norms that may act as a barrier to duty bearers upholding their responsibilities. They are finding that long-term, consistent support to leadership and resourcing is required to bring about sustained changes in the way duty bearers undertake their roles. This work is ensuring that providing survivor-centred services is a strategic priority for all duty bearers in the Pacific.



Police officers in Solomon Islands participate in an Access to Justice project training. Photo credit: The Pacific Community (SPC) Regional Rights Resource Team (RRRT).



Parenthood Federation and its member association, the Kiribati Family Health Association, successfully advocated for the inclusion of sexual and reproductive health provisions in two new Island Development Plans in Kiribati. In Papua New Guinea, the quality of Western Highlands Provincial Health Authority's Family Support Centres improved under FHI 360's **Kommuniti Lukautim Oi Meri** project through creating child corners and training staff on child protection training. Also in Papua New Guinea, community workshops under CARE's **Mamayo** project led to community action plans in Lufa in Eastern Highlands Province and Kunua in the Autonomous Region of Bougainville on issues including family planning, domestic violence and reducing violence related to sorcery accusations. Women involved are reporting less fear of stigma and discrimination around the use of contraceptives plus changing attitudes to family size.

Pacific Women partners are building on more than a decade's work by various organisations, especially the **Regional Rights Resource Team (RRRT)**. The team is supporting governments and other stakeholders to develop and implement legislative reform on family and domestic violence and strengthening capacity to use this important legislation.

During 2019, Vanuatu Women's Centre supported the Vanuatu Magistrates Court to launch a Domestic Violence Action Plan. It outlines how the court will strengthen delivery of survivor-centred and timely responses to the centre's clients. The *Pacific Women* Family Protection Adviser in the Federated States of Micronesia helped to steer formation of the Pohnpei Domestic Violence Committee and to draft recommendations on protection orders for the Pohnpei Governor. In Tuvalu, the *Pacific Women* Psychosocial Counselling Adviser supported the implementation of the *Family Protection and Domestic Violence Act 2014* through stakeholder dialogues to develop minimum standards for survivors of violence and by developing screening tools for women and children survivors seeking health services.

While there are strong examples of improvements in service provision and referral networks, crisis centres continue to report mixed results in their engagement with duty bearers. Police are often first to respond to women experiencing violence and are central to coordinating responses and referrals with other duty bearers. However, a key challenge reported by *Pacific Women* partners is the institutional culture of the male-dominated police force. This hinders delivery of

survivor-centred services including referrals to, and coordination across, services that assist women and girl survivors of violence.

The Australian Federal Police's **Families Free of Violence** project in Tonga is working with local partners. Under the project, interagency case management meetings have been established on the island of 'Eua. This is improving both police response times and relationships, resulting in more coordinated referrals between police and service providers.

Also seeking to improve coordination of services for survivors of gender-based violence is the **Pacific Partnership's** work with five governments in the Pacific – Fiji, Kiribati, Samoa, Solomon Islands and Tonga – to develop Standard Operating Procedures. By agreeing to standard ways to treat and refer clients, duty bearers can provide better coordinated, quality response services for survivors of violence.

Pacific Women's ongoing support to women's crisis centres and networks across the region has significantly increased the availability and quality of services to women and children seeking safety and support. *Pacific Women* now supports more than 15 partners providing crisis support in eight countries. Increasing numbers of those seeking help at these crisis centres indicates a growing awareness that violence support services exist across the region.

Pacific Women partners are also finding new ways to provide crisis services. In Papua New Guinea, Oil Search Foundation's **Bel isi PNG** project is a public-private partnership supporting Papua New Guinea's private sector to address family and sexual violence amongst their employees. It has 13 subscribing companies, including four new subscribers in 2019. The **Business Coalition for Women** helps subscribing and other companies to implement workplace policies against violence, and employees of subscribing companies receive priority services from *Bel isi PNG's* case management centre and safehouse, both operated by **Femili PNG**.

A further positive outcome from dedicated long-term investment in ending violence against women in the Pacific has been the independent flourishing of women's groups throughout the region. There is evidence that these groups are supporting each other by forming prevention and help strategies and services while furthering progress toward a region free from violence.



From the ground up: Women's groups create new crisis services



Chuuk Women's Council (CWC) staff with Honourable Dr Sharman Stone, Australia's Ambassador for Women and Girls during the soft launch of the Tongen Inepwinew Counseling Center in December 2019. Photo credit: CWC.

Dedicated women's groups in small island states are leading the creation of safe spaces and the provision of quality services for women and children experiencing violence.

Three countries now have their first crisis centres for women and children survivors, established by *Pacific Women* partners. Along with funding for these organisations, the *Pacific Women* Support Unit has been providing technical assistance throughout the journey.

Funded by the Australian Government through *Pacific Women*, the Kiribati Women and Children Support Centre (KWCS) became independent in July 2019. This was a major milestone, following 18 months operating under the auspices of the Kiribati Family Health Association. The *Pacific Women* Support Unit, UN Women and the Fiji Women's Crisis Centre provided technical support and training to help KWCS during its early years of operation and to establish its services.

'I really want to support these women to let them know they have more opportunities, and they have choices, and they have support with the centre,' explained Teretia Tokam, KWCS coordinator. 'Before there was no such support and I am very grateful that now, through the centre, women and children can access some help.'

KWCS provides free, confidential counselling, legal information, case management and community awareness services, with staff serving 156 new clients during 2019. It also works to address domestic violence at the community level. KWCS is working closely with the Kiribati Family Health Association and Teinainano Urban Council to draft a gender-based violence by-law to declare *maneabas* as an emergency safe place for survivors of gender-based violence and child abuse. This proposed by-law is being discussed with Kiribati's nine island councils.

'Our culture is about protection and shared roles and responsibilities, about men and women working together and respecting each other,' emphasised Ms Tokam. When finalised, the by-laws will provide formal legal recognition of rules made to address community concerns on domestic violence.

Ms Tokam is already sharing the experience of KWCS with other emerging service providers, including through a support visit to the region's newest crisis service in Chuuk State. The soft launch of the *Tongen Inepwinew* Counseling Center in December 2019 heralded the first crisis support centre for survivors of violence against women in the Federated States of Micronesia. Christina 'Kiki' Stinnett is the President of the Chuuk Women's Council, which operates the centre.



'A woman said [to me] and I quote, "Why now! You should have provided this service [a] long time ago. This is good that we have this in Chuuk now as we need this!" I agree with this woman. If we don't do it now, then when and who will do it?' said Ms Stinnett.

The centre provides free, confidential and non-judgmental counselling for survivors of domestic violence, rape, sexual harassment and child sexual abuse.

'The *Tongen Inepwinew* Counseling Center envisions a Chuuk State that is free from all forms of violence and discrimination against women,' said Ms Stinnett. 'All its activities are survivor or women centred, which means we do not blame the women for the domestic violence,

rape and sexual harassment that she has experienced or is experiencing. It is never the woman's fault.'

In the Republic of the Marshall Islands, local non-government organisation Women United Together Marshall Islands (WUTMI) has been operating the country's first counselling service, *Weto in Mour* since 2016 with support from *Pacific Women*. WUTMI's experience has been that establishing a centre is just a start; the next step is creating awareness in communities on the issue of violence against women and facilitating access for women who need services. *Weto in Mour* has increased awareness of the issue of violence against women and improved the services and referral network available to survivors.



Women United Together Marshall Islands (WUTMI) staff. Standing, left to right: Tomiko Maddison and Christy Mckay. Seated, left to right: Tanya Terry and Daniya Note. Photo credit: WUTMI.



But there are many challenges, not least of which is working on a sensitive issue within a small population, particularly in the outer islands. 'Here on Majuro [the capital] we say that we are related to everyone,' explained Candida Kaious, *Weto in Mour's* Program Coordinator. 'But, in the outer islands, they are really close, like, "this is my house, this is my brother's house, that's my sister's house" and there is no person that is not related to the other.'

Tania Terry provides psychosocial support for *Weto in Mour's* clients via case management and case advocacy work. She shared an example of a client in a remote area whom she supported for more than a year and a half to obtain a temporary protection order. 'The perpetrator was a [local police] officer,' she explained, so the survivor had to wait a couple of months for a national police officer to come to the island to assist. Even then, challenges continued. 'The community judge [and] the clerk were not aware of the domestic violence law. They did not know ... the process of the temporary protection order,' Ms Terry said.

In 2019, *Weto in Mour* provided services to 25 new clients. They assisted two clients with emergency accommodation and seven women to apply for and receive protection orders through the court. These numbers may seem small, but must be understood in the context of a population of less than 60,000 people, where women do not speak out against violence and support services for women are very new.

These three centres are built on pre-existing community structures and *Pacific Women* is convening opportunities for them to learn from each other to offer contextually relevant crisis services to clients. Through these partnerships, KSCWC, *Weto in Mour* and *Tongen Inepwinew* Counseling Center are sharing learning and providing critical leadership in ending violence against women in the region.



Kiribati Women and Children Support Centre Coordinator Teretia Tokam with Tiero Tetabea from Kiribati Family Health Association. Photo credit: Pacific Women Support Unit / Tara Chetty.

The staff believe that they can only change the community if they are passionate about the work they do and inspire others.

'Just seeing these women being empowered and free,' said *Weto in Mour's* Ms Kaious, 'there's a wonderful feeling there. We feel proud of ourself. And the women [clients] as well.'

ECONOMIC EMPOWERMENT



Employees of the Hidden Valley gold mining operation in Morobe, Papua New Guinea. Photo credit: International Finance Corporation (IFC).

‘After the training, we understood gender equality. Whenever I am doing market work, my husband stays and looks after the children and takes care of house chores,’ Alice, a participant in CARE’s **Coffee Industry Support Project** in Papua New Guinea said. ‘It wasn’t like this before.’¹⁶

Pacific Women has funded approximately 2,490 activities to improve women’s economic empowerment, including 851 activities during 2019. These activities assist women to advance in finance, business and other skills to: establish new micro-businesses and savings clubs; enable women to secure formal qualifications, scholarships, job placements and employment opportunities; create opportunities for women to sell and value-add their products; and to

assist women to have greater decision-making powers in their home and communities over how their earnings will be spent.

Successful economic empowerment projects require change to social and economic norms so they are equally fair to women and men and do not limit women’s opportunities. This takes time and effort. *Pacific Women* partners have shown the importance of actively assessing how policies, practices and traditions affect women and men differently in families, communities and institutions.

Pacific Women is ensuring partners’ programming is based on evidence of what works in Pacific contexts to meaningfully empower women economically. This means not just increasing their earnings, but

‘When I am weaving a basket, he [my husband] will help with preparing food for the children. I can see that my home life has really improved.’¹⁷

Christina Manar, weaver and participant of the Vanuatu Skills Partnership.



also ensuring they have equal opportunity with men to control income and assets, access decent and secure work and participate in financial decision making like household spending. Empowering women economically in this way is central to realising women's rights and gender equality.

Some of *Pacific Women's* most powerful results have come through approaches that work with family units. Research from CARE's **Coffee Industry Support Project** in Papua New Guinea found a ten-point increase in women's empowerment experienced by those women participating in the project with their families. Improvements are being seen in women's ownership of assets, followed by women's increased role in household decision making and a decreased acceptance of violence in a relationship. Also resulting from the training, the percentage of households where women and men perform labour and household tasks equally increased by 11 per cent and women making decisions themselves about how to spend the money they solely earned themselves increased to 34 per cent (compared with 22 per cent for those who had not received training).¹⁸

Family-based models have predominantly been developed through economic empowerment projects such as CARE's **Coffee Industry Support Project** and the **Family Farm Teams** project (implemented by the University of Canberra and managed by the Australian Centre for International Agricultural Research (ACIAR)) in Papua New Guinea. These approaches are now informing the programming of *Pacific Women* partners working toward the program's other goals, demonstrating the complementarity of *Pacific Women's* four outcomes.

Savings clubs, such as those established by **CARE** and **FHI 360** in Papua New Guinea, and community associations, such as market vendor associations, are other mechanisms that strengthen women's collective voice in the community. They provide mutual care, financial support and security for women.

UN Women's **Markets for Change** project is showing that market vendor associations can bring women together to advocate for improved conditions in

the market along with the realisation of women's rights. A key component of Markets for Change's comprehensive approach is equipping women with skills such as financial literacy. It is one of the projects that has enabled *Pacific Women* to provide financial literacy training and financial services to more than 25,000 women, including 3,492 women in 2019.

'A lot of what Markets for Change does is remove barriers. When women form associations, they develop collective power. A single market vendor has no power, but forming an association gives the group voice and power to lobby and influence government decisions.' Sandra Bernklau, Representative for the UN Women Fiji Multi-Country Office, shared these insights at the ***Pacific Women* Regional Learning Forum on Women's Economic Empowerment**. To harness existing knowledge and share the findings of research and practice on women's economic empowerment, the *Pacific Women* Support Unit brought together more than 240 researchers, policy makers and program implementers from nine countries for this three-day Regional Learning Forum in Suva, Fiji in May 2019.

The Forum provided an opportunity for *Pacific Women* partners, both those funded by the program and other important stakeholders, to recognise and plan adaptive, Pacific-specific approaches to women's economic empowerment. It also sparked debate about why it has been slow for partners to advance women's economic empowerment in the Pacific, while building appetite for reform and collaboration.

Among the lowest performers for equality in the formal economy

Pacific Women is supporting important changes to women's economic empowerment in a difficult context: out of 190 economies, the World Bank ranked seven Pacific Island countries in the lowest performing quarter of economies for equality of opportunity and participation in the formal economy.¹⁹



¹⁶CARE International in Papua New Guinea, 2020, July–December 2019 Progress Report.

¹⁷Vanuatu Skills Partnership, 2019. Vetimboso Weavers. https://www.youtube.com/watch?v=-xfv_nXjr7Y

¹⁸CARE, 2018. Business Case for Women's Economic Empowerment in the Coffee Industry in PNG. The business case compared statistics from the Coffee Industry Support Project between 2016 and 2018.

¹⁹The lowest performing Pacific Island countries (from lowest to higher) are Solomon Islands, Vanuatu, Tonga, Palau, Republic of the Marshall Islands, Papua New Guinea, Federated States of Micronesia. World Bank, 2020. Women, Business and the Law 2020. <https://wbl.worldbank.org/en/reports>



What does an economically empowered Pacific woman look like?

'Economics assumes women and men make decisions in the same way and that they react to economic stimuli in the same way, but they don't.

'We need to include women's experiences in developing policies and creating laws,' Dr Vijaya Nagarajan, Professor of Law at Macquarie University said, setting the scene on the first day of the *Pacific Women* Regional Learning Forum on Women's Economic Empowerment.

More than 240 Pacific Islanders, researchers, policy makers and development practitioners from nine countries gathered to share ideas and lessons learned. They contributed to the knowledge base about Pacific women earning an income, accumulating economic assets and making decisions about their finances. The event, held at the University of South Pacific's Laucala campus in Fiji in May 2019, recognised the efforts to improve women's economic empowerment and promoted Pacific and global research and good practice on the subject.

'Go to the community and ask them what they can do,' encouraged Litia Naitanui, Rewa Branch President of Fiji Disabled Peoples Federation, adding: 'Use the capacity and potential that we have.'

The practice of 'nothing about us, without us' promotes inclusive development that responds to the needs of the beneficiaries. This was a key take-away at the forum for policy makers and program implementers about the importance of including women from diverse groups when developing the policies or projects intended to support them.

Several panellists at the Forum mentioned how crucial it is not to address women's economic empowerment as a stand-alone issue. It must be integrated across education, health, sexual and reproductive health and rights, livelihoods, economic development and other programs.

There was considerable discussion around the difference between economic advancement and economic empowerment – for women to not just earn an income but to have decision-making control around how that money is spent. For women's



Miel Sequeira-Holm at the Regional Learning Forum on Women's Economic Empowerment. Photo credit: Pacific Women Support Unit / Fotofusion.


income generation to be meaningful and sustainable, programs must take into account women's various family and professional roles, the diversity of women and the opportunities that exist for them.

'One learning from working primarily with women is that they play so many roles with family, community and church that it is not possible to involve them in economic activities without involving the family,' said Adimaimalaga Tafuna'i, co-founder of Women in Business Development Inc.

'Support at all levels is key,' Ms Tafuna'i shared, reflecting on her approach of more than 24 years working successfully to support women's entrepreneurship in Samoa. Women in Business Development Inc's achievements include a partnership to provide virgin coconut oil to global cosmetics company, The Body Shop.

Technology, too, is playing a role in breaking down those structures that have historically precluded women from engaging in economic activities. Young women – like Miel Sequeira-Holm, who researched sunscreens online and now sells her reef-safe sunscreen over the internet from Palau – are taking advantage of global markets that are opening up with increasing access to the internet.






The Forum generated a large number of ideas for research, articulated concepts to be progressed through new and improved policies and identified practices that are working well and could be scaled up.

Evaluations of the Forum indicated 85 per cent of participants felt better able to perform their responsibilities as a result of participating in the

event. The Forum achieved its objectives, providing the opportunity for women to communicate their experiences on three key topics: social norms and women's economic empowerment; ensuring women's economic empowerment interventions and research are inclusive of all women; and changes in enabling environments and institutions to support genuine women's economic empowerment.



Fiji Women's Fund grantees including Talanoa Treks, Ra Naari Parishad and Rise Beyond the Reef are empowering women through formal collective structures that provide training and support to start micro-businesses. Fiji Women's Fund has observed that when women come together collectively, then individual women are also empowered in their households. In addition, the groups are a safe space for women to develop and practise leadership, decision-making and influencing skills. This has led to a positive shift in the way women members of collectives perceive their own abilities and what they can achieve, while challenging the social norms and practices that exclude many women from succeeding in business.

This is important because women often have little power over household finances and assets. Even when women are economically active, earning an income is not an indicator of their control over finances. Rise Beyond the Reef is reaching women in 23 communities to produce and sell traditional contemporary arts and crafts and to be more involved with household financial decision making – 95 per cent report increased control over resources. Women participants use income generated through the project on children's needs, education costs, health care, housing renovations or construction, or personal items such as dresses, without discussion with their spouse.

In contrast, women in comparison communities articulated the challenges of not having access to the same decision-making opportunities with household income.

Shifting the burden of unpaid work, such as household chores and caring for family members, involves addressing and changing gender stereotypes around care and income generation. *Pacific Women* partners are also challenging gender stereotypes by supporting women to take up roles in sectors traditionally dominated by men, assisted by businesses and training institutes.

Employees in Fiji miss an average of 12.7 days of work each year due to parental responsibilities. Following the release of the **International Finance Corporation's** (IFC) report, 'Tackling Childcare: The Business Case for Employer-Supported Childcare in Fiji,' the Fijian Government allocated funding for an exploratory committee to establish day-care

Benefits of gender diverse companies

International Finance Corporation research shows that gender diverse companies report having a:

- Greater pool of talent.
- Stronger performance.
- Better reputation.
- Rise in levels of innovation.²⁰

²⁰International Finance Corporation, September 2018. Making Progress: Solomon Island businesses advance gender equality How the Waka Mere Commitment to Action is benefiting companies and employees, p.9.

centres near major hubs of employment.²¹ The report demonstrates that childcare responsibilities significantly affect parents' ability to perform consistently at work. The challenge of working and raising children affects women's choices about the type of work they do, the career goals they aspire to achieve, the hours they work and even whether they stay in the workforce. Women are over-represented in low paid and insecure positions without parental or sick leave entitlements, such as handicraft and food vendors. To assist these women, *Pacific Women* is supporting initiatives to increase their engagement in secure, wage-earning jobs.

Most of the 90 graduates from the **Spa Academy Rural Scholarships** Project are formally employed as beauty and massage therapists. Eleven participants in CARE Vanuatu's **Gender Equality Together – Young Women's Leadership Program** have undertaken internships, with three host organisations offering participants the life-changing experience of ongoing roles.²² This example highlights the way in which *Pacific Women's* Economic Empowerment and Leadership and Decision Making outcomes complement each other. In Papua New Guinea, 156 women have graduated from the **Business Coalition for Women's** Certificate IV in Leadership and Management course. Of the 19 graduates who responded to a 2019 survey, 10 had secured more senior roles and 17 had negotiated a pay rise.

Pacific Women partners are also creating opportunities for women to gain the tools, skills and knowledge to undertake business enterprises successfully, such as the Pacific Community's (SPC) **Pacific Women Growing Business** project in the Federated States of Micronesia. In 2019, the project provided six rural women's groups and 110 women with business information and assistance to identify potential niche products, with one participant's business now receiving support from Pacific Trade Invest Australia on international packaging for its coffee products.

More women in technical roles

SoITuna is a company participating in the **Waka Mere** project implemented by the IFC and the Solomon Islands Chamber of Commerce and Industry. It reports remarkable progress in increasing the number of women in technical roles – growing from one woman in 2014 to 53 women in 2019 – such as carpentry, electrical works, forklift driving, machine labelling, plumbing and security.



For employment opportunities to be empowering, women require reasonable remuneration, security and decent work. *Pacific Women* partners are acting to transform workplaces to provide such an environment.

National policies and regulations play a role but they take time to become operational. While progress at the national level is mixed, there is clear evidence of important developments. One such example is the Government of Tonga's National Women's Empowerment and Gender Equality Tonga Policy 2019–2025 launched in April 2019 with support from SPC's **Progressing Gender Equality in the Pacific project**.²³ One of the policy's five priority outcomes is 'equitable access to economic assets and employment' citing the Tonga 2016 Census of Population and Housing, and that three-quarters of the unemployed were women wanting to work. The policy aims to address the gap between women and men in the workplace.

Significantly, in Papua New Guinea the National Technical Working Group on the Informal Economy adopted the market governance model from UN Women's **Port Moresby: A Safe City for Women and Girls Program** in its national policy. This policy emphasises the need to protect the interests of informal economy workers, who are mostly women. It includes a 'voice strategy' reproduced from the Safe City project, to strengthen workers' engagement with national policy and decision makers about issues affecting their business.

²¹P. Mala, 2019. Government allocates funding for exploratory committee to establish day-care centres, Fijivillage, 14 July 2019. <https://fijivillage.com/news/Government-allocates-funding-for-exploratory-committee-to-establish-day-care-centres-srk529/>.

²²Organisations offering internships included: NGOs; provincial government; the Australia Pacific Training Coalition; government ministries; kindergartens; and the University of the South Pacific.

²³National Women's Empowerment and Gender Equality Tonga Policy and Strategic Plan of Action 2019-2025, page 5, prepared by the Ministry of Internal Affairs, Women's Affairs Division, Government of the Kingdom of Tonga 2019 with support from the Pacific Community (SPC).



Starting or growing a business? How a Women's Business Resource Centre can help



In the past two years, almost 200 women using the Women's Business Resource Centre (WBRC) in Papua New Guinea have reported an expansion in their business.

Rebekah Ilave is one of them, making her first five-figure sale this past June.

'Women need extra support not only to start businesses, but to challenge their own thinking about their pre-defined roles in society and the economy,' said Ms Ilave, owner of education technology company, Niunet PNG Limited and a member of the WBRC since 2018.

'[The WBRC] helps women entrepreneurs gain the emotional and mental support they need to attain their business goals,' she said.

The WBRC is an entrepreneurial hub assisting women to establish and strengthen their businesses, based in Papua New Guinea's capital of Port Moresby.

Since it was established by the Center for International Private Enterprise in November 2016, *Pacific Women's* support has enabled 3,668 women to participate in technical training and workshop events that are helping their businesses thrive. Members can also access quiet, secure office space, laptops and private meeting rooms.

'The [WBRC] helps women to find relevant training, experiment with business practices, to be connected to opportunities to market products and seek capital and be around like-minded women and men,' Ms Ilave explained.

Among its regular training sessions are 'Finance Fridays' and 'Website Wednesdays'; entrepreneur masterclasses and mentoring; high-demand, free computer coding classes for girls aged 7–15 and their parents; plus e-learning programs for women who live outside Port Moresby. In 2019, the most popular sessions were on completing tax returns, trade opportunity excursions in Indonesia and making online purchases.

It is also connecting with other initiatives that are supporting women's economic empowerment. With the Business Coalition for Women, the WBRC hosted a session that successfully connected women-owned businesses with larger companies. Eleven members are also participating in an accelerator program run by The Difference Incubator that provides support and tools to refine and grow existing businesses.

WBRC encourages an inclusive 'entrepreneurial ecosystem' and provides services such as child-care facilities, adult literacy classes and sign language interpreters during training. These inclusive approaches are making a tangible difference for members like Helen Gorogo. 'It's good. When I brought [my son] ... I knew he would be taken care of, I was able to concentrate on the sessions that were being delivered at the WBRC.'

Alina Ruhukail also appreciates the WBRC. 'I don't have a babysitter at home. When I see session[s] I want to attend then I know I can always bring my kids along to use the babysitting services there... [My daughter] calls the centre "Mummy's office",' she said.



A girl at the child-minding facility at the Women's Business Resource Centre (WBRC). Photo credit: WBRC.



Safe and secure work



The International Finance Corporation (IFC) is helping companies in Fiji, Papua New Guinea and Solomon Islands to pioneer measures that create safe working conditions for women.

Overwhelmingly, these companies are finding that introducing safe and respectful workplaces not only leads to greater opportunities for women to progress in their careers, but also has a positive impact on overall business performance.

The right to be safe cannot be measured by money. But making the business case demonstrates that ensuring women workers stay free from harm has financial as well as wellbeing benefits.

With support from *Pacific Women* and led by IFC and the Solomon Islands Chamber of Commerce, 15 of the largest companies in Solomon Islands – representing 6,000 employees – worked toward meeting the *Waka Mere* Commitment to Action. This included companies introducing policies to support respectful workplaces, free from bullying and harassment. At the beginning of the project, around one in three employees reported they did not feel comfortable or safe at work. After two years of participating in *Waka Mere*, this fell to one in 10. Additionally, 77 per cent of employees now believe that their company has adequate mechanisms in place to address worker grievances, up from 63 per cent at the start of the initiative.

In Papua New Guinea, IFC started the Business Coalition for Women and developed various Gender Smart workplace model policies, training programs and resources to promote safe and supportive working conditions for women.

Peter Callister, Sustainability Manager for New Britain Palm Oil Ltd, reflects on his company's experience with the Gender Smart safety training and resources offered through the Coalition: 'We have incorporated gender into our safety management systems and processes. We selected key personnel who were involved in the identification of specific risks to women and have developed strategies necessary to mitigate



Female staff member of SolTuna. Photo credit: International Finance Corporation (IFC).

these risks. Importantly, as a business, we have learned the importance of incorporating women's safety into our activities and it is now a KPI [Key Performance Indicator] requirement.'

The Business Case for Workplace Responses to Domestic and Sexual Violence in Fiji, developed under the IFC's WINvest Fiji project, found that violence is costing employers almost 10 days of work per employee each year. It recommended organisations develop standardised workplace responses and train teams to help affected employees. Following the publication of the report, IFC launched a program to support companies to introduce anti-harassment and domestic and sexual violence workplace policies.

Back in Solomon Islands, employers are already experiencing positive results from implementing policies that support employees who experience violence at home.

Freda Fa'aitoa, Human Resources Manager for Bank South Pacific, explained how these actions are helping women to keep their jobs and benefit the company's productivity and bottom line: 'Employees have started to disclose incidents of violence, receive structured support, and be able to carry on with their jobs. This has helped us increase productivity and save associated medical, security and new recruitment costs. In fact, we have already recouped the costs of implementing the policy and we recently saved two jobs of employees affected by violence. In the past, we would have terminated their employment as we would not have known why they were absent, seemingly without cause.'



Pacific Women partners are working to promote systemic changes in the private sector to reduce sexual harassment, improve pay rates and support employees affected by family violence.

The **Spa Academy** is acting to protect health and beauty spa workers from sexual harassment, including through training on workers' rights to a harassment-free workplace. It has helped to establish an association advocating for consistent pay rates across the sector to reduce vulnerability of individual therapists, through the International Committee of Aesthetics and Cosmetology.

Pacific Women also funds safe travel for women to get to and from their workplaces in Papua New Guinea on Ginigoada Foundation's women-only buses. The **Meri Seif Buses** have increased women and girl passengers' sense of safety and mobility. In Port Moresby, 134,997 bus trips were taken by women and children between November 2018–December 2019; in Lae, 37,962 trips have been taken since the service was launched in May 2019. It is estimated that over 29,300 women and children in Port Moresby and 5,700 in Lae have travelled on the buses during this period.²⁴

Pacific Women projects that support cooperatives link small-scale women producers to markets. **Alternative Communities Trade in Vanuatu (ACTIV)** was able to value-add its chocolate with new packaging and quality certification, shifting sales from local markets for minimal profit to become a premium export product sold to international markets including cruise ships. ACTIV celebrated HACCP²⁵ certification for its Aelan chocolate brand in November 2018. Since then, it has supplied chocolate to six cruise vessels and exported Aelan chocolate to Japan. ACTIV supports 3,000

Is your workplace as safe for women as for men?

The Business Coalition for Women's Gender Smart Safety Solutions challenge businesses to ask themselves whether 'women in your business have any of these safety concerns?'²⁶

- I've had enough of being groped and harassed – it's demoralising and I'm finding it hard to concentrate.
- We always make sure we work in pairs when we clean those rooms – it's just not safe to be there by yourself.
- I'm on edge every time I have to share the crib room with men during night shift – I feel more exhausted after my rest than before it.
- I don't mind working hard but sometimes I just don't have the strength to do the lifting they expect of me – I'm just not as strong as my male colleagues.
- Finishing work 15 minutes early would make such a difference to my safety – I could catch the bus home instead of having to walk.

members through its trade of local oil, spices, cacao and handicrafts.

In the Republic of the Marshall Islands and Palau, women are being elevated in the value chain of organically produced food, through the Pacific Organic and Ethical Trade Community's (POETCom) **Building Prosperity for Women Producers, Processors and Women Owned Businesses project**. POETCom works with producers, vendors and organic governance structures to promote gender equality and investment outcomes. As with many other *Pacific Women* partners, POETCom is opening opportunities for women to have increased financial independence and influence in their households and benefit fairly from family agricultural pursuits.

²⁴The estimated numbers are based on each woman using the bus twice a day, three days a week and each student using the bus twice a day, five times a week.

²⁵Hazardous Analysis and Critical Control Point (HACCP) certification recognises that a business has developed, documented and implemented procedures to help identify and control food safety hazards that may occur within its food business.

²⁶Business Coalition for Women (undated). Gender Smart Safety Solutions.

<http://www.pngbcfw.org/wp-content/uploads/our-tools/Brochure-GenderSmartSafety-online.pdf>

Involving the whole family to ensure women's economic empowerment

Two agricultural projects in Papua New Guinea are taking a family-based approach to improve gender equality. The projects are demonstrating how working with women and men farmers in their family units can improve economic outcomes and bring a better balance to decision making in homes.

CARE's Coffee Industry Support project (CARE Coffee) is resulting in a 22 per cent increase in income for families from their coffee production. Western Highlands participants of the second project, Family Farm Teams, are reporting eight-fold increases in income. The projects are also resulting in a more equal division of farming and household workloads across women and men in families.

Family-based farming approaches build families' economic security, business management and crop farming skills. At the same time, participants develop a new appreciation of women's workloads and the value of shared work. Family-based approaches explicitly focus on changing household gender norms. Family-based approaches teach family business management and communication skills, whilst encouraging shared decision making. This aims to increase equality between women and men by gradually shifting gender roles to be more equal.

They support women to access skills training and exhibit control over farming activities and income and to share with men more of the household chores. The percentage of households where women and men perform labour and household tasks equally increased by 11 per cent over three years for those households in which the women received training through CARE Coffee.

This is important because typically, Papua New Guinean women face limited access to productive resources, restricted mobility, unequal divisions of labour and low levels of schooling. Their care-giving duties also often impact on their ability to pursue income-generating activities.

The Family Farm Teams project uses a peer education approach. Local women and men farmers are trained



Family team in Alona ward, Mul-Baiyer district, Western Highlands province. Photo credit: University of Canberra / Jo Caffery.

as Village Community Educators and have reached 4,126 other farmers (2,424 women and 1,702 men) in their communities. They organise training on shared workloads, shared communication and shared decision making. Farmers develop realistic goals for themselves such as better housing, paying school fees or expanding their gardens. The project is implemented by the University of Canberra and managed by the Australian Centre for International Agricultural Research (ACIAR), in partnership with Pacific Adventist University in Port Moresby and East New Britain and University of Technology in Lae.

Project results show evidence of changes in behaviour. For example, a number of women and men report shifts in the more equal way that household and garden work is done within the family by women and men. A woman from Jiwaka described the changes she experienced this way: 'My husband ... completely changed when he attended the training with me. In the past, I used to hide and save money from my husband, but after the training he started working together with me. We are now working as a team and saving our money together.'



The project produces tangible economic benefits for families. A participant from New Ireland explained: 'The training helped me to see the different ways of making money. Farming, gardening, selling at the market, poultry, piggery, etc. We formed several groups and we are now working hard to achieve our goals.'

The Family Farm Teams project has demonstrated that supporting semi-subsistence farmers to move towards more planned, equitable and effective family farming requires three key and complementary components: working as a family farm team; financial literacy and business skills; and agricultural production skills.

A family-based approach is also used by the CARE Coffee project. It increases women's access to agricultural extension services and improves farming families' business management, with women and men benefiting from coffee production and income. Coffee is a major source of farming income in Papua New Guinea with around one-third of the population involved in the production, processing and sale of coffee.

The project is showing positive results. Households in which women participated in extension training have higher coffee productivity. Households in which women received training are also eight per cent more likely to make decisions about selling coffee together.

'Before the training I used to hide money from my husband and never told him about how much I made from selling food at the market,' explained a woman farmer. 'After the training, he tells me how much money he made from selling coffee and I do the same with garden food. Together we decide on how much should be spent on what.'

A mid-term evaluation found that CARE Coffee farming families had diversified their income and were noticing increased savings. Farmers and exporters reported increased yields and improved coffee quality. This creates opportunities to sell to the specialty market,

which is gaining prominence and offers better prices for farmers.²⁷

The benefit of these family-based projects does not end there. *Pacific Women* has widely disseminated the learning, approaches, tool kits, training modules and resources developed by these projects. They are being taken up by other *Pacific Women* partners, the Australian Government, the Government of Papua New Guinea and multilaterally-funded development programs.

For instance, the Women and Extractives project uses Family Farm Teams modules to generate support for women's decision-making roles in mine-agreement making forums. ACIAR has integrated the Family Farm Teams training and approach into its other agricultural projects that focus on cocoa and sweet potato. Projects being rolled out by the International Fund for Agricultural Development and World Bank explicitly incorporate the CARE family business management training and Family Farm Teams modules. With the support of the New Ireland Province Department of Education and the Our Lady of the Sacred Heart International School, teaching resources containing Family Farm Team modules have been provided to primary and secondary schools.

Family-based models are supporting women to have increased economic opportunities and greater decision making in relation to their income and assets. And that's better for everyone in the family.



Coffee growers Ken and Karolin Gigmai from Keto Tapasi
Photo credit: CARE / Tom Greenwood.

²⁷CARE International in PNG. Coffee Industry Support Project Mid-term Evaluation Report, 2017.

LEADERSHIP AND DECISION MAKING



*Women fishers, members of the Women in Fisheries Network-Fiji.
Photo credit: Fiji Women's Fund / Rob Rickman.*

Throughout the past eight years, *Pacific Women* has supported projects enabling women to take on 16,909 leadership roles, including more than 4,700 women during 2019.

The **Balance of Power** program has commenced, increasing the voice of women in political decision making and promoting women's roles as leaders from community to national levels. Its first phase focusses on Vanuatu and Tonga. Drawing on lessons learned, this evidence-based project is addressing harmful norms, attitudes and perceptions of women and leadership.

This is not an easy task. The Pacific region continues to have the lowest level of political representation by women in the world, at an average of 8.4 per cent of positions in national parliaments or legislatures.²⁸ These low rates of women's representation are mirrored in other aspects of public and private life.

Pacific Women partners are using a range of strategies to address the significant and entrenched barriers to advancing women's leadership. They are supporting diverse women, including rural and young women, and working with men.

'Community focus, collaborative and servant leadership are used to describe modern leadership. This sounds like Pacific leadership and female leadership to me.'

Alexia Hilbertidou, Founder of Girl Boss NZ, which promotes and supports adolescent girls to be involved in science, technology, engineering and maths and to be leaders in these fields, at the *Pacific Women* Regional Forum on Women's Economic Empowerment.

In the Pacific, where there is often limited cultural or political tolerance for women's leadership, women must be actively supported to pursue leadership opportunities.

Pacific Women partners work through existing community structures and institutions, successfully backing women leaders, while advocating for and influencing decisions that reflect the needs and interests of women and girls in community decision-making processes. Staff from **Fiji Women's Fund** grantee Rise Beyond the Reef refer to working through indigenous or traditional systems and values as 'using culture to change culture.' With this approach, *Pacific Women* partners have demonstrated considerable success in strengthening women's voices in existing organisations, such as market vendor associations, community groups and farming cooperatives.

Despite the complexities of advancing women's leadership and decision making in the Pacific, *Pacific Women* programming is supporting gradual transformations that are collectively advancing overall change. Partners' work is resulting in a greater visibility of women's needs, interests and leadership. In some instances, it is normalising the concept of women as leaders in communities. For instance, women demonstrated strong and competent leadership and decision making in the role of project executives with the World Bank's **Inclusive development in post-conflict Bougainville** project. This led to 23 of them being elected by their communities as ward representatives. Two of them are community government chairpersons.

Critically, this work is not limited to projects that are specifically designed to target women in leadership. Leadership initiatives are integrating into projects seeking to make change toward other aspects of women's empowerment, such as those that strive to end violence and empower women economically. This is an example of how *Pacific Women's* four outcomes are interconnected.

A standout example is UN Women's **Markets for Change** project. Women's involvement in market vendor associations as members and presidents is

enabling women to be part of the decision-making processes determining how markets operate, how they are built and ways they are managed. Market vendor association representatives in Vanuatu are part of the project steering committee for the Port Vila Central Market Hygiene, Sanitation and Amenity Facilities Improvement Project. In Solomon Islands, the Western Provincial Government has involved market vendor association representatives in planning a new market and allocated 20 per cent of its budget to women's development work.

Leadership initiatives funded through *Pacific Women* have led to demonstrable, material improvements for women in communities. The water supply systems, community resource centres, classrooms, aid posts and feeder roads developed under the Inclusive development in post-conflict Bougainville project were designed by women to suit the way women use infrastructure. Similarly, Markets for Change ensures women vendors' involvement in market infrastructure works.

Changes to community leadership facilitated through CARE's **Mamayo** project allow women to access family planning services such as contraceptives – some for the first time in their lives. Data from the National Health Information Systems from Lufa District shows a 700 per cent increase in the number of first-time users of family planning services from 0.8 per cent of all users in 2018 to 5.6 per cent being first-time users in 2019.

From association leadership to political elections

Women vendors from the Markets for Change project are considering contesting local and national elections, using the leadership skills and confidence they have developed through the project. Given that Markets for Change is a project focused on women's economic empowerment, this integration of leadership approaches is a strong example of how *Pacific Women's* four outcomes work together.

²⁸Pacific Women in Politics website. In 2019, 47 MPs out of 560 MPs sitting in national legislatures across 15 Pacific Island countries were women (8.4 percent). <https://www.pacwip.org/women-mps/national-women-mps/>.

Beyond increasing the very low representation of women in elected leadership roles, women need to feel empowered to lead at local and national government levels. This includes opportunities through the **Balance of Power** program for women parliamentarians to foster international parliamentary networks and share learning. More than 40 participants from 14 Pacific Island countries, predominantly women Members of Parliament (MPs), benefited from building their knowledge and forging strategic networks at the second *Pacific Women in Power* Forum.

In Papua New Guinea, the **Women and Extractives** project has advanced women's participation in decision making in communities affected by Frieda River mining activities. Partnering with **Bougainville Women's Federation**, the project provided leadership training to emerging women leaders. Women now participate in key negotiating bodies that represent the communities

Women in Pacific parliaments

Niue and the Cook Islands are equal leaders in women's representation in Pacific Island national parliaments. With five women in the Niue parliament and six in the Cook Islands parliament, both countries boast 25 per cent women's representation, compared with an average of 8.6 per cent across the region.

Forty participants attended the Second Pacific Women in Power Forum funded by Pacific Women's Balance of Power program and organised by the United Nations Development Programme in November 2019.

Niue and the Cook Islands were represented by six MPs, the Honourable: Agnes Armstrong, Selina Napa, Tetangi Matapo, Tina Browne, O'Love Jacobsen, Joan Sisiati Tahafa Viliamu and Maureen Melekitama.

The MPs shared information and best practices on issues that assist current women MPs in their leadership roles. The Forum fostered international parliamentary networks, which are proving valuable in the context of small island parliaments.

in mine agreement-making processes. This includes the appointment of the President of the Frieda River Women's Association as an Executive Board Member of the Landowners Association.

Pacific Women partners are building women's negotiation and mobilisation skills and women's awareness of election processes to prepare them to contest local and national elections. The **Women in Leadership in Samoa** project implemented by UN Women and the United Nations Development Programme built the communication skills of 25 potential women candidates with training on speaking the Samoan language in the formal setting of parliament to ensure high impact speeches. Five participants are confirmed candidates for the 2021 elections, while the rest are preparing for the 2026 elections.

Pacific Women is providing training and other support to assist women to take up senior roles in the public and private sectors. Projects such as the **Vanuatu Skills Partnership** are showing positive results. During 2019, 19 women trained through the Vanuatu Skills Partnership project were engaged to work as coaches, trainers and assessors. Two more women have been appointed as lead trainers and senior coaches in vocational training centres and industry work.

The International Finance Corporation (IFC) and Solomon Islands Chamber of Commerce and Industry partnered with 15 of Solomon Islands' largest companies through the **Waka Mere** project. *Waka Mere* has improved business performance and employment outcomes for women, including in management positions. Eighty per cent of the project's women leadership graduates have received a promotion or additional responsibilities such as budget, strategy or staff supervision. Dennis Meonie, Chief Executive Officer of the Chamber described the impact of the project: 'If we provide opportunities to women they will grab them with both hands and have a huge impact not only for them, but also for their families, their communities and the country as a whole.'²⁹



Community overcomes birthing taboos in remote district



Strict taboos were once forcing women in the remote Lufa District of Papua New Guinea to give birth in their outdoor gardens rather than the nearby health facility. This has changed, with women now birthing in the safe conditions of the local health facility, thanks to community-led action through CARE's *Mamayo* project.

It had been a customary practice for women not to give birth at or near locations occupied by men, in the communities that surround the Ubaigubi Sub-Health Centre in Lufa District. The local health facility was one such restricted area – women were not giving birth there because the health worker was a man. As a consequence, women were not receiving proper medical support during or after delivery.

'Because of the customs... pregnant women did not go to the clinic,' explained Kua Sam, a youth leader from Agibu Village. 'They remain in the community and deliver.'

Mamayo uses proven community leadership methodologies that reduce the social and cultural barriers to women's access to health services. It builds family and community support for women's access to reproductive and maternal health. It also seeks to ensure community decision making about health services considers the needs and interests of women and girls.

The Lufa community selected 31 community leaders (13 women and 18 men) to complete *Mamayo*'s three-module community workshop series. The workshops are participatory and help communities challenge negative gender norms and behaviours related to poor health. The module topics are: leadership; sexual, reproductive and maternal health; and action.

The community leaders explored how local customs and gender norms can be harmful to women's health. They identified norms and practices they could change

within their communities and developed action plans. One action plan was to adopt community by-laws to repudiate cultural norms that had prevented women giving birth at the health centre.

The community leaders implemented their action plans by engaging with people in their communities through one-on-one and community discussions. These discussions brought together the custodians of culture, the eldest people in the community. Using the skills and information they learned in the workshops, the community leaders talked to the elders about the custom not being appropriate.

With the elders' support and through a process that reflected the needs and interests of women, the community has removed the taboo. As a result, the women of Lufa District can now access the health facility to give birth.

'[S]ince CARE arrived and taught us through their trainings we have passed what we had learned with our community and young men along with all other men are bringing their wives to the clinic,' said Mr Sam. 'I now think clearly. I set my custom and embarrassment aside and I continuously accompanied my pregnant wife...to and from the clinic.'



Women waiting for their appointment at a health centre. Photo credit: CARE.



Pacific Women takes an intersectional approach to women's leadership. This recognises that women's and girls' needs and interests are diverse. Gender, age, sexual orientation, gender identity, disability, geography and poverty all overlap and influence women's experiences and have an impact on their opportunities to lead and make decisions. The **Fiji Women's Fund** supports grantees' work reaching 8,160 people (5,600 women, 2,480 men and 80 LGBTQI,³⁰ including 97 people with disabilities) in 2019, primarily women in rural areas who would otherwise not receive such services and support. In the past year, the Fiji Women's Fund has focused proactively on supporting grantees such as the Adventist Development Relief Agency and femLINKpacific – reaching more diverse, rural and remote women and creating opportunities for them to exercise their leadership.

Pacific Women partners commonly report on the importance of engaging men as drivers of greater inclusion of women and girls in leadership and decision making. In the context of strict patriarchal cultural values, where women's mobility and behaviour are tightly controlled, engaging men to change their own behaviour and support women is critical. Family-based approaches, such as those used in CARE's **Coffee Industry Support Project** and the **Family Farm Teams** project implemented by the University of Canberra and managed by the Australian Centre for International Research (ACIAR) work with women and their male family members to increase women's decision making over assets and financial decisions. Further information about the positive results of these projects is in the impact story on page 32.

Family planning is a specific case where men's engagement is crucial. The **Solomon Islands Planned Parenthood Association** runs mobile clinics to bring much-needed services to women in rural and remote areas. A volunteer explained: 'During our first talk with the village people it was clear that the

males in the villages did not allow their partners to use contraceptives.' The association's achievement in overcoming community barriers to family planning demonstrate its success in motivating leaders and communities to empower women to make decisions about their own fertility.

The volunteer continued: 'After the activities, lots of women came forward for contraceptive use. It was the first time for most.'³¹

Women's organisations are a space in which women can exercise leadership. They are also a platform for advocating for women's leadership elsewhere. These organisations create an active space for civil society dialogue and work best when older women and younger women communicate and work together. To encourage this type of leadership in movement building, the **Fiji Women's Fund** has been designed to support women leaders in small community organisations across Fiji. Further details are on page 42.

In Kiribati, the umbrella women's organisation **Aia Maea Ainen Kiribati (AMAK)** is increasingly involving young women as members and decision makers. This follows a 2017 AMAK assessment that recommended greater inclusion of young people to revitalise the organisation. AMAK has established a Youth Advisory Council and young women in sport programs. These provide opportunities for young women to build their voice and agency while increasing the profile of AMAK among younger women.

Young women commonly face barriers in having their voices heard because of perceptions around their gender and age. CARE Vanuatu's **Gender Equality Together – Young Women's Leadership Program** increases the skills, confidence and motivation of participants to step into leadership opportunities. A third of initial participants came from Vanuatu's most remote province, Tafea, where girls and young women encounter significant barriers including limited access to information, awareness and opportunities.

²⁹International Finance Corporation and Solomon Islands Chamber of Commerce and Industry, 2020. Waka Mere Commitment to Action #Act2Benefit Postcard. https://www.ifc.org/wps/wcm/connect/bf012055-bf28-4c29-a7f4-8eeb729f5fd1/IFC_Act2Benefit_Postcard_4.pdf?MOD=AJPERES&CVID=mrPRYpB

³⁰Lesbian, Gay, Bisexual, Transgender, Queer and Intersex.

³¹International Planned Parenthood Federation, 2019. Project Completion Report: Partnerships for Health and Rights Program: Working for Sexual and Reproductive Health and Rights for All in the Pacific, p.21.



Born leaders: supporting women *matai* in Samoa

In Samoa, each family has its own *matai* title holders, which are leadership or chiefly titles. This provides a unique opportunity for women's empowerment and leadership initiatives in Samoa to support women *matai* to strengthen their leadership skills.

'To be a leader is to work together as a team, understand your values as a person and to believe in yourself that a change can be made, even when it seems impossible, for the betterment of our communities,' said Mulitalo Falenaoti June Kolotita Oloialii Ailuai, of Lotofaga District, who is a *matai* title holder involved in the Women in Leadership in Samoa project.

Matai can have expanded opportunities to participate in decision-making structures, such as in *fonos* (village councils). But only five percent of village-based *matai*s are women and many villages do not recognise *matai* titles if they are held by women.³²

Leadership in Samoa, particularly political leadership, takes long-term commitment. The pathway for women to parliament is through the *fono* and via the *matai* system because only those with registered titles can stand for elections.³³ Developing leadership skills for *matai* is increasing women's ability to take on leadership roles with confidence.

Pacific Women is supporting the Women in Leadership in Samoa project to improve the leadership abilities of young people, including new *matai* and young women. The project is a joint initiative between UN Women and UNDP, in partnership with the Government of Samoa



Title holder bestowment for Tauilili Logoasa Miriama Lima and other women from her family taking place in Vaimoso, Samoa. Photo credit: Women in Leadership in Samoa / Jordanna Mareko.

and *Pacific Women* and with support from local partner organisations.

Between September–November 2019, the project's Village Leadership Development Initiative provided five training programs for 131 people (74 women, 52 men and five *fa'afafine*³⁴) from 50 villages. All respondents said that the program increased their leadership abilities.

A young woman participant, Aliitasi Sua from Aiga ile Tai District, shared: 'This training is the first time for me to stand in front of youth from other villages, elderly, the trainer and I feel so good when I talk and I see them listening to what I'm saying. I want to keep sharing my thoughts.'

³²Meleisea, L. et al, 2015. 'Political representation and women's empowerment in Samoa,' Centre for Samoan Studies, National University of Samoa.

³³Meleisea, L. et al, 2015. 'Political representation and women's empowerment in Samoa,' Centre for Samoan Studies, National University of Samoa.

³⁴*Fa'afafine* are people who identify as having a third-gender or non-binary role in Samoa, American Samoa and the Samoan diaspora.

This is the same thing my Pacific sisters are going through



'Wait a minute! We're not alone here!'

'This is the same thing that my Pacific sisters are going through!' Nauru's Greta Harris realised during her Women's Leadership Initiative experience.

'For some women, [leadership] is double pressure. We have so much on our hands just holding up the family,' she said.

Ms Harris was one of 34 selected Australia Awards scholars from 10 Pacific Island countries participating in the 2019 round of the Women's Leadership Initiative (WLI), supported by *Pacific Women*. Participants benefit from training, mentoring and other support to fulfil their leadership potential and to drive big ideas and reforms in their home communities.

As an Australia Awards scholar, she has completed a dual Master of Public Policy and Master of Diplomacy at the Australian National University. This complements her experience working in health and economics program management for government and development partners. With the skills gained through WLI, Ms Harris is leading COVID-19 awareness responses and advancing innovative activities back home in Nauru using civil society and social media to promote women's participation in politics.

'I've been to many, many leadership courses and conferences, but this was special,' Ms Harris said.

'We camped outdoors and... did these exercises that was about teaching us how to work in teams, how to approach leadership in different ways. Networking exercises were quite transformational for me as I always thought I knew how to network properly. But I learned how to network in an intelligent manner,' she said.



Greta Harris. Photo credit: Women's Leadership Initiative.

'I loved the coaching sessions ... [The coach] was really good at pulling me out of that safe bubble and helping me to identify my leadership style strengths and how to overcome things that are weaknesses.'

She described how the scholars 'formed such a strong bond' during the program with a shared understanding that they are all 'put in situations where we are pushed to fail, crumbling, self-doubt and all those things that rear up when pushed.' She added: 'WLI helped us to identify this, use self-care and find the right way of dealing with difficult situations.'

'I came away [from WLI] with a tool kit to move forward in the things I thought I would do.'

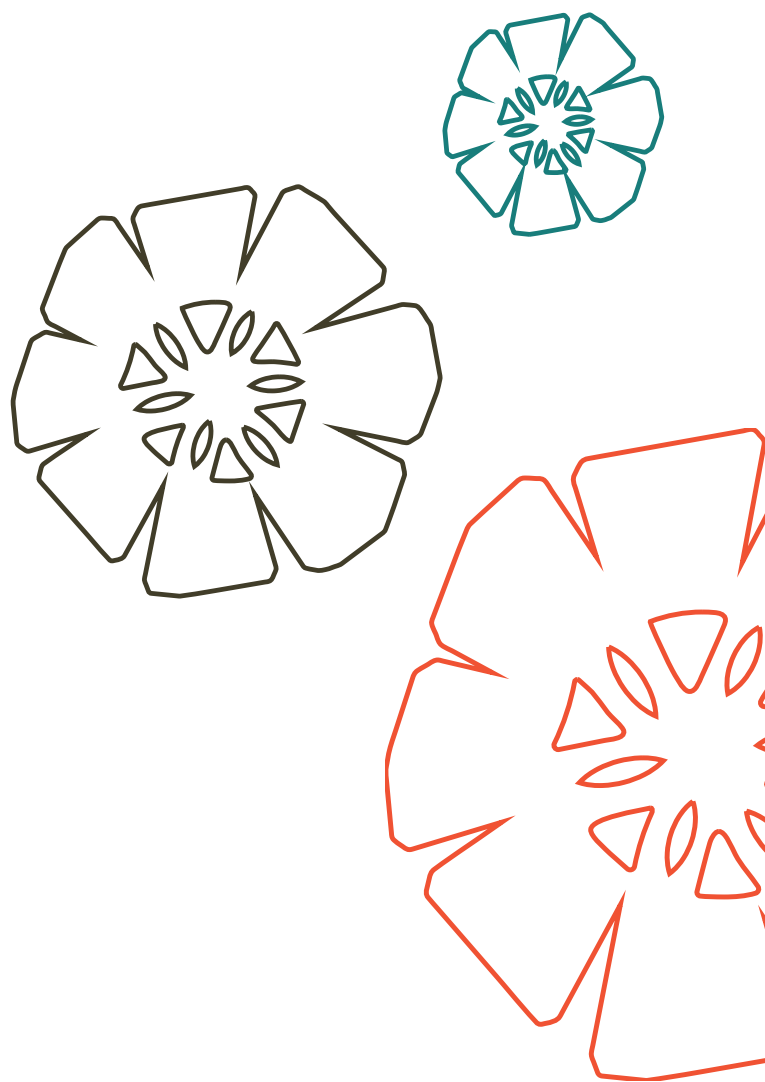
'It is the best thing that has happened to me in my life so far besides my double masters [degrees].'



During 2019, graduates from the Gender Equality Together – Young Women’s Leadership Program pursued a range of leadership opportunities. One worked toward candidature for the 2022 Port Vila municipal council elections, one developed and facilitated a panel at the second Pacific Feminist Forum and one established the Sunflower Association advocacy group for women with disabilities. Others found employment, including one graduate taking on a senior administrative role with the International Organization for Migration (IOM) and representing the organisation internationally.

CARE Vanuatu is also an implementing partner of the Pacific Girl program, which supports an even younger cohort of adolescent girl leaders. More information about the impact of Pacific Girl is on page 52.

Increasingly, older women are advocating for greater inclusion of young women in leadership and decision making at forums and workshops funded by *Pacific Women*. Participants at the Tuvalu National Women and Youth Forum delivered an outcomes statement titled ‘Stronger Together: Women and Youth Unite for Change.’ Tuvaluan MPs committed to incorporating the outcome statement’s recommendations when they develop the new National Development Policy, Gender Policy and Youth Policy in 2020.



Small grants can lead to big opportunities

Since 2017, the Fiji Women's Fund has been rolling out a new model of granting and capacity support for women's organisations, groups and networks in Fiji.

The Fund's approach is leading to successful leadership outcomes for individual women involved in its program; and the Fund itself is being regarded as a leader, attracting regional and global recognition as the first national women's fund in the Pacific region.

The Fund has provided 24 organisations with grants for activities and daily operations across 30 initiatives, along with capacity development support to upskill staff and volunteers. Its grants model enables the Fund to reach women in rural and remote areas and those who are marginalised, such as people with disabilities or facing discrimination. The Fund supports grantees to network, collaborate and increase the influence they have on decisions at local and national levels. Its model is enabling women to lead in all these spheres, generating positive change in Fiji.

With the Fund's financial and technical support, grantee partners are finding new opportunities to exercise leadership.

'I have learned that I should fight for my rights. I should raise my voice for my rights. We should help others when they are experiencing problems,' a participant in one of the Young Women Lead Advocacy clubs said. These clubs were established by the Fiji Women's Rights Movement on three Fiji National University campuses.

Through club membership, young women from the Labasa campus have been able to discuss the issues of sexual harassment, security, discrimination and controlling relationships with the Head of School and the Campus Director. This dialogue was an important step for the young women students in establishing relationships with decision makers and exercising their leadership skills.

Other leadership opportunities are arising through initiatives that are working toward different outcomes,



Female beekeepers of Ra Naari Parishad. Photo credit: Fiji Women's Fund / Rob Rickman.

such as economic empowerment. Talanoa Treks works with communities on the island of Viti Levu to increase income through hiking tourism. 'With this funding, we are trying to support women to address some of their identified needs and priorities,' the Founder Marita Manley explained. 'We started by trying to support women to be contracted as guides by their village enterprises, which is slowly showing results in terms of increasing numbers of female guides.' This is increasing women's employment and also resulting in women taking on leadership roles in their village, becoming role models for other young women.

Other grantees are starting to redefine what women's leadership looks like in Fiji. The Striders Women's Rugby Club is building the professional earning capacity of its players, giving them a greater profile in a male-dominated sport. Rise Beyond the Reef and Ra Naari Parishad are helping members of their collectives develop business decision-making skills in ecologically sustainable handicrafts and beekeeping, respectively. Graduate Women Fiji is giving girls opportunities to get ahead in science, technology, engineering and mathematics (STEM) through school holiday camps.

The Fund's mid-term review identified numerous women, who are members of grantees, gaining influence in their communities and at national, regional





and global levels. Women in organisations supported by the Fund have taken on positions including District Coordinator and Village Coordinator. FemLINKpacific influenced the draft national Disaster Risk Reduction policy to recognise the role of women-led community media and radio. The Ministry of Agriculture has given the Naitasiri Women in Dairy Group an office space and the group's President was also invited to speak at national and regional meetings such as the Pacific Connect Dialogue. The group's President, Secretary and Treasurer were elected to the same positions in the newly formed Fiji Women in Dairy Group established by the Ministry.

Over and above the ways the Fund promotes women's leadership through the activities it supports, it is itself emerging as a model for others.



Susan Pocock of Naitasiri Women in Dairy. Photo credit: Fiji Women's Fund / Rob Rickman.



Artisans of Rise Beyond the Reef. Photo credit: Fiji Women's Fund / Rob Rickman.

As the first national women's fund in the region, the Fund is assisting Pacific initiatives that are keen to follow its strong example. It provided input into developing the Marshall Islands 50:50 Innovation Fund and hosted steering committee members in a peer-to-peer learning exchange. The Fund is also considering recommendations from a study it commissioned with the Urgent Action Fund for Women's Human Rights Asia and Pacific to assist with establishing a Pacific-wide feminist fund.

Fund grantees represent a diverse range of community-based and civil society organisations, including women from rural and remote communities, young women, women of faith, the lesbian, bisexual, transgender and intersex (LBTI) community, women with disabilities, women in sports and women in business.



ENHANCING AGENCY



Participants of the Tuvalu Women and Youth Forum during a dialogue with government. Photo credit: Pacific Women Support Unit / Sian Rolls.

Pacific Women has supported more than 300 activities to create and implement better policies and laws for women across 14 Pacific Island countries. This work aims to create an enabling environment where a woman's right to make decisions about her own life and body is recognised, where women are economically empowered and where women and children are safe from violence.

Critical to building an enabling environment for women is working with girls. This is a focus for *Pacific Women* through its **Pacific Girl** program. Pacific Girl is an

important intervention for early change, working with adolescent girls, their families and communities. *Pacific Women* takes this approach because 'educated, healthy and skilled adolescent girls will help build a better future, advance social justice, support economic development and combat poverty.'³⁵

Officially commencing in 2019, the Pacific Girl program was co-designed by adolescent girls. More than 220 girls from six Pacific Island countries set the priorities for the program through focus groups and

'We used to share our issues [at femLINKpacific's Rural Women Leader Community Media Network convenings] and I believe this is the only space for our voice to be heard....So I believe that through this network, it has given birth to someone who is sitting right up in parliament right now.'

The Honourable Selai Adimaitoga, former member of femLINKpacific's network in Tavua and now serving as a Fijian MP and the Assistant Minister for iTaukei Affairs.³⁶



at the Pacific's first regional workshop dedicated to adolescent girls.

Pacific Girl partners expect to reach around 9,000 adolescents over three years across six countries by supporting them through in-school programs, leadership and empowerment initiatives and outreach to vulnerable groups. To hear some of these girls' voices, refer to the impact story on page 52.

Awareness and acceptance of the benefits of women's equality in social and political life will take time. However, the collective action of women's groups and networks is resulting in social change every day, particularly for each group's members and the women they support.

The **Fiji Women's Fund** is leading the way on collective action to achieve community-level change on gender equality. It has delivered \$2,634,816 to women's groups, networks and organisations across Fiji since 2017. In 2018, Fund grantees reached 7,869 people (5,321 women, 2,481 men and 67 LGBTQI, including 39 people with disabilities). In 2019, Fund grantees reached 8,160 people (5,600 women, 2,480 men, 80 LGBTQI including 97 people with disabilities). *Pacific Women* is incubating this Fund, the first women's fund in the Pacific, which is now working toward achieving independence. For information on the impact the Fund is having on women's leadership and decision making, see the impact story on page 42.

The Fund provides resources and other support to its 18 grantee organisations. A focus is working with women in rural and remote communities and marginalised groups to challenge negative stereotypes in male-dominated sectors. The Striders Women's Rugby Club promotes gender equality in rugby; the Naitasiri Women in Dairy Group has helped its members break into the traditionally male agricultural activities of dairy farming; and Graduate Women Fiji held the first ever science, technology, engineering and mathematics (STEM) school holiday camp in Fiji for girls.

About Enhancing Agency

Pacific Women recognises that we cannot achieve gender equality by only supporting individual women's projects or groups. The legal and social environment around women also needs to change to build an enabling environment for greater gender equality.

This means working to shift the entrenched social norms and attitudes, along with laws and policies, that give unfair, biased preference to men in leadership, economic decision making and other areas of life.

Pacific Women supports better balance, working with partners to support women's agency and their ability to influence the decisions that impact on all aspects of their lives.

Work to enhance women's and girl's agency underpins all of *Pacific Women's* other outcomes:

- Ending Violence Against Women
- Economic Empowerment
- Leadership and Decision Making.

Through Fund activities such as capacity building sessions and learning events, each grantee has an increased range of partnerships and collaborations. As a result, grantees have been able to influence national policies, plans and practices.

In many Pacific Island homes and societies, women are prevented from exercising their right to choose their own approach to contraception or sexual health. The **International Planned Parenthood Federation** and its national member associations works successfully with governments to support legislative and policy changes to improve women's rights and education for sexual and reproductive health. In 2019, sexual and reproductive health provisions have been included in two new Island Development Plans in Kiribati; sexual and reproductive health has been included in the Samoa National Disaster Plan; and through successful lobbying, the Implanon contraceptive (a long-acting, easy to use, reversible

³⁵Accelerating Efforts to Advance the Rights of Adolescent Girls. A UN Joint Statement. https://www.unicef.org/media/files/UN_Joint_Statement_Adolescent_Girls_FINAL.pdf

³⁶The Ministry for *ITaukei* Affairs is responsible for the preservation of Fijian culture and language.

contraceptive) is now on the approved drugs lists in the Cook Islands, Fiji, Samoa, Tonga, Tuvalu and Vanuatu.

In recent years, many Pacific Island countries have progressed legislative frameworks that empower women. Whereas violence in the home has often been considered a private family matter, over the past decade, 11 Pacific Island countries have passed legislation that criminalises domestic violence. Countries are taking the important next step of putting in place the people, resources and infrastructure needed to effectively implement domestic legislation, with support from *Pacific Women* partners. This includes through the Regional Working Group on the Implementation of Domestic Violence/Family Protection Legislation facilitated by the Pacific Community's (SPC) **Regional Rights Resource Team**. The group's members collaborate on addressing regional issues and share good practice on implementing domestic violence legislation.³⁷

Pacific Women partners are also strengthening the capacity and commitment of governments to implement human rights policies and legislation. In 2018, only one Pacific Island country cited human rights or good governance standards in Ministry plans and budgets. This increased from one to five countries, from January–June 2019, following technical assistance to 852 MPs and government staff on good governance and human rights standards from the **Regional Rights Resource Team**. The governments of Nauru, Republic of the Marshall Islands, Solomon Islands, Tuvalu and Vanuatu allocated budgets for human rights, human rights conventions or national development strategies.³⁸

To assist the Papua New Guinea Department of Justice and Attorney General implement the Sorcery Accusation-Related Violence National Action Plan, the research team led by the **Australian National University** is sharing research, providing inputs into workshops with the Royal Papua New Guinea

Policy frameworks for gender equality in Tonga

SPC's Progressing Gender Equality in the Pacific project has improved the capacity of governments in 14 Pacific Island countries to produce and use gender statistics to directly guide national policy and decision making including for human rights.

This has included supporting the Government of the Kingdom of Tonga to launch its National Women's Empowerment and Gender Equality Tonga Policy and Strategic Plan of Action, accompanied by a gender statistics publication and gender mainstreaming handbook. Tonga was one of four Pacific Island countries supported by SPC in 2019 to mainstream gender across government departments and support policy development on gender equality.



International Women's Day 2019 national commemorations included the launch of the national gender equality policy and associated documents. Photo credit: Australian High Commission Tonga.

³⁷Countries on the Working Group are Cook Islands, Federated States of Micronesia – Kosrae State and Pohnpei State, Fiji, Kiribati, Republic of the Marshall Islands, Nauru, Samoa, Solomon Islands, Tonga, Tuvalu and Vanuatu.

³⁸These included the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Convention on the Rights of the Child, the Convention on the Rights of Persons with Disabilities and the Convention Against Torture.



A platform for sustaining feminist fierceness



The reasons why the second Pacific Feminist Forum was important are as varied as the 150 participants who attended.

The civil society-led forum brought together diverse, feminist women and men from across the Pacific to share knowledge and experiences, celebrate achievements and strategise for collective action to achieve women's human rights. It was held in Fiji from 20–22 May 2019 with support from *Pacific Women* and other partners.

'The Pacific Feminist Forum space is important one of those moments that you get women from across the region to come together,' reflected Viva Tatawaqa, Management Collective Member for DIVA for Equality.

'This kind of platform can really be used to move the work of feminism,' she said.

Women creating their own spaces to foster collective action is essential. It is a foundational step toward creating social change for gender equality. Participants highlighted the value in coming together, building a movement and making connections in a dedicated, safe space.

Michelle Reddy, Fund Manager of the Fiji Women's Fund, valued the reach of the forum. 'To hear what other feminists from across the Pacific region are talking about – their challenges, their barriers, things that have worked for them – can be a really good space in terms of learning as a Fund team but also connecting them to partners who may be working in the same areas,' Ms Reddy said.

'I think overall it is a really good space for sustaining feminist fierceness. It's one of those moments where you suddenly don't feel alone,' she said.

In the Autonomous Region of Bougainville, the Nazareth Centre for Rehabilitation takes a faith-based approach in its work to end violence against women. The centre runs prevention programs, supports a network of women human rights defenders and provides crisis services. Advocacy Coordinator Agnes Titus emphasised the importance of making connections to affect change into the future.

'It is building on the momentum. It enables us the coming together of women at the local level, and then



Alisi Rabukawaqa at the second Pacific Feminist Forum. Photo credit: Pacific Women Support Unit / Monica Waqanisau.

at the national level, and then here at the Pacific level,' Ms Titus said.

'The more we get together, the more we come into contact with one another and learn from one another it helps us to...think of the many ways that we could deal with our issues, in our local context,' she said.

The forum has a special place in the spectrum of collective women's action in the Pacific, creating the space for exploring ideas leading to personal growth and attitude change.

Alisi Rabukawaqa from Fiji, who attended both the 2016 and 2019 forums, called it an 'amazing space.'

'I love the challenge of having to constantly communicate in a way that is inclusive of feminists across different cultures of Oceania, of LGBTQI, of people with disabilities and many other intersectionalities; this is no easy feat and not many forums actively try and ensure this level of solidarity in their movements,' Ms Rabukawaqa said.

'If anything, it may be a key niche of the Pacific Feminist Forum.'

Rodney Simai of Wide Bay Conservation Association in Papua New Guinea added: 'Everyone has their own worth, they have their own value and they have their own unique beauty. And as feminists, we try to make the world see their best worth.'

'I really wish that one fine day things may change... everyone should have equal rights and equal recognition in society.'



Constabulary and helping to develop a curriculum for village court workshops.³⁹ These actions promote human rights policy implementation that is evidence-based and supports women's safety and equality.

Governments can develop good policies when they have evidence and statistics to support their policy positions. Governments also need to collect data to measure the progress of their policies. *Pacific Women* partners are helping governments to collect information and statistics about Pacific Island women and men and use this evidence when developing policies for gender equality.

The Pacific Community's (SPC) **Progressing Gender Equality in the Pacific** project assisted the Solomon Islands' Institute of Public Administration and Management to develop a training manual on gender mainstreaming and the Federated States of Micronesia to finalise a national Ending Violence Against Women

Policy and state action plans. SPC also facilitated gender policy review sessions at the Tuvalu National Women and Youth Forum. More information about the Forum is in the story below.

Events which bring gender equality advocates and activists together are important to build momentum for social change. Such events create space for discussing often taboo gender issues such as sexuality, violence against women, sexual and reproductive health and rights, disability and gender identity.

Pacific Women is supporting collaborations and events at both the regional level (such as the **Second Pacific Feminist Forum**, which is detailed on page 47) and the national level (such as the **Tuvalu National Women and Youth Forum**). The Tuvalu National Women and Youth Forum was government-led in partnership with civil society to establish the best,

³⁹Implementation of the Sorcery Accusation-Related Violence National Action Plan by the Department of Justice and Attorney General is supported by the Australian National University's Improving the Impact of State and Non-state Interventions in Overcoming Sorcery Accusation-Related Violence in Papua New Guinea project

Women and young people influence government policy in Tuvalu

More than 70 women and young people gathered in Tuvalu's capital of Funafuti for the Tuvalu National Women and Youth Forum. It was the first forum of its kind, bringing together women and young people from all of Tuvalu's islands in a pioneering collaboration between government and civil society.

Senior parliamentarians, including Acting Prime Minister the Honourable Ampelosa Tehulu, participated in a dialogue with participants. Significantly, the parliamentarians committed to incorporating the recommendations in the Forum's outcomes statement when developing the National Development Policy, Gender Policy and Youth Policy in 2020.

Co-hosted by the Gender Affairs Department and the Tuvalu Family Health Association in December 2019, the Forum allowed women and young people to voice their experiences, needs and priorities.

'The people of Tuvalu understand the challenges and the opportunities in our country,' said Asita Molotii,

Gender Affairs Department Director. 'So it's critical the government hosts National Forums like this to give a platform to Tuvaluans to be central in developing approaches best suited to our national context, to ensure women and girls are treated the same as men and boys.'

Issues discussed included ending violence against women and girls, advancing sexual and reproductive health and rights and increasing women's participation in leadership and *Falekaupule* – traditional decision-making roles in Tuvaluan communities.

Peleseti Folitau said she planned to use what she had learned upon returning home.

'I strongly recommend that today, empowering women in decision making is vital,' Ms Folitau said.

'There are several messages I learned from this National Women and Youth Forum. One of the messages triggered in my mind is that domestic violence against women is increasing nowadays.'



locally tailored approaches for gender equality and social inclusion. This historic forum in Tuvalu is an example of how Pacific Island country governments and civil society are working together to promote social change, with support from *Pacific Women*.

Pacific Women partners work toward an inclusive vision of gender equality. They consider the needs of diverse women, including those who may face discrimination and additional vulnerabilities based on characteristics such as their sex, age, ethnicity, disability, sexual orientation, gender identity or geography.

With support from the **We Rise Coalition** and other partners, DIVA for Equality published 'Unjust, Unequal, Unstoppable: Fiji Lesbians, Bisexual Women, Transmen and Gender Non-Conforming People Tipping the Scales Toward Justice' in 2019. This is a ground-breaking report created by and for gender diverse Fijians. It is the first of its kind in the Pacific,

Being empowered to make the change you need

A member of the Fiji Association of the Deaf found it difficult to access services from her health centre because no one could understand her. After attending workshops organised by Fiji Women's Fund grantee Fiji Disabled People's Federation, she was empowered and motivated to do something about the situation. She spent one month teaching a nurse sign language and the basics of communicating with deaf people. She said that it can be a challenge to identify and communicate the correct treatment and medication for deaf people in the absence of an interpreter.



Therefore, on my return to Nukulaelae and as a President of our women council, I will [use my enhanced] knowledge gathered from this forum.'

The event included a women-only session which created a safe space for women to feel empowered and meaningfully discuss issues that affect them in a way they had never been able to before.

Pina Tepaa, representing the Nui Women's Council, summed up the importance of the event: 'More awareness programs like this forum and funds is important to develop our small communities.'

Pacific Women joined the Pacific Community's (SPC) Social Development Programme (SDP) and International Planned Parenthood Federation (IPPF) in supporting the event and provided technical and communications support.



Speaker from Nukulaelae atoll in Tuvalu at the 2019 Tuvalu National Women and Youth Forum during a dialogue with government. Photo credit: Pacific Women Support Unit / Sian Rolls.



documenting the pervasive violence experienced by lesbian and bisexual women, transmen and gender non-conforming people in Fiji.

Pacific Women partners are working to better include disability within their programs. The **Fiji Women's Fund** has made a specific commitment to allocate 10 per cent of its funding to disabled people's organisations. Its grant to the Fiji Disabled People's Federation is increasing cohesion in the disability sector. The Fund's technical and funding support to the Federation is strengthening its governance policies and enabling it to provide coordination and core funding to help its four affiliates work more closely together as a coalition (comprising Fiji Association for the Deaf, Psychiatric Survivors Association, Spinal Injury Association and United Blind Persons of Fiji). As a result, the Federation has longer term strategic planning in place resulting in more consistent, quality care for its members. It is also elevating its advocacy role making important contributions to regional forums, including the second Pacific Human Rights Conference, the sixth Pacific Regional Conference on Disability, the second Pacific Feminist Forum and the Second National Consultation of the Rural Women Leader's Network.

Pacific Women's program in Papua New Guinea emphasises disability engagement by encouraging partners to engage people with disabilities from project planning stage to implementation. Following a study that indicated training participants had visual and hearing impediments, the ***Kisim Femili Plenin Strongim Kommuniti*** project changed its training delivery methods to include more activities and visual guides.

The **Regional Rights Resource Team** is also supporting governments to report on and implement human rights treaties that include the rights of women with disabilities, such as CEDAW and the Convention on the Rights of Persons with Disabilities.

There is evidence that women and girls who have been supported through *Pacific Women* projects are using their stronger sense of agency to advocate for gender equality and to support marginalised women. This includes women and girls living in informal urban settlements – residents living on land without legal claim or sometimes legal permission – who can face high levels of poverty and exclusion.

'I was so empowered, feeling that I'm not left behind because of my education level or because I'm a woman from the community. By attending this program,

Private sector addressing violence against women to improve safety and productivity

Pacific Women partners have demonstrated considerable progress working with private institutions to create an enabling environment for women. Their focus is on reducing workplace harassment and discrimination while also addressing violence against women that occurs outside the workplace, by increasing support from employers for survivors.

Bel isi PNG provides business leaders in Papua New Guinea with tools to support gender equality and women's safety in their workplaces. Research with three companies revealed that 68 per cent of employees had experienced family or sexual violence, losing an average of 11 working days per year as a result.⁴⁰ *Bel isi* PNG specifically seeks to galvanise leadership from within the private sector and senior government around issues to address gender-based violence. Fifty participants from subscribing companies attended the 2019 *Bel isi* PNG Leadership Forum, which explored the value of implementing sexual and family violence workplace policies, sexual harassment as a barrier to progress and the opportunities for private sector advocacy.

When a company subscribes to *Bel isi* PNG, it represents a commitment to be an employer of choice by making working conditions safer for women.

⁴⁰E. Darko, W. Smith and D. Walker, 2015. Gender Violence in PNG: The cost to business. ODI Report. <https://www.odi.org/sites/odi.org.uk/files/odi-assets/publications-opinion-files/9886.pdf>

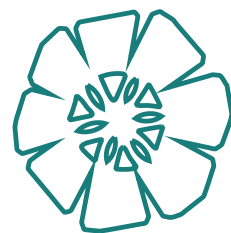
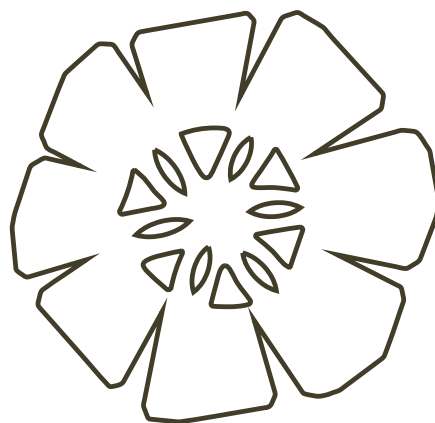


I gained the confidence to move to next level,' said Eriko Fufurefa, the Director of the Kafe Urban Settlers Women's Association.⁴¹ Representatives from Kafe Urban Settlers Women's Association and Kedu Seif Haus took part in the Australasian Aid Conference and a seminar at the Queensland University of Technology, through support from the University's **Developing Communication Strategies for Social Change against Sorcery Accusation-Related Violence** project in Papua New Guinea.

Eight women researchers working on gender issues are developing research and communication skills and one researcher from the Papua New Guinea Institute of Medical Research has completed a fellowship with the Australian National University. These opportunities, through the university's **Research Training Program**, are stepping up Australia's involvement in Pacific gender research and enhancing the researchers' capacity to exercise influence and leadership in their fields. It is important to amplify the voices of Pacific women researchers on issues of gender in the Pacific. This is a key objective of the *Pacific Women* Research Strategy.

Increasing civil society influence on government planning

Pacific Women partners are increasingly able to leverage greater influence on national policies, practices and programs. For instance, the four We Rise Coalition partners and their networks have increased the engagement of local communities with government. We Rise Coalition partner, femLINKpacific, convenes hundreds of rural women across Fiji each year (including 800 in 2019), connecting them directly with local and national governments.



⁴¹Queensland University of Technology, 2019. Project Activity Update, Developing Communication Strategies for Social Change Against Sorcery Related Violence in Papua New Guinea, p.12.



A Pacific Girl program by Pacific girls

'If we work together, we can build a better world. I would like to talk about us... we are the seeds of today. Today, we've got to make a tomorrow,' Camilla Hansen, 19, from Tonga, encouraged other adolescent girls at Pacific Girl's Inception Workshop.

Pacific Girl is *Pacific Women's* dedicated, multi-country program to support adolescent girls to reach their full potential. It addresses priority issues identified through consultations with more than 200 adolescent girls, including sexual and reproductive rights, access to education, cyber safety, climate change and freedom from violence.

Six countries have Pacific Girl projects: the Federated States of Micronesia, Fiji, Papua New Guinea, Solomon Islands, Tonga and Vanuatu. Pacific Girl partners are looking at integrated approaches across organisations and activities, with Pacific Girl providing dedicated resources to accelerate their work. Other *Pacific Women* partners also provide opportunities for adolescent girls including through schools-based programs, violence prevention activities and menstrual health initiatives.

Pacific Women adapts to country contexts, while also operating as a regional, long-term program. This gives it a unique ability to develop innovative responses to big issues. One result of this approach to programming is how *Pacific Women* is developing the Pacific Girl program.

Significant is the scale of commitment for Pacific girls – at \$4.5 million – and its design by Pacific girls. Adolescent girls have been involved in every step of the program's design and are now taking a lead in its implementation.

Girls from Fiji, Papua New Guinea, Tonga and Vanuatu were among 70 participants of the program's Inception Workshop to plan future Pacific Girl activities, gain a better understanding of the program's six focus countries and develop tools to track progress. The Inception Workshop, held during October 2019 in Fiji, brought together these adolescent representatives,



Camilla Hansen during the Pacific Girls Speak Out in October 2019. Photo credit: Pacific Women Support Unit / Sian Rolls.

civil society organisations and the wider development community. Adolescent girls prepared for the Inception Workshop by holding their own, closed, *Girls Pawa Toktok*.

'For us, as Pacific girls, we're happy and proud to be part of the development of the Pacific Girl program,' said Adi Ana Cirikiwai, 18 from Fiji, at the Inception Workshop. 'The Pacific Girl program started off last year, in May, where the girls met for the first time, shared issues, cultural values and identified solutions simultaneously and, most important of all, became sisters.'

Pacific Girl partners are working with a wide range of girls, including those in rural and remote areas, out-of-school girls, girls who lack a stable home environment and younger adolescents (from as young as 10 years old).

Participants in Pacific Girl projects are taking up the challenge to build a better world by continuing to lead and direct the program. For instance, in Papua New Guinea, 128 new student advocate leaders are spearheading Equal Playing Field's Safe School, Strong Communities project. Girls in Tonga have written poems and songs on girls' empowerment and broadcast them to a national and regional audience on radio station Broadcom 87.5FM.





In Vanuatu, CARE's *Laef blo mi, vois blo mi* project is working with girls aged 12–19 in rural and remote areas of Tafea province to provide life skills and respectful relationships education. As part of this initiative, CARE has invited 10 girl leaders to form an Adolescent Girls Advisory Group (AGAG). The AGAG guides how CARE implements the program. 'I am thankful to be part of the AGAG,' said Melin Nirua, 15. 'I am learning a lot from the trainings.'

Also excited to learn new skills is Meriam Johnson, 18. 'There are girls in our communities who do not have this information. I am proud to be part of the AGAG and to learn about self-esteem and self-confidence. I feel empowered to share with my other friends in school and sisters in my community.'

The AGAG is upholding Pacific Girl's principle of 'nothing about us without us.' The AGAG members are

recognising the power and control that girls themselves have in their lives, individually and collectively. 'I have a voice and I can lead,' shared Rachel Lume, 19. 'Together **we** can make a change.'



Members of the Adolescent Girls Advisory Group for the *Laef blo mi, vois blo mi* project. Photo credit: CARE Vanuatu.



Adolescent girls from Fiji, Papua New Guinea, Tonga and Vanuatu with Fiji's Minister for Women, Children and Poverty Alleviation, The Honourable Mereseini Vuniwaqa. Photo credit: Pacific Women Support Unit / Sian Rolls.



FINANCIALS

The Australian Government has committed an investment of AUD320 million over 10 years for *Pacific Women* program implementation. The financials presented in this Annual Progress Report provide information on expenditure since the program commenced in financial year (FY) 2012–2013, with specific information on FY 2018–2019.⁴²

The program has expended \$218.68 million between 2012–2019. This comprised:

- » \$18,116,899 (8 per cent) on Leadership and Decision Making.
- » \$49,514,935 (23 per cent) on Economic Empowerment.
- » \$96,184,154 (44 per cent) on Ending Violence against Women.
- » \$32,147,464 (15 per cent) on Enhancing Agency.
- » \$18,578,937 (8 per cent) on administration and program support.
- » \$4,137,448 (2 per cent) on monitoring, evaluation and design.

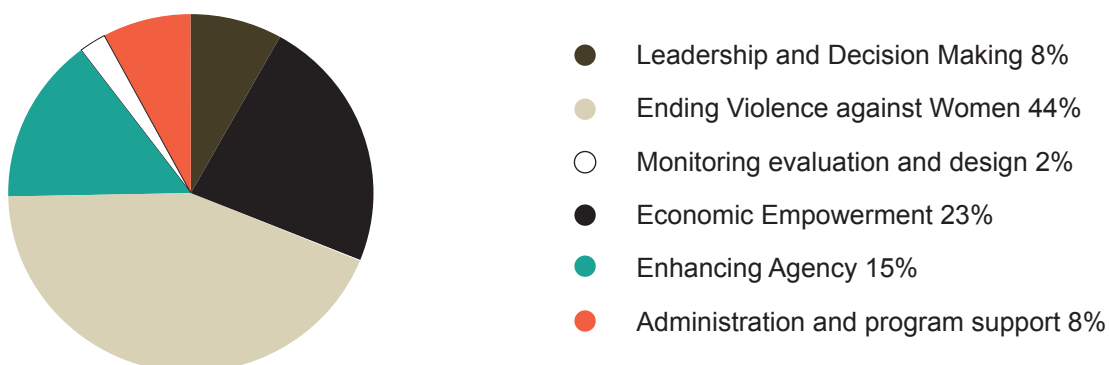
Many projects work across more than one of *Pacific Women's* four outcomes. For financial reporting purposes, each project is categorised according to its outcome of primary focus.

The Enhancing Agency outcome includes activities that contribute to: enhanced knowledge and an 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; improved gender outcomes in education and health; and research and learning.

Figure 1 below illustrates distribution of total program expenditure by *Pacific Women's* four outcomes; monitoring and evaluation and design; and administration and program support, for the period from 2012–2013 to 2018–2019.

Figure 1: Program expenditure by per cent since 2012

Distribution of total program expenditure by outcomes; monitoring, evaluation and design; and administration and program support, for the period from 2012–2013 to 2018–2019.



⁴²Expenditure is expressed in Australian financial years that cover July–June each year.



During 2018–2019, the program expensed \$43.77 million. This comprised:

- » \$3,758,457 (9 per cent) on Leadership and Decision Making.
- » \$7,309,668 (17 per cent) on Economic Empowerment.
- » \$18,937,846 (43 per cent) on Ending Violence against Women.
- » \$8,040,379 (18 per cent) on Enhancing Agency.
- » \$5,018,559 (11 per cent) on administration and program support.
- » \$704,885 (2 per cent) on monitoring, evaluation and design.

Figure 2 below illustrates the distribution of total program expenditure by *Pacific Women's* four outcomes; monitoring and evaluation and design; and administration and program support, both during 2018–2019 and for the preceding period of the program up to this financial year (2012–2013 to 2017–2018).

Figure 2: Graphic of cumulative program expenditure by dollar value since 2012

Distribution of program expenditure by outcomes; monitoring, evaluation and design; and administration and program support, during 2018–2019 and for the period 2012–2013 to 2017–2018.

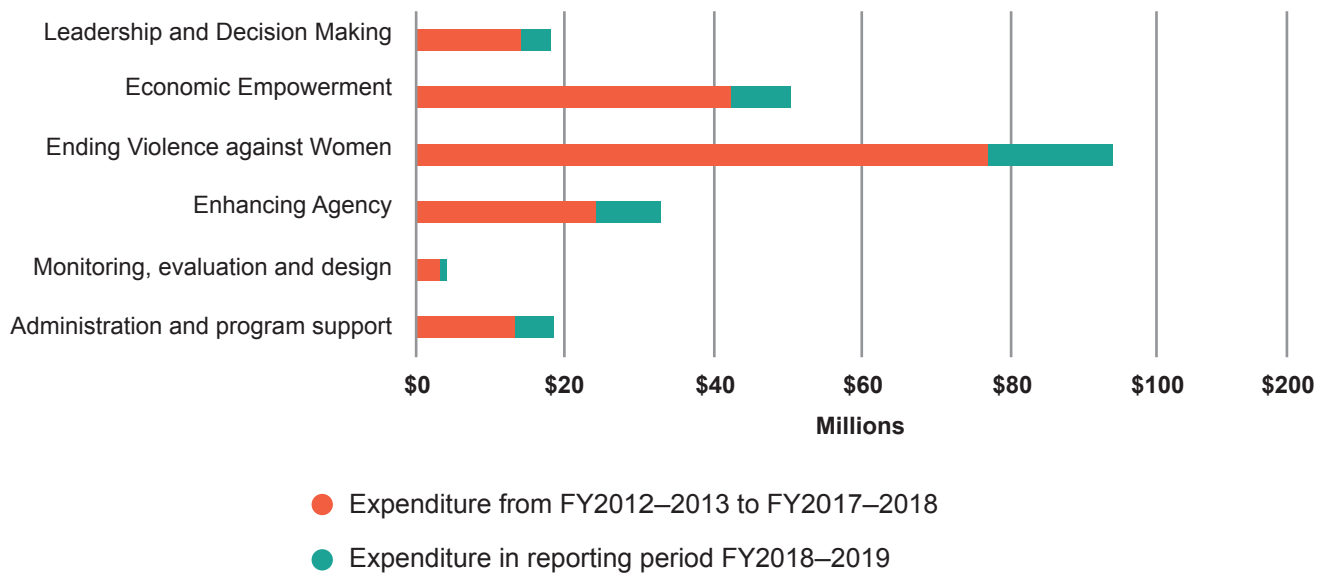


Table 1 below summarises total program expenditure for each country by *Pacific Women's* four outcomes; monitoring and evaluation and design; and administration and program support, for the full period of the program so far from 2012–2013 to 2018–2019.

Table 1: List of specific expenditure by outcome since 2012

Total program expenditure for each country by outcomes; monitoring, evaluation and design; and administration and program support, from 2012–2013 to 2018–2019.

	Leadership and Decision Making	Economic Empowerment	Ending Violence against Women	Enhancing Agency	Monitoring, evaluation and design	Administration and program support	Total
Regional	\$5,746,597	\$19,923,624	\$25,079,234	\$16,388,068	\$1,312,765	\$17,789,980	\$86,240,268
The Cook Islands		\$260,000	\$150,000	\$14,681			\$424,681
Federated States of Micronesia		\$154,600	\$550,548			\$7,423	\$712,571
Fiji	\$884,043	\$4,932,278	\$4,113,850	\$5,871,533	\$162,443	\$3,688	\$15,967,836
Kiribati		\$107,814	\$1,663,277	\$220,877			\$1,991,969
Nauru	\$150,000		\$689,332	\$544,802			\$1,384,134
Niue⁴³							\$0
Palau				\$62,266		\$28,121	\$90,387
Papua New Guinea	\$6,644,887	\$16,991,517	\$37,427,616	\$6,418,946	\$1,930,764	\$340,072	\$69,753,802
Republic of the Marshall Islands			\$1,047,526	\$52,048		\$7,693	\$1,107,267
Samoa	\$3,504,112	\$1,063,294	\$604,150	\$768,396	\$12,584	\$12,444	\$5,964,980
Solomon Islands	\$887,260	\$3,284,021	\$17,625,315	\$351,636	\$660,139	\$141,203	\$22,949,574
Tonga		\$81,897	\$3,755,810	\$308,840	\$58,753	\$7,387	\$4,212,687
Tuvalu			\$317,495	\$401,917			\$719,411
Vanuatu	\$300,000	\$2,715,890	\$3,160,000	\$743,455		\$240,927	\$7,160,272
Total	\$18,116,899	\$49,514,935	\$96,184,154	\$32,147,464	\$4,137,448	18,578,937	\$218,679,837

Pacific Women has a strong focus on working with a range of partners. The program has channelled funding through government partners, regional agencies, Pacific and international non-government organisations, United Nations agencies and funds, international financial institutions, as well as research and private sector organisations.



Figure 3 below illustrates the breakdown of funding provided to respective partner categories both during 2018–2019 and for the preceding period of the program from 2012–2013 to 2017–2018.

Figure 3: Graphic of cumulative expenditure across partners since 2012

Distribution of program expenditure by Pacific Women partners during 2018–2019 and for the period 2012–2013

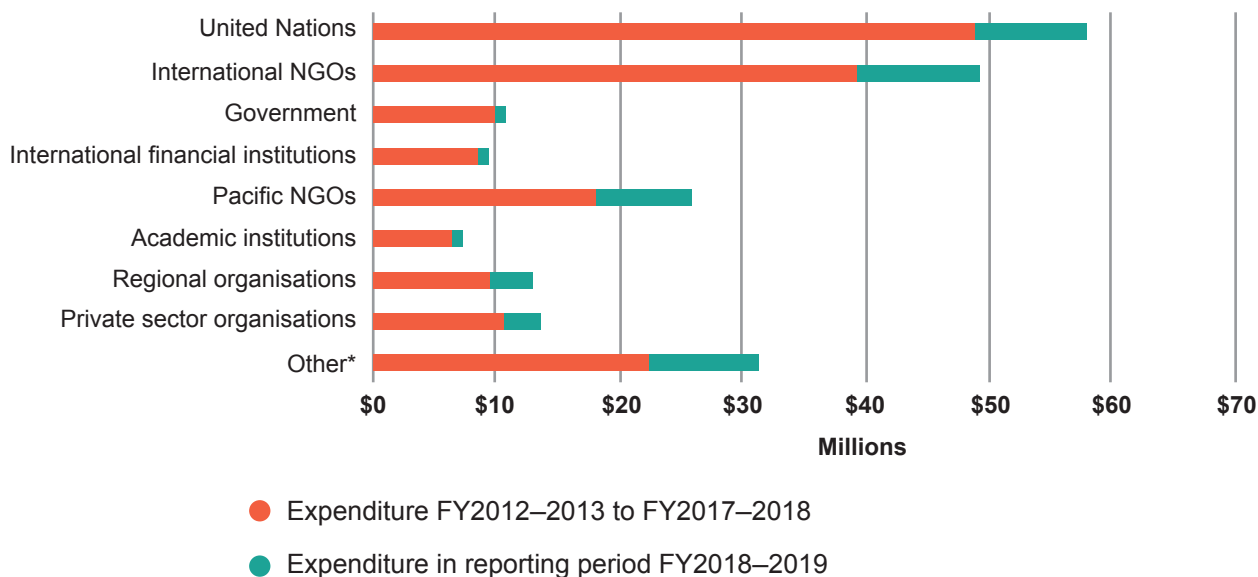


Table 2: List of expenditure across partners since 2012

	Expenditure in reporting period FY 2018–2019	Cumulative expenditure to date FY2012–2013 to FY2018–2019
United Nations	\$8,699,798	\$57,966,642
International NGOs	\$9,724,016	\$49,433,279
Government	\$729,681	\$10,841,503
International financial institutions	\$370,000	\$9,691,511
Pacific NGOs	\$7,948,660	\$25,934,735
Academic institutions	\$817,529	\$7,727,529
Regional organisations	\$3,013,700	\$12,687,050
Private sector organisations	\$2,824,447	\$13,176,456
Other*	\$9,641,963	\$31,221,131

* Other includes partnerships with companies, managing contractors and independent consultants.

⁴³Niue is not supported bilaterally, but through regionally funded projects.



ANNEXURES

ANNEX A

ADVISORY BOARD MEMBERS

The *Pacific Women* Advisory Board provides advice on the strategic direction of *Pacific Women*, assists in connecting the program with other influential leaders in the Pacific and advocates to support gender equality in the Pacific. The Advisory Board reflects Australia's commitment to a Pacific-led response to enhance opportunities for the political, economic and social advancement of Pacific women.

The Advisory Board's membership comprises eminent leaders from the Pacific Islands and a representative from Australia's Department of Foreign Affairs and Trade.

Australia's then Ambassador for Women and Girls attended Advisory Board meetings as an observer.

The members of the Advisory Board as at 31 December 2019 are listed below:^{44 45}

Ms Natalia Palu Latu (co-chair)

World Bank Liaison Officer Tonga
Tonga

Ms Kathy Klugman (co-chair)

First Assistant Secretary, Pacific Strategy Division,
Office of the Pacific, Australian Department of Foreign
Affairs and Trade
Australia

Dr Audrey Aumua

Deputy Director General of the Pacific Community
Fiji / Regional

Ms Yoshiko Capelle

Pacific Young Women's Leadership Alliance
Republic of the Marshall Islands

Mr Paki Ormsby

Director, Policy, Pacific Islands Forum Secretariat
New Zealand / Regional

Ms Savina Nongebatu

Deputy Chief Executive Officer of the Pacific Disability
Forum
Solomon Islands

The Honourable Ms Niki Rattle

Speaker of Parliament
The Cook Islands

Mrs Merilyn Tahī

Coordinator, Vanuatu Women's Centre
Vanuatu

Ms Lesieli Taviri

CEO, Origin LPG
Papua New Guinea

Ms Jane Kesno⁴⁶

Founder and Chairperson of PNG Women and
Children's Rights Centre and co-founder of the Coalition
of Public Sector Women in Leadership
Papua New Guinea

Reverend Sereima Lomaloma⁴⁷

Ministry Officer, Anglican Diocese of Polynesia and
Chairperson of House of Sarah
Fiji

Ms Maere Tekanene⁴⁸

Former Minister of Education
Kiribati

The Honourable Dr Sharman Stone (Observer)

Ambassador for Women and Girls
Australia

⁴⁴*Pacific Women* acknowledges the late Dr Lawrence Kalinoe, who was a member of the Advisory Board prior to his passing in early 2019.

⁴⁵*Pacific Women* acknowledges the following incoming members of the Advisory Board for 2020: Dr Mercy Ah Siu-Maliko; Ms Virisila Buadromo; Dr Fiona Hukula; and Ms Ethel Sigimanu.

⁴⁶Retiring member.

⁴⁷Retiring member.

⁴⁸Retiring member.



ANNEX B

PACIFIC WOMEN PARTNERS

Pacific Women has a strong focus on delivering activities in partnerships and works closely with governments, Pacific and international non-government organisations, regional organisations, United Nations agencies, development banks and the private sector. These partners, together with women and men from the Pacific region, have the opportunity to shape the program. Below is a cumulative list of partners with whom *Pacific Women* has worked since the program started.⁴⁹

Government Partners

Australia

- Australian Centre for International Agricultural Research
- Australian Federal Police
- International and Community Relations Office, Australian Department of the House of Representatives

The Cook Islands

- Cook Islands Police Service
- Ministry of Internal Affairs

Federated States of Micronesia

- Department of Health and Social Affairs

Fiji

- Ministry of Women, Children and Poverty Alleviation

Kiribati

- Magistrates' Court
- Ministry of Health and Medical Services
- Ministry of Internal Affairs
- Ministry of Justice
- Ministry of Women, Youth, Sports and Social Affairs, Women's Development Division
- Police Service, Domestic Violence and Sexual Offences Unit

Nauru

- Ministry of Health
- Ministry of Home Affairs

Palau

- Ministry of Community and Cultural Affairs

Papua New Guinea

- Autonomous Region of Bougainville Department of Community Development
 - Autonomous Region of Bougainville Department of Health
 - Constitutional Law Reform Commission
 - Department for Community Development and Religion
 - Department of Justice and Attorney General
 - Department of National Planning and Monitoring
 - East Sepik Provincial Health Authority
 - Family Support Centres in Arawa, Daru, Goroka, Lae and Port Moresby
 - Integrity Political Parties and Candidates Commission
 - Morobe Family and Sexual Violence Action Committee
 - Morobe Provincial Health Authority
 - National Capital District Commission
 - National Secretariat of the Family and Sexual Violence Action Committee
 - National Youth Council
 - New Ireland Department of Primary Industries
 - Office for the Development of Women
 - Port Moresby General Hospital
 - United States Embassy, Port Moresby
 - Western Highlands Provincial Health Authority
 - West Sepik Provincial Health Authority
- #### Republic of the Marshall Islands
- Ministry of Foreign Affairs
 - Ministry of Culture and Internal Affairs
 - Ministry of Natural Resources and Commerce

⁴⁹This list includes *Pacific Women's* partners that receive funding directly or indirectly to implement activities, which totals 164 partners (as detailed in the Overview section of this report). It also includes related third parties and partners additionally involved in initiatives, to reflect the broad range of *Pacific Women* partnerships across the region.



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 and Gender Equality Division
- Ministry of Justice, Family Protection Legal Aid Centre
- Tonga Police, Domestic Violence Unit

Tuvalu

- Ministry of Health, Social Affairs and Gender, Gender Affairs Department
- Ministry of Home Affairs and Rural Development, Community Affairs Department

Vanuatu

- Ministry of Education and Training
- Ministry of Justice and Community Services, Department of Women's Affairs

Pacific Non-Government Organisations

The Cook Islands

- Cook Islands Family Welfare Association
- National Council of Women
- Punanga Tauturu Inc.

Federated States of Micronesia

- Chuuk Women's Council

Fiji

- Diverse Voices and Action (DIVA) for Equality
- 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
- Transcend Oceania

- Women in Fisheries Network
- Reproductive and Family Health Association of Fiji

Kiribati

- Kiribati Family Health Association
- Kiribati Women and Children Support Centre

Nauru

- Unique Lee Violence Prevention Foundation Trust

Papua New Guinea

- Baptist Union PNG
- Bougainville Women's Federation
- Community Development Workers Association Inc.
- Catholic Archdioceses of Madang, Western Highlands/Jiwaka and Simbu
- Equal Playing Field
- Family for Change
- Femili PNG
- Ginigoada Foundation
- Hako Women's Collective
- Highlands Women's Human Rights Defenders Movement
- Kafe Urban Settlers Women's Association
- Kedu Seif Haus
- Kup Women for Peace
- Lifeline PNG
- Motu Koita Village Women's Association
- National Council of Women
- Nazareth Centre for Rehabilitation
- The Voice Inc.
- Voice for Change

Republic of the Marshall Islands

- Women United Together Marshall Islands

Samoa

- Young Women's Christian Association Samoa
- Samoa Civil Society Support Programme
- Samoa Family Health Association

Solomon Islands

- Christian Care Centre
- Family Support Centre
- Live and Learn Solomon Islands
- Solomon Islands National Council of Women



- Solomon Islands Planned Parenthood Association
- Solomon Islands Women in Business Association
- Vois Blong Mere Solomon
- Young Women’s Christian Association Solomon Islands

Tonga

- Tonga National Centre for Women and Children
- Women and Children Crisis Centre Tonga
- Talitha Project
- Tonga Family Health Association

Tuvalu

- Fusi Alofa Association
- Tuvalu Family Health Association

Vanuatu

- Alternative Communities Trade in Vanuatu
- Vanuatu Women’s Centre
- Wan Smolbag Theatre
- Vanuatu Young Women for Change
- Vanuatu Family Health Association

International Non-Government Organisations

- ActionAid
- CARE
- Center for International Private Enterprise
- ChildFund
- FHI 360
- GriffinWorx (formerly known as StartUP Cup)
- International Centre for Research on Women
- International Committee of the Red Cross
- IOD PARC
- International Planned Parenthood Federation
- International Women’s Development Agency
- Oxfam
- Plan International
- Population Services International

- Save the Children
- The Difference Incubator
- UnitingWorld
- WaterAid
- World Vision

Regional and Multilateral Partners

- Asian Development Bank
- Australia Pacific Training Coalition (formerly Australia-Pacific Technical College)
- Forum Fisheries Agency
- International Finance Corporation
 - Pacific Organic and Ethical Trade Community
 - Social Development Programme
 - Regional Rights Resource Team
- Pacific Conference of Churches
- Pacific Disability Forum
- Pacific Islands Forum Secretariat
- Pacific Islands Private Sector Organisation
- Pacific Private Sector Development Initiative
- Pacific Theological College
- Protection in the Pacific Network
- South Pacific Association of Theological Schools
- UN Women
- United Nations Children’s Fund
- United Nations Development Programme
- United Nations Population Fund
- World Bank

Research and University Partners

- Australian National University
- Burnet Institute
- Divine Word University
- La Trobe University
- Menzies School of Health
- Pacific Adventist University
- Papua New Guinea Institute of Medical Research
- Papua New Guinea National Research Institute
- Queensland University of Technology



- University of Auckland
- University of Canberra
- University of Goroka
- University of New England
- University of Queensland
- University of the South Pacific

Private Sector Organisations

The Cook Islands

- Business Trade and Investment Board

Fiji

- South Pacific Academy of Beauty and Therapy

Papua New Guinea

- Business Coalition for Women
- Frieda River Limited
- Oil Search Foundation

Funding Facilities

Fiji

- Fiji Women's Fund

Program Management Facilities

Regional

- Pacific Technical Assistance Mechanism, Phase 2
- Pacific Leadership Program
- Pacific Media Assistance Scheme
- Women's Leadership Initiative

Papua New Guinea

- Justice Services and Stability for Development Program
- Health and Education Procurement Facility
- Papua New Guinea Economic Growth and Inclusive Governance Partnership
- Papua New Guinea Decentralisation and Citizen Participation Partnership

Samoa

- Civil Society Support Program

Solomon Islands

- Solomon Islands Resource Facility

Vanuatu

- Policing and Justice Support Program
- Vanuatu Skills Partnership (formerly Vanuatu Skills for Economic Growth Program and prior as the Vanuatu Technical and Vocational Education and Training Sector Strengthening Program)



ANNEX C

PACIFIC WOMEN PROJECTS

The Cook Islands

Project Name	Partner	Description	Timeframe
Economic Empowerment			
An enabling environment for the full participation of women in economic development	Gender and Development Division, Ministry of Internal Affairs	Strengthened 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.	2013–2017 (completed)
Ending Violence against Women			
Eliminating violence against women through training, advocacy and support services	Punanga Tauturu Inc.	Supported Punanga Tauturu Inc. women's counselling centre to provide counselling, legal aid and conduct advocacy activities focused on ending violence against women.	2013–2017 (completed)
Strengthening capacity towards the elimination of violence against women	Punanga Tauturu Inc.; Gender and Development Division, Ministry of Internal Affairs; the Cook Islands Police	Strengthened 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.	2013–2017 (completed)
Enhancing Agency			
Increasing capacity to deliver on the Gender Equality and Women's Empowerment Policy	Gender and Development Division, Ministry of Internal Affairs	Increased the capacity of the Cook Islands Government to progress their Gender Equality and Women's Empowerment Policy and provided secretariat support to the National Steering Committee through a national consultant and project funds.	2013–2017 (completed)

Federated States of Micronesia (FSM)

Project Name	Partner	Description	Timeframe
Economic Empowerment			
Pacific Women Growing Business	The Pacific Community	Enabled women to start and scale up their businesses by providing business skills and development opportunities, including by partnering with the College of Micronesia for entrepreneurship and business development training and providing mentoring support from a Business Development Counsellor.	2018–2019 (completed)
Ending Violence against Women			
Eliminating Violence Against Women Services	Chuuk Women's Council	Strengthening services for survivors of gender-based violence and increasing awareness for the prevention of violence against women and children, including opening a crisis centre.	2019–2022



Capacity Building Adviser: Gender Based Violence	Chuuk Women's Council	Providing technical support to pilot the Chuuk Women's Council's gender-based violence primary prevention and psychosocial support services for survivors of violence and strengthening referral pathways, protocols and services for survivors of gender-based violence.	2019–2022
Support Pohnpei State's Women's Interest Coordinator attending the Regional Training Programme	Government of FSM, Department of Health and Social Affairs; Fiji Women's Crisis Centre	Supported Pohnpei State's Women's Interest Coordinator to attend the Fiji Women's Crisis Centre's Regional Training Programme.	2019 (completed)
Eliminating Violence against Women in Pohnpei and Chuuk ¹	Consultant	Assessed services and gaps in services to end violence against women in Federated States of Micronesia with a focus on Pohnpei State and Chuuk State.	2017–2018 (completed)
Family Protection Adviser	Government of FSM, Department of Health and Social Affairs	Worked with FSM government and non-government stakeholders to strengthen referral pathways and services for victims of violence.	2017–2019 (completed)
		Providing technical support, training and capacity development to Federated States of Micronesia Government service providers to provide safe and quality essential services to survivors of sexual and family violence.	2019–2021
Enhancing Agency			
Pacific Girl project – Young Women's Empowerment Program	Chuuk Women's Council	Reaching marginalised girls in Chuuk through a curriculum focusing on sexual and mental health, healthy relationships and developing future goals.	2019–2021
Supporting CEDAW shadow reporting	FSM non-government organisations	Funded representatives to present the Non-Government Organisation Shadow Report to the 66th session of the CEDAW Committee.	2017 (completed)

Fiji

Project Name	Partner	Description	Timeframe
Leadership and Decision Making			
Support for Women's Weather Watch Preparedness, Participation and Protection campaign	femLINKpacific	Ensured that disaster preparedness plans, media and information communication systems were gender inclusive.	2013–2018 (completed)
Enhancing women's participation in decision making through strengthened community radio transmission	femLINKpacific	Upgraded community radio infrastructure to increase the reach of FemTALK 89FM's radio transmission (including for damage following Tropical Cyclone Winston). Increased women's awareness and participation in national disaster management response and recovery.	2013–2017 (completed)
Economic Empowerment			
Markets for Change	UN Women	Improving market governance, management, infrastructure and access to financial services to increase women's economic empowerment. Ensuring markets are more sustainable, accessible and safe for women vendors in Fiji. Additional funds provided to enable recovery and response after Tropical Cyclone Winston.	2014–2021

¹This is a strategic direction-setting activity and is not represented in the count of 171 initiatives and projects supported by Pacific Women.



Value Chain Analysis and Market Assessment of Selected Handicrafts in Fiji ²	Consultant	Researching and designing an economic empowerment project to enhance Fiji women cultural industry producers' access to markets and sustainable incomes.	2019–2020
WINvest Fiji (study and report on 'The Business Case for Workplace Responses to Domestic and Sexual Violence in Fiji')	International Finance Corporation	Closing the gender gap in Fiji's private sector through company peer learning, dissemination platforms and advisory engagements.	2016–2020
Support for women's economic empowerment	South Pacific Academy of Beauty Therapy	Provided scholarships for women from low socio-economic backgrounds and from rural and remote areas where access to employment is low, to complete the Certificate IV in beauty and spa therapy.	2014–2020 (completed)
Support to community-based women's organisations	Ra Naari Parishad	Supported the establishment of the Ra Naari Centre to enable the organisation to deliver economic livelihood activities.	2015–2016 (completed)
Support for women's civil society organisations	Women in Fisheries Network-Fiji	Assisted with the re-establishment of the Women in Fisheries Network-Fiji. Enabled a platform for knowledge sharing, collaboration and the exchange of information to strengthen the involvement of, and improve the conditions for, women in the fisheries sector.	2015–2016 (completed)
Makoi Women's Vocational Training Centre	Fiji Muslim Women's League	Supported targeted training programs for women to enhance economic opportunities. Funded additional distribution of dignity, hygiene and household kits to women in rural and remote areas of Ba and Ra affected by Tropical Cyclone Winston.	2015–2016 (completed)
Ending Violence against Women			
Fiji Women's Crisis Centre programs to End Violence against Women in Fiji and the Pacific	Fiji Women's Crisis Centre	Regional: Funding the Fiji Women's Crisis Centre's regional activities, including: the Regional Training Program; the Male Advocates Program; and the <i>Pacific Women's Network Against Violence Against Women</i> . Fiji: Continuing core funding to the Fiji Women's Crisis Centre, the leading crisis and support service for women and girls in Fiji.	2016–2021
Support for women's empowerment through holistic and sustainable service delivery	Empower Pacific	Built skills, enhanced knowledge and increased awareness of community members and other local service providers in addressing social issues that impact women's empowerment, well-being and safety.	2015– 2016 (completed)
Support for sexual and reproductive health services for women and youth	Medical Services Pacific	Supported targeted programs to increase access to clinical health care for women and girls and to justice and child protection services for vulnerable children and youth. Funded additional sexual and reproductive health services to rural and remote women affected by Tropical Cyclone Winston.	2014–2017 (completed)
Support for gender equality through ecumenical-based approaches	House of Sarah	Supported increased collaboration between church leaders and clergy on advocacy for ending violence against women.	2014–2017 (completed)
WEAVERS project	Pacific Conference of Churches	Promoted using a rights-based theological approach to eliminating violence against women. Provided communities with rights-based ecumenical messages to support the prevention of violence against women and link women to crisis services.	2016 (completed)

²This is a strategic direction-setting activity and is not represented in the count of 171 initiatives and projects supported by *Pacific Women*.



Enhancing Agency			
Pacific Girl project – Girls Arise	Fiji Women's Rights Movement	Building life skills and confidence for 10–12 year old girls living outside of Fiji's capital Suva, sharing Fiji Women's Rights Movement's approach in a toolkit and raising the profile of girls' issues with decision makers.	2019–2022
Support to the Ministry of Women	Ministry of Women, Children and Poverty Alleviation	Supported the Ministry of Women to implement the National Gender Policy and strengthened their monitoring and evaluation capacity.	2015–2017 (completed) 2019–2020
Fiji Women's Fund	Fiji Women's Fund	Supporting local women's groups, organisations and networks in Fiji to expand and enhance their work on women's empowerment and gender equality. Reaching women living in rural and remote locations and those who are marginalised.	2016–2022
Individual Deprivation Measure	International Women's Development Agency; Australian National University; Fiji Bureau of Statistics	Applied the Individual Deprivation Measure tool to measure the gendered aspects of poverty in communities. Provided gender sensitive data to inform national policy and decision makers on programs and services for women and vulnerable groups.	2013–2017 (completed)
We Rise Phase II - Strengthening feminist coalitions and partnerships for gender equality	International Women's Development Agency; Fiji Women's Rights Movement; femLINKpacific; Diverse Voices and Action for Equality	Supported 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.	2015–2019 (completed)

Kiribati

Project Name	Partner	Description	Timeframe
Ending Violence against Women			
Support to KWCSO operations	Kiribati Women and Children Support Centre (KWCSO)	Supporting the Kiribati Women and Children Support Centre to continue provision of psychosocial support and counselling services to survivors of domestic violence.	2019–2020
Strengthening Peaceful Villages in Kiribati	UN Women	Changing community and individual behaviours to prevent violence through local approaches.	2017–2020
Respectful Relationships	Ministry of Women, Youth, Sports and Social Affairs, Women's Development Division	Implementing a school-based program that incorporates a respectful relationships program into the school curriculum.	2016–2020
Establishment of the Kiribati Women and Children Support Centre	Kiribati Family Health Association	Kiribati's first formal support centre for women and children survivors of violence. Supported the establishment of the Kiribati Women and Children's Support Centre, including funding the recruitment and training of staff, which opened in 2017. Provided technical assistance to facilitate a three-year strategic plan for the centre.	2014–2019 (completed)



Support for the Ministry of Women, Youth, Sports and Social Affairs to undertake work to support Ending Violence against Women	Ministry of Women, Youth, Sports and Social Affairs, Women's Development Division	Funded project staff to support the Government of Kiribati's implementation and monitoring of gender equality activities, including the Shared Implementation Plan on Ending Violence Against Women, the UN Joint Program on Ending Violence Against Women and the Respectful Relationships initiative.	2014–2019 (completed)
Support to the Domestic Violence and Sexual Offences Unit	Kiribati Police Domestic Violence Unit	Extended the office of the Kiribati Police Domestic Violence and Sexual Offences Unit to provide survivors of violence with temporary shelter and comfort while awaiting referral to relevant services. Trained over 200 outer island police officers, special constables and village wardens.	2014–2017 (completed)
Judiciary enabling rights outreach to the vulnerable	Kiribati Magistrates' Court	Supported consultations on the Family Peace Act 2014 and training on human rights and sexual and gender-based violence for lay magistrates on Tarawa and outer islands. Supported community understanding of the court system and services in relation to ending violence against women.	2014–2017 (completed)
Improved infrastructure and training for Ministry of Health staff	Kiribati Ministry of Health	Funded 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. Supported training of frontline officers working with survivors of sexual violence.	2014–2016 (completed)
Enhancing agency			
Restoration of Kiribati women's umbrella organisation – AMAK	Ministry of Women, Youth, Sports and Social Affairs, Women's Development Division	Supporting the revival of Aia Maea Ainen Kiribati (AMAK), Kiribati's national women's umbrella organisation, through technical assistance to assess the current status of the organisation and provide recommendations on the way forward.	2017–2020
2015 One Billion Rising Campaign	Kiribati Family Health Association	Supported Kiribati to be part of a revolutionary, global ending violence against women movement where the Kiribati Family Health Association worked with young people to lead the campaign using creative arts, including stage performances, dancing, singing and marches.	2015 (completed)

Nauru

Project Name	Partner	Description	Timeframe
Leadership and Decision Making			
Increasing women's political participation	UN Women	Provided transformational leadership training for potential women candidates, male allies and community representatives. Trained members of parliament on the Convention on the Elimination of All Forms of Discrimination Against Women and human rights.	2016–2017 (completed)



Ending Violence against Women			
Unique Lee Foundational Grant Ending Violence Against Women	femLINKpacific	Providing foundational support to develop the capacity of an emerging NGO on violence against women in Nauru to effectively design and implement a national domestic violence prevention and response program and establish its governance, management, operational and financial systems.	2019–2020
Improve the response and services to reduce domestic violence	Ministry of Home Affairs, Health and Education	Assisting the Government of Nauru and other stakeholders to prevent and handle cases of domestic violence through the provision of a psychosocial counsellor.	2018–2021
Gender Adviser	Consultant	Supporting DFAT Post and partners in Nauru to improve gender mainstreaming and capacity in relation to gender equality activities with technical advice from a gender adviser.	2017–2021
Pacific Community Health and Wellbeing Education Project	University of New England	Funded six staff from the Ministries of Home Affairs, Health and Education to undertake the Diploma in Community Welfare and Wellbeing to improve access to qualified counselling in Nauru.	2015–2017 (completed)
Improve the health sector response and services to reduce domestic violence	Pacific Technical Assistance Mechanism	Strengthened the role of the health sector to identify and support survivors of violence by training health workers, improving access to counselling services and raising awareness of domestic violence.	2014–2019 (completed)

Palau

Project Name	Partner	Description	Timeframe
Ending Violence against Women			
Review of the Implementation of the <i>Palau Family Protection Act 2012</i>	Consultant and Government of Palau	Supported the Ministry of Community and Cultural Affairs with a consultant to review progress of the implementation of the <i>Family Protection Act 2012</i> five years after it was enacted and develop a draft implementation plan.	2017–2018 (completed)
Regional support on male advocacy	Fiji Women's Crisis Centre and Government of Palau	Supported two Palauan participants to attend the Regional Fiji Women's Crisis Centre's month-long Regional Training Program on gender awareness and eliminating violence against women.	2017–2021
Pacific Community Health and Wellbeing Education Project	University of New England	Funded six staff from the Ministries of Home Affairs, Health and Education to undertake the Diploma in Community Welfare and Wellbeing to improve access to qualified counselling in Nauru.	2016 (completed)
Enhancing Agency			
Support for implementation of the Government of Palau's gender mainstreaming policy and strategy	Gender Division, Ministry of Culture and Community Affairs, Government of Palau	Funded a national Gender Analyst position based in the Ministry of Culture and Community Affairs to support the development and implementation of a gender mainstreaming policy. Supported the Division of Gender with International Women's Day events.	2016–2019 (completed)



Papua New Guinea

Project Name	Partner	Description	Timeframe
Leadership and Decision Making			
Women Make the Change: Increased voice for women in political processes	UN Women	Supporting women to fully and effectively participate in and have equal opportunities for leadership at all levels of decision making in political and public life.	2019–2022
Papua New Guinea Women and Extractives	<i>Pacific Women Support Unit</i>	A public-private partnership with Frieda River Limited. Improving the representation and participation of women in negotiating mining development agreements and achieving better economic and broader empowerment outcomes for women.	2017–2020
Women in Leadership Support Program	Department of Pacific Affairs, Australian National University	Improving women's leadership and political participation by enhancing the competitiveness of women candidates contesting Papua New Guinea's 2017 and 2022 national elections and the 2019 local level government elections.	2016–2022
Women's Forum	United States Embassy in Papua New Guinea with the Department for Community Development and Religion	Brought together annually women in leadership roles in government, the public service, the private sector, community and churches, together with men supportive of gender equality.	2016–2019 (completed)
Young Women's Leadership Project	International Women's Development Agency; Bougainville Women's Federation	Increased young women's leadership effectiveness and provided a safe space in which they could engage and support each other.	2016–2018 (completed)
Voter Education in Bougainville	International Women's Development Agency; Bougainville Women's Federation	Provided education on voting rights and responsibilities and on governance and leadership to women and men across Bougainville.	2016–2017 (completed)
Inclusive Development in post-conflict Bougainville	World Bank; Autonomous Government of Bougainville's Department of Community Development	Increased women's decision making and influence at community level and improved social development through community-driven development projects.	2015–2018 (completed)
Increased women's representation in local government	Centre for Democratic Institutions	Support to increase women's representation at the 2013 local government elections through training for prospective candidates, developing a media information and talk-back radio campaign and compiling a register of candidates.	2013 (completed)



Economic Empowerment

Safe Public Transport – <i>Meri</i> Buses in Port Moresby and Lae	Ginigoada Foundation	Promoting greater safety, reducing fear and increasing mobility for women and girls accessing public transport in Port Moresby and Lae. Building on the Safe Public Transport for Women, Girls and Children project implemented by UN Women.	2018–2020
Strengthening business coalitions for women and economic empowerment partnership with the private sector	Business Coalition for Women (originally through International Finance Corporation)	Helping the private sector recruit, retain and promote women as employees, leaders, customers and business partners.	2014–2021
Safe and Prosperous Districts: Linking communities to markets for secure livelihoods	UN Women	Promoting women's economic empowerment through safe and economically vibrant district markets. Building on the lessons and success from Safe City work in Port Moresby, supporting local authorities to set-up inclusive market management and operation systems and working with market vendors to increase their knowledge and skills to advocate with market management for their rights and interests and to improve their business.	2018–2020
Financial literacy training for women and men in Yagoru-Saussia District	Asian Development Bank, Microfinance Expansion Project	Delivered financial literacy modules on budgeting and savings to almost 8,000 women and over 7,000 men in the Yagoru-Saussia District.	2017 (completed)
<i>Kirapim Kaikai na Maket</i>	Community Development Workers Association Inc.	Enabling women from the Tsak Valley, Enga Province to increase food production resilience so they can reliably produce a surplus, market through a network of women's associations and increase their income.	2016–2020
Creating an entrepreneurial ecosystem for women in Papua New Guinea	Center for International Private Enterprise; the Difference Incubator	Establishing a Women's Business Resource Centre in Port Moresby. Helping women to start and successfully manage their own businesses. Working with four local universities to incorporate 'entrepreneurship' into the curriculums and to develop stronger policy engagement in lobbying for women's economic empowerment.	2015–2020
Increasing economic opportunities for women smallholders and their families ('Family Teams')	University of Canberra	Enhanced the economic development of women farmers by building their agricultural and business skills and knowledge through an action research and development approach. Increased family income through better farm business practices in which women have a significant role as decision makers.	2015–2019 (completed)
WECREATE Challenge	GriffinWorx (Abt PNG Management Services)	Delivered entrepreneurship training and an accelerator program through a business model competition for emerging women entrepreneurs. Increased the connections and skills women need to establish successful companies in their local communities.	2015–2017 (completed)
Coffee Industry Support Project	CARE International in Papua New Guinea	Supporting coffee industry stakeholders to mainstream gender equity in their policies, practices and approaches. Increasing women's access to extension services and improving farming families' business management, with women and men benefiting from coffee production and income.	2013–2020



Ending Violence against Women

Improving Services and Inspiring Leadership to address Family and Sexual Violence in Port Moresby (<i>Bel Isi PNG</i>)	Oil Search Foundation	Changing attitudes towards family and sexual violence and improving services for survivors of violence through a public-private partnership.	2018–2023
<i>Mamayo</i>	CARE International in Papua New Guinea	Enhancing family and community support for women's access to reproductive and maternal health and greater participation in economic opportunities and benefits.	2018–2022
<i>Kisim Femili Plenin Strongim Komuniti</i>	FHI 360	Increasing knowledge, acceptance and supply of family planning services, especially for adolescent girls and unmarried women in Aitape-Lumi District, West Sepik and Maprik District, East Sepik Province.	2018–2021
Establishment of Family Support Centres in Arawa Hospital, Bougainville and Daru Hospital, Western Province	Health and Education Procurement Facility; Health and HIV Implementing Services Provider	Expanded the number of Family Support Centres to include Arawa in the Autonomous Region of Bougainville and Daru in Western Province, in support of the National Department of Health's commitment to improve the response to family and sexual violence. Complemented infrastructure upgrades funded under the Papua New Guinea-Australia partnership.	2016–2018 (completed)
Refurbishment of Lifeline office	Health and Education Procurement Facility	Refurbished the Lifeline office to enable Lifeline to provide counselling support to survivors of violence.	2016–2017 (completed)
Support to Family Support Centres and Health clinics in Southern Highlands	International Committee of the Red Cross	Provided medical equipment to eight health centres to assist women survivors of violence.	2016–2017 (completed)
Construction of Koki Market Transit Centre	Health and Education Procurement Facility	Constructed a transit centre and made other market upgrades to increase the safety of market vendors who stay overnight to sell their produce.	2016–2017 (completed)
From Gender Based Violence to Gender Justice and Healing in Bougainville	International Women's Development Agency; Nazareth Centre for Rehabilitation	Supporting Bougainville women's human rights defenders to lead responses to, and prevention of, family and sexual violence with government and communities. Enabling women and men to prevent family and sexual violence at community level by promoting shared power and decision making between women and men.	2015–2022
<i>Gutpela Sindaun bilong ol Meri na Pikinini</i>	UN Women in partnership with UNICEF and UNFPA	The coordinated response to the humanitarian crisis in Hela and the Southern Highlands Provinces following earthquakes in February and March 2018. Provided women and children with access to support and protection during the disaster response. Promoted women's voices and leadership during the relief period.	2018 (completed)
Creating a movement to End Violence against Women and Girls in Papua New Guinea: The SASA! Pilot and Family Support Centre Assistance Project	Population Services International	Supporting the internal and community referrals to the Port Moresby General Hospital's Family Support Centre. Piloting SASA!, a primary prevention model designed to catalyse community-led change in harmful norms and behaviours that perpetuate gender inequality, violence and increased HIV vulnerability for women.	2015–2020
Safe Public Transport for Women, Girls and Children	UN Women with Ginigoad Foundation	Supporting the provision of safe, reliable and affordable public transport that enables women, girls and children to move freely and safely around Port Moresby. Extended to Lae in 2019.	2015-2020
<i>Kommuniti Lukautim Ol Meri</i>	FHI 360	Reducing the level of violence against women and girls and supporting survivors of violence in selected communities in West Sepik, East Sepik and Western Highlands Provinces through strengthened community systems and service delivery.	2015–2021



Parenting for Child Development	UNICEF and Menzies School of Health Research; Catholic Archdioceses	Supported parents to understand their children's development needs. Enhanced improved family relationships, parenting competencies and reduced the risk of exposure of girls, boys and women to family violence in targeted communities.	2015–2018 (completed)
End Violence against Children Campaign	UNICEF	Increased awareness and commitment by families, communities and children to take individual and collective action to respond to and prevent violence against children.	2015–2018 (completed)
Increase in Family Support Centre	Port Moresby General Hospital	Rebuilt the Family Support Centre at Port Moresby General Hospital in accordance with the Family Support Centre guidelines. Provided a car to transport survivors safely.	2015–2017 (completed)
Highlands Sexual Reproductive and Maternal Health	CARE International in Papua New Guinea	Piloted women's empowerment approaches to create community-wide demand for sexual, reproductive and maternal health support and to increase the availability and accessibility of these services, including family and sexual violence support.	2015–2017 (completed)
Family and Sexual Violence Case Management: Building on Success for National Impact	Femili PNG	Supporting a local non-government organisation to establish and manage a Case Management Centre in Lae, Morobe Province. Supporting survivors of violence to access emergency medical care and emergency shelter of an adequate duration and standard, provide counselling support and obtain police, legal and social services, if requested.	2014–2022
Responding to Gender-Based and Sorcery-Related Violence in the Highlands	Oxfam in Papua New Guinea	Responding to sorcery accusation-related violence by providing repatriation and crisis services for survivors of gender-based violence. Implemented through four Oxfam partners: Kafe Urban Settlers Women's Association, Kup Women for Peace, Highlands Women's Human Rights Defenders Movement and Family for Change.	2014–2020
Building the capacity of Papua New Guinea's Family and Sexual Violence Action Committee	National Secretariat of the Family and Sexual Violence Action Committee through the Institute of National Affairs	Strengthening the Family and Sexual Violence Action Committee to deliver its mandate of developing policy, influencing and monitoring government decision making related to the problems associated with family and sexual violence and to develop concrete ways of addressing them.	2014–2020
Support for strengthening National Coordination, Implementation and Monitoring Mechanism to Prevent and Respond to Family and Sexual Violence	United Nations Development Programme	Supported the Government of Papua New Guinea to lead a coordinated, multi-sector, multi-stakeholder response to improve the identification, delivery and monitoring of family and sexual violence or gender-based violence prevention interventions and services in Papua New Guinea.	2014–2019 (completed)
More support services for women survivors of violence	Eastern Highlands Provincial Health Authority	Strengthened the governance and operations of the Eastern Highlands Family Support Centre to provide high-quality crisis services to survivors of violence.	2014–2015 (completed)
Port Moresby: A Safe City for Women and Girls Program	UN Women	A founding program of UN Women's Safe Cities and Safe Public Spaces Global Flagship Initiative. Promoted women's and girls' safety within the city markets and public spaces. Encouraged referral services for survivors of gender-based violence.	2013-2018 (completed)



Enhancing Agency			
Pacific Girl project – Safe Schools, Strong Communities	Equal Playing Field	Seeking to reduce violence by educating girls and boys in schools and working with teachers about respectful relationships, using sport as an entry point and through establishing Safe Schools Frameworks in Papua New Guinea.	2019–2022
Do No Harm: Understanding the Relationship between Women’s Economic Empowerment and Violence against Women in Melanesia	International Women’s Development Agency; Australian National University	Enhanced the knowledge and evidence base that informs policy and practice in addressing women’s economic disadvantage and facilitated greater economic inclusion in contexts where violence against women is high.	2014-2018 (completed)
Enhanced Knowledge and Understanding			
A study of the use and efficacy of protection orders as a key response to domestic and family violence	Department of Pacific Affairs, Australian National University	Investigating the expectations, use and efficacy of family protection orders since the introduction of the <i>Family Protection Act</i> 2013.	2019–2020
Research Training Program	Department of Pacific Affairs, Australian National University	Building the research skills of organisations and practitioners who are researching approaches to address gender inequality in Papua New Guinea.	2017–2020
Improving the Impact of State and Non-State Interventions for Social Change against Sorcery Accusation-Related Violence	School of Regulation and Global Governance (RegNet), Australian National University	Identifying what is currently being done to address the problem of sorcery accusation-related violence and how responses can be improved.	2016–2020
Developing Communication Strategies for Social Change against Sorcery Accusation-Related Violence	Queensland University of Technology; Centre for Social and Creative Media at the University of Goroka	Integrating communication for social change and audio-visual media approaches in the development of communication strategies. Supporting attitudinal and behavioural change through developing material that is contextually relevant.	2016–2020
Gender-differentiated Labour Allocation in Agriculture in Papua New Guinea: Time-Use Survey	World Bank Group	Studied how to improve the value households derive from coffee and cocoa, which will in turn maximise the overall value to the industry and the country.	2016–2018 (completed)
Research on Women’s Leadership and Decision-Making in the Pacific	Department of Pacific Affairs, Australian National University	Conducted research to identify success factors and pathways to women’s leadership and decision making at political and community levels across the Pacific.	2013–2016 (completed)



Republic of the Marshall Islands

Project Name	Partner	Description	Timeframe
Ending Violence against Women			
<i>Iden Mwekun</i>	Women United Together Marshall Islands (WUTMI)	Providing core funding and organisational strengthening support to improve governance and operations. Funding the ending violence against women program, which includes the first domestic violence support centre in the Republic of the Marshall Islands.	2015–2019 (completed) 2020–2022
Technical assistance to WUTMI	Pacific Technical Assistance Mechanism	Provided technical assistance through an adviser who supported the design of a domestic violence support service for women and girls in the Republic of the Marshall Islands. Delivered capacity building for Women United Together Marshall Islands staff to provide rights-based support to women and girl survivors of violence.	2015–2017 (completed)
Establish a domestic violence support service	Women United Together Marshall Islands	Enabled wide community consultation on the design of a culturally appropriate domestic violence support service for women and girls in the Republic of the Marshall Islands.	2014–2016 (completed)
Support to the Micronesian Women's Conference, August 2017	Micronesian Women's Conference participants	Funded appropriate representation from all Micronesian member countries to attend the Micronesian Women's Conference in Majuro, the Republic of the Marshall Islands.	2017 (completed)
Enhancing Agency			
Organisational capacity development and strategic planning	<i>Pacific Women Support Unit</i>	Undertook a capacity assessment of Women United Together Marshall Islands to identify organisational capacity development needs and explore future opportunities for partnership.	2015–2016 (completed)

Samoa

Project Name	Partner	Description	Timeframe
Leadership and Decision Making			
Women in Leadership in Samoa (WILS)	UN Women; United Nations Development Programme	Strengthening women's leadership and gender equality in Samoa by building on the Increasing Political Participation of Women project. Supporting leadership pathways, promoting political inclusivity, increasing public awareness on political participation and sharing knowledge of Samoa's experience.	2018–2022
Increasing Political Participation of Women in Samoa	United Nations Development Programme (partner-led agreement)	Supported the implementation of the 2013 Constitutional Amendment to introduce a 10 per cent quota of women representatives in Parliament.	2015–2016 (completed)



Enhancing Agency			
Civil Society Support Program – Gender	Civil Society Support Program	Supporting gender-focused civil society organisations. Delivered through DFAT's grant management facility to support civil society development and administered through the Samoan Ministry of Finance.	2018–2020
Gender Adviser	Consultant	Mentoring, coaching and training to support capacity strengthening within DFAT Post and key partners to enable gender mainstreaming of DFAT sector programs.	2015–2017 (completed) 2018–2020
Samoan Women Shaping Development	Ministry of Women, Community and Social Development, Samoa	Supporting the Ministry of Women, Community and Social Development to implement the gender components of the Community Development Sector Implementation Framework: increasing women's economic empowerment; advancing gender equality in decision making and political governance; and reducing violence against women. Enabling the Ministry to fund activities with non-governmental and women's organisations.	2015–2018 (completed) 2019–2020

Solomon Islands

Project Name	Partner	Description	Timeframe
Leadership and Decision Making			
Leadership Skills for Women	Australia Pacific Training Coalition	Provided leadership and management training to female mid-level Solomon Islands managers to enhance their leadership, decision making and management skills, for women working in civil society organisations in Malaita Province, Western Province and Honiara.	2017–2018 (completed)
Emerging Leaders Training	Australia Pacific Training Coalition	Provided training to develop the competency of individuals working as emerging leaders in a range of contexts, with an emphasis on developing effective relationships in the workplace and managing operational plans.	2018 (completed)
Strengthening the Electoral Cycle in Solomon Islands (SECSIP) Phase II	United Nations Development Programme	Funded dedicated activities to support women candidates in the 2019 National elections.	2018 (completed)
Economic Empowerment			
Markets for Change	UN Women	Improving market governance, management, infrastructure and access to financial services to increase women's economic empowerment. Ensuring markets are more sustainable, accessible and safe for women vendors in Honiara, Auki and Gizo in Solomon Islands.	2014–2021
Empowering Women Is Smart Business (<i>Waka Mere</i>)	International Finance Corporation	Engaged with the private sector to address gender inequalities in the labour market. Improved business performance and employment outcomes by creating more gender-responsive workplaces for women in the private sector.	2016–2019 (completed)



Innovative Approaches to Increasing Women's Access to Markets	World Bank Group	Researched the constraints to, and effective measures for, increasing women's participation and productivity in agricultural value chains.	2016–2018 (completed)
Support to Solomon Islands Women in Business Association	Solomon Islands Women in Business Association	Supported the Solomon Islands Women in Business Association, as the key representative organisation for women in formal and informal business, to promote, develop and empower women's participation in the private sector.	2014–2018 (completed)
Ending Violence against Women			
Responding to violence against women in Solomon Islands	International Women's Development Agency	Providing core funding, technical support and capacity building to the Christian Care Centre and Family Support Centre, two key organisations providing emergency shelter, first aid, counselling and legal advice services to survivors of violence.	2017–2020
<i>Red Cardim Vaelens</i>	Live & Learn Solomon Islands	Worked with selected sports clubs in Honiara and Auki to address gender-based violence through sports.	2015–2017 (completed)
Youth alcohol and violence reduction against women and children	Save the Children	Worked with young people to address causes of gender-based violence.	2015–2017 (completed)
Let's Make our Families Safe	Solomon Islands National Council of Women; <i>Vois Blong Mere</i> ; International Women's Development Agency; Pacific Leadership Program; Oxfam Australia; IOD PARC	Supported existing and new community level action to prevent violence from happening in the home. Helped to establish coalitions between the civil society groups, services providers, churches and government agencies that are working to prevent family violence.	2014–2018 (completed)
	Oxfam Solomon Islands	Phase two is supporting existing and new community level action to prevent violence from happening in the home. Helping to establish coalitions between the civil society groups, services providers, churches and government agencies that are working to prevent family violence.	2019–2022
Community Channels of Hope	World Vision Solomon Islands	Worked with churches and community leaders to positively transform people's beliefs, attitudes and behaviours regarding gender relations to reduce violence against women in 30 communities across two provinces. Known as Channels of Hope for Gender.	2013–2018 (completed)
		Working with churches and community leaders to positively transform people's beliefs, attitudes and behaviours regarding gender relations to reduce violence against women.	2018–2022
Christian Care Centre	Christian Care Centre	Supported a workshop to develop a five-year strategic plan.	2013 (completed)



Enhancing Agency			
Pacific Girl project – Girls Rise Up!	Young Women's Christian Association (YWCA) of Solomon Islands	Developing the confidence, skills and knowledge of 200 at-risk girls and establish supportive peer networks in Solomon Islands. Providing girls with the opportunity to safely advocate on issues that affect them, while engaging service providers to support the needs and priorities of the girls. The project is led by the YWCA in partnership with CARE International.	2019–2022
Gender Equality Program Support	Solomon Islands Resource Facility	Supporting the Women's Development Division in the Ministry of Women, Youth, Children and Family Affairs to progress outcomes in accordance with its Gender Equality and Women's Development Policy, Eliminating Violence Against Women and Girls Policy and the National Action Plan on Women, Peace and Security.	2016–2020
Recognising shared interests of Australia and Solomon Islands in the advancement of gender equality	Ministry of Women, Youth, Children and Family Affairs	Strengthened 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, the Ending Violence Against Women Policy and the Women, Peace and Security National Action Plan.	2013–2016 (completed)
Social Development Adviser	Consultant	Provided technical assistance through a Social Development Adviser who worked with DFAT staff to improve gender considerations in planning, programming, monitoring and learning of all Australian-funded aid programs in Solomon Islands.	2014 (completed)
Do No Harm: Understanding the Relationship between Women's Economic Empowerment and Violence against Women in Melanesia	International Women's Development Agency; Australian National University	Researched the relationship between women's economic empowerment and violence against women in Melanesia.	2016–2018 (completed)

Tonga

Economic Empowerment			
Provision of economic empowerment services for women survivors of violence alongside their counselling and support services	Tonga National Centre for Women and Children	Supported women and girls, including survivors of violence against women and girls, to have access to and control over expanded economic opportunities and to be able to make strategic life choices.	2017–2019 (completed)
Ending Violence against Women			
Families Free of Violence	Australian Federal Police	Strengthening the response to family violence, working closely with the Women's Affairs and Gender Equality Division and Tonga Police.	2017–2020
Funding to the Women's Affairs and Gender Equality Division, Ministry of Internal Affairs	Women's Affairs and Gender Equality Division, Ministry of Internal Affairs	Providing institutional strengthening and gender mainstreaming support to the Division. Supporting coordination of media and events for key celebration days (such as International Women's Day and White Ribbon Day).	2014–2020
Support to Women and Children Crisis Centre	Women and Children Crisis Centre	Supported existing violence against women service providers to increase the quality, coverage and awareness of services. Funded additional support following Tropical Cyclone Gita.	2014–2019 (completed)



Enhancing Agency			
Pacific Girl project – My Body! My Rights!	Talitha Project	Improving community perceptions of girls' value, amplifying girls' voices through creative media and training 10–14 year old girls on health, sex and sexuality and self-esteem in four locations around Tonga, including outer islands.	2019–2022
Pacific Girl project – Cyber Safety project	Pacific Media Assistance Scheme	Exploring Pacific girls' and boys' experiences of online activity and cyber-safety issues to be able to guide and support those affected by cyber harassment.	2019–2020
Monitoring and Evaluation (M&E) Adviser	Consultant	Improving country level monitoring and evaluation processes, including finalising the Tonga <i>Pacific Women</i> Monitoring and Evaluation Framework, evaluation capacity building support to <i>Pacific Women</i> implementing partners and compiling an annual progress report for <i>Pacific Women</i> in Tonga.	2017–2020
Gender Adviser	Consultant	Providing technical assistance through a Gender Adviser who works with DFAT staff to improve gender considerations in planning, programming, monitoring and learning of all Australian-funded aid programs. Works with the Government of Tonga and sectoral program managers to improve outcomes for women.	2014–2020

Tuvalu

Project Name	Partner	Description	Timeframe
Ending Violence against Women			
Psychosocial Counsellor Adviser	Community Affairs Department, Ministry of Home Affairs and Rural Development	Supported the Community Affairs Department to establish referral and follow-up protocols in view of legislative requirements, improve counselling services by developing policies and guidelines and an overall framework for counsellors to operate and develop a pool of local counsellors.	2018–2019 (completed)
Enhancing Agency			
Tuvalu National Women and Youth Forum	Gender Affairs Department, Ministry of Health, Social Affairs and Gender; Tuvalu Family Health Association	Bringing together women and youth in Tuvalu to assess the implementation of the National Gender Policy in their own communities, discuss challenges and enabling factors, and identify their priorities moving forward.	2019–2020
Support for Presentation at Universal Periodic Review	Government of Tuvalu	Funded two delegates to present the Tuvalu Universal Periodic Review to the Human Rights Council in Geneva.	2018 (completed)



Support for Gender Reporting	Gender Affairs Department, Ministry of Health, Social Affairs and Gender; Consultant	Supported the Gender Affairs Department to research, develop, validate and sign-off of the Tuvalu National Report on Implementation of the Beijing Declaration and Platform of Action as part of Tuvalu's commitments to contribute to the Asia-Pacific and global Beijing +25 Review by the Commission on the Status of Women.	2018–2019 (completed)
Gender and Social Inclusion Adviser (Technical assistance and related activities)	Gender Affairs Department, Ministry of Health, Social Affairs and Gender	Provided mentoring and training to support capacity strengthening within the Gender Affairs Department. Supported gender mainstreaming initiatives, temporary special measures for women's political participation and the implementation of the <i>Family Protection and Domestic Violence Act 2014</i> .	2016–2018 (completed)
		Supporting institutional strengthening of the Gender Affairs Department with outreach to the Tuvalu National Council of Women and other government agencies requiring gender mainstreaming support. Providing capacity development for established institutional coordination mechanisms including the National Coordinating Committee, the Domestic Violence Committee and the United Nations Universal Periodic Review Committee.	2019 - 2021
Adviser (Technical assistance and related activities)	Community Affairs Department, Ministry of Home Affairs and Rural Development; Consultant	Conducted the first national study on people with disability, which collected data and information from all nine islands. Created a better understanding of the situation of people with disabilities and identified strategies to improve the support provided to them.	2016–2017 (completed)

Vanuatu

Project Name	Partner	Description	Timeframe
Leadership and Decision Making			
Markets for Change	UN Women	Improving market governance, management, infrastructure and access to financial services to increase women's economic empowerment. Ensuring markets are more sustainable, accessible and safe for women vendors in Vanuatu.	2014–2020
Gender Equality Together: Strengthening Women's Rights in Vanuatu	CARE Vanuatu	Strengthening the collective leadership, capacity and coordination of civil society and government actors to work more effectively toward promoting gender equality and the elimination of violence against women and girls with and without disabilities in peacetime and disasters.	2017–2020
Support the introduction of reserved seats for women at Provincial Council level	Pacific Leadership Program	Developed alternative approaches to increase women's participation in politics. Provided adaptive leadership training to women councillors to increase skills in advocacy and policy reform.	2014–2017 (completed)



Economic Empowerment			
Support to the Alternative Communities Trade in Vanuatu	Alternative Communities Trade in Vanuatu	Promoted access to local and international markets for rural women producers, including through improved marketing and packaging of products. Enabled women to access skill-sharing sessions on developing small scale agriculture production.	2017–2019 (completed)
Improving training and employment outcomes for women and girls	Vanuatu Skills Partnership	Providing training for women with a focus on creative industries, tourism and agribusiness. Coaching individual women to improve business skills and increase their opportunities for paid employment.	2013–2021
Ending Violence against Women			
Filming on domestic violence	Wan Smolbag Theatre	Filmed a series on women's empowerment and domestic violence.	2016–2019 (completed)
Response to Tropical Cyclone Pam	Vanuatu Women's Centre	Funded Vanuatu Women's Centre to ensure that women's needs were adequately addressed in disaster recovery planning following Tropical Cyclone Pam.	2015–2016 (completed)
Research on improved access to justice for women and children	Policing and Justice Support Program	Researched and mapped out 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.	2015–2016 (completed)
Prevention of violence against women	Vanuatu Women's Centre	Providing counselling, legal services and information to women and children survivors of violence. Increasing community awareness of the causes and impacts of domestic violence. Working with male advocates to reduce levels of violence. Delivering and monitoring implementation of the <i>Family Protection Act 2008</i> . Researching crisis service needs of rural women.	2014–2021
Enhancing Agency			
Pacific Girl project – <i>Laef blo mi, vois blo mi</i>	CARE Vanuatu	Extending CARE's life skills and respectful relationships education to girls aged 12–19 in rural and remote areas of Tafea province, Vanuatu, plus male peers, teachers and families, ensuring girls are safe and respected.	2019–2022

Regional

Project Name	Partner	Description	Timeframe
Leadership and Decision Making			
Balance of Power	DFAT program managed by Cardno	Balance of Power (BOP) is an innovative approach to supporting Pacific Island countries achieve their objective of inclusive and effective leadership in line with national policy frameworks. Specifically, BOP aims to contribute to a 'better balance' in women's and men's leadership roles and opportunities.	2019–2024



Supporting Pacific Women Members of Parliament	United Nations Development Programme	Supporting greater networking and mentoring between Pacific women parliamentarians. Activities included the 2nd Pacific Women in Power Forum (5–8 November 2019) that brought together women parliamentarians from across the Pacific, New Zealand and Australia to discuss common issues, build networks and relationships.	2019–2020
Strengthening Diverse Women’s Leadership in Humanitarian Action	Shifting the Power Coalition: ActionAid Australia; femLINKpacific; Pacific Disability Forum; Nazareth Centre; Transcend Oceania; Talitha Project; YWCA PNG; YWCA Samoa; Vanuatu Young Women for Change; <i>Vois Blong Mere</i> Solomon; ActionAid Vanuatu	Ensuring diverse Pacific women’s voices provide leadership in disaster planning and response through a coalition approach. Supporting diverse women leaders to engage in disaster coordination mechanisms and influence decision making. Documenting needs and capacities in crises. Establishing platforms to strengthen diverse Pacific women’s voices to influence policy and decision making.	2018–2021
Women’s Leadership Initiative	DFAT program managed by Cardno	Promoting women’s developmental leadership by supporting selected Australia Awards scholars from Pacific Island countries to fulfil their leadership potential and drive big ideas and reforms in their home communities. Co-funded with other areas of DFAT.	2017–2022
Tracer study of climate change negotiator training participants ³	Women’s Environment and Development Organization (WEDO)	Assessed the benefits derived by the participants of the Pacific Women Climate Change Negotiators capacity building package conducted by WEDO. DFAT and WEDO have used the results from this study to inform future support and implementation of the package.	2017–2018 (completed)
Support for Women’s Groups and Coalitions	Pacific Leadership Program	Supported adaptive leadership training for women leaders and coalition members to develop new skills and perspectives to progress initiatives, build a support base and overcome barriers to change. Contributed to research in Samoa and Solomon Islands and a CEDAW campaign in Tonga.	2015–2017 (completed)
Pacific Women’s Parliamentary Partnerships	Australian International and Community Relations Office; Australian Department of the House of Representatives	Supported building the capacity of Pacific women parliamentarians and their staff to ensure gender equality issues are better addressed in parliament.	2013–2018 (completed)
Gender Equality in Political Governance	UN Women	Contributed to improvements in governance mechanisms, through increased women’s transformative political participation in informal and formal systems.	2013 (completed)

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Economic Empowerment			
Improving women's employment in fisheries	Forum Fisheries Agency	Supporting initiatives to lessen the constraints to employment of women in the fisheries sector: increased women in leadership in fisheries; increased financial literacy and attendance of fish processing staff; and a scoping study to increase women's employment in the fish harvesting sector. Co-funded with the International Finance Corporation.	2019–2020
Building prosperity for women producers, processors and women owned businesses through organic value chains	Pacific Community POETCom	Identifying and supporting organic value chains that benefit women as producers, suppliers, processors and entrepreneurs whilst also enhancing their capacity for inter-regional organic trade within the Republic of the Marshall Islands, Federated States of Micronesia, Palau and Kiribati.	2018–2022
Markets for Change See individual project information in the country sections: • Fiji • Solomon Islands • Vanuatu	UN Women	Improving market governance, management, infrastructure and access to financial services to increase women's economic empowerment. Ensuring markets are more sustainable, accessible and safe for women vendors. Operates in Vanuatu, Solomon Islands and Fiji.	2014–2021
Private Sector Development Initiative	Asian Development Bank	Supported four pilot programs that included training for women to close the gender gap on boards and in corporate management.	2013–2015 (completed)
Technical and vocational training opportunities for women in the Pacific	Australia-Pacific Technical College	Funded 25 Fijian women to complete the Certificate III in Applied Fashion Design and Technology; and funded 25 women from across the region to undertake training to Certificate III level in non-traditional trades.	2013–2014 (completed)
Building Women Entrepreneurs – Building Nations	Pacific Islands Private Sector Organisation	Funded a Women in Business Conference to promote women's economic empowerment in the Pacific region.	2014 (completed)
Ending Violence against Women			
Pacific Partnership to End Violence Against Women and Girls	UN Women	Promoting gender equality and reducing violence against women and girls across communities and nations in the Pacific, while producing promising practices. Focusing on three essential intervention areas: formal and informal education; contextualised, community-based prevention approaches; and civil society organisations' capacity to engage with national and regional institutions and authorities.	2018–2022
Essential Services Package for Women and Girls Subject to Violence	UN Women	Provided additional funding for technical guidance to develop multi-sectoral services and responses and support service coordination in Solomon Islands and Kiribati.	2018–2019 (completed)
Advancing disability inclusive services for survivors of gender-based violence (Samoa and Kiribati toolkits)	UN Women	Supported the roll out of the Eliminating Violence Against Women (EVAW) Toolkit, that had been piloted in Fiji, in Samoa and Kiribati. This included the involvement of disabled people's organisations, government stakeholders and EVAW practitioners to contextualise the toolkits to their national situations.	2016–2018 (completed)
Support to the Pacific Community Regional Rights Resource Team	The Pacific Community	Supporting work on ending violence against women, human rights and good governance with Pacific Island governments and civil society organisations. Providing technical assistance and training. Advocating for women and girls to have increased access to justice for domestic violence and to promote and protect human rights commitments.	2015–2020



Gender Equality Theology – Institutional Transformation (GET-IT)	UnitingWorld	Supported work with churches to ensure that women, girls and people living with disabilities have increased safety and well-being in their homes, communities and churches. Known as Partnering Women for Change.	2015–2018 (completed)
		Supporting institutional transformation within churches and participating organisations by challenging and shifting traditional gender theologies, then reviewing church polices to align them with new gender equality theologies. Establishing procedures and response mechanisms for situations of violence that respect the rights of women and that act in accordance with protection laws.	2018–2021
UNICEF Pacific Child Protection Program	UNICEF	Phase one (completed) worked across 14 Pacific Island countries to strengthen protection of children from violence, abuse and exploitation. Phase two focuses on Kiribati, Solomon Islands and Vanuatu and has three components: strengthening child protection laws, policies and implementation plans; strengthening services; and promoting social behaviour change.	2014–2018 (completed)
			2019–2022
Pacific Fund to End Violence Against Women	UN Women	Supported civil society organisations and governments to prevent violence and provide services for survivors of violence, including for counselling, paralegal aid, shelter and referral services. Strengthened 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.	2014–2017 (completed)
Enhancing Agency			
Faith-based mapping ⁴	UN Women	Examining how major Pacific faith-based actors address violence against women and children, gender inequality and child protection. Identifying initiatives to promote women’s leadership within faith structures and communities. Documenting activities run by faith-based actors that could be entry points for interventions to address violence, gender inequality and child protection.	2019–2020
Pacific Girl	Various – see details in the country program sections.	<i>Pacific Women’s</i> dedicated program to support adolescent girls. Working with Pacific-based organisations to support change in the social norms that underpin gender inequality and perpetuate discrimination against adolescent girls aged 10–19 years in the Federated States of Micronesia, Fiji, Papua New Guinea, Solomon Islands, Tonga and Vanuatu.	2018–2022
See individual project information in the country sections: <ul style="list-style-type: none"> • Federated States of Micronesia • Fiji • Papua New Guinea • Solomon Islands • Tonga • Vanuatu 			

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Adolescent Unplanned Pregnancy in the Pacific	International Women's Development Agency	Phase one mapped existing knowledge, evidence and current programming on adolescent sexual and reproductive health and rights in the Pacific region.	2018 (completed)
	University of New South Wales	Researching the experiences of adolescent girls and young women who face unplanned pregnancy and motherhood. Investigating traditional and contemporary knowledge and practices of fertility limitation, including abortion, from the viewpoints of older women in FSM, Tonga and Vanuatu	2019–2020
Social Inclusion Adviser	Pacific Islands Forum Secretariat	Providing advisory support to the Pacific Islands Forum Secretariat to guide national responses to the Pacific Leaders' Gender Equality Declaration and strengthen gender mainstreaming within the Secretariat.	2017–2021
Right to Decide: economic and social equality through children by choice	United Nations Population Fund	Designed the pilot for a social marketing approach to accelerate the uptake of modern contraceptives in a selected Pacific Island country (excluding Papua New Guinea), targeting 15–24 year olds.	2016–2017 (completed)
The Last Taboo: Research on managing menstruation in the Pacific	Burnet Institute; WaterAid; International Women's Development Agency	Researched barriers to women's and girls' effective menstrual management and potential impacts on their participation in education and income generation in Fiji, Papua New Guinea and Solomon Islands.	2016–2017 (completed)
Partnerships for Health and Rights: Working for Sexual and Reproductive Health and Rights for all in the Pacific	International Planned Parenthood Federation	Supporting the expansion of access to sexual and reproductive health services in the Cook Islands, Fiji, Kiribati, Samoa, Solomon Islands, Tonga, Tuvalu and Vanuatu and, from phase two, Papua New Guinea.	2015–2022
Gender Adviser for the North Pacific	The Pacific Community	Supported the work of the Pacific Community's Gender, Culture and Youth Programme and supported implementation and monitoring of <i>Pacific Women</i> activities in the North Pacific.	2015–2018 (completed)
Gender Equality and Climate Change in the Pacific	The Protection in the Pacific (ProPa) Network	Raised awareness of the nexus between gender equality and climate change. Generated more informed decision making in this space to ensure women's voices influence decision making, and that climate agreements are implemented in a gender-responsive way in the Pacific.	2015–2017 (completed)
Pacific Gender Research Scoping Study	University of the South Pacific; Fiji Women's Rights Movement; UN Women; Pacific Islands Forum Secretariat; the Pacific Community; DFAT; University of Auckland	Mapped and undertook a gap analysis to assess gender-responsive evidence-based research that has been undertaken on and by Pacific Island countries. Research practitioners and academics from across the Pacific, Australia and New Zealand made recommendations to improve the quality of gender research carried out in the Pacific.	2015–2016 (completed)
Improving women's leadership, political participation and decision making in the Pacific	State, Society and Governance in Melanesia Program, Australian National University	Conducted research to identify success factors and pathways to women's leadership and decision making at political and community levels across the Pacific.	2014–2017 (completed)
Women's Leadership Research	Developmental Leadership Program, La Trobe University	Researched women's leadership programs at a community level in the Pacific and assessed how working politically and through coalitions can contribute to program outcomes.	2014–2016 (completed)



Pacific Multi-Country and Regional Assessment on Gender, Equity and Social Inclusion in Health	Consultant	Conducted an assessment which 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.	2014–2015 (completed)
Do No Harm: Understanding the Relationship between Women's Economic Empowerment and Violence against Women in Melanesia	International Women's Development Agency; Australian National University	Researched how to support women's economic advancement without increasing their exposure to violence in Papua New Guinea and Solomon Islands. Developed guidelines for women's economic empowerment programs.	2013–2016 (completed)
See individual project information in the country sections:			
• Papua New Guinea			
• Solomon Islands			
Progressing Gender Equality in the Pacific	The Pacific Community	Phase one (completed) conducted stocktakes of Pacific Island governments' capacity to integrate gender equality and women's empowerment into policies, legislation and programs and strengthened the collection and analysis of data to better track outcomes. Phase two is supporting Pacific Island countries to adopt evidence-informed policies and legislation that promote gender equality and women's human rights.	2013–2018 (completed) 2019–2023
Review of programs aimed at ending violence against women in the Pacific	International Centre for Research on Women	Reviewed six Australian-funded initiatives in the Pacific that represent different approaches to addressing violence against women.	2013–2014 (completed)
13th Triennial Conference of Pacific Women	The Pacific Community	The 13th Triennial Conference of Pacific Women and 6th Meeting of Pacific Ministers for Women gathered representatives from Pacific Island country governments, civil society, development partners, academics and the private sector to review progress on gender equality and the status of women. Supported the Pacific Community to host the event.	2017 (completed)
12th Triennial Conference of Pacific Women	Government of the Cook Islands	The 12th Triennial Conference of Pacific Women gathered representatives from Pacific Island country governments, civil society, development partners, academics and private sector to review progress on gender equality and the status of women. Supported the Cook Islands Government to host the event, enabling women's groups to showcase and sell products.	2013 (completed)
Management Support			
<i>Pacific Women</i> Support Unit ⁵	Cardno	Funding the Support Unit, which 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, as well as research and communications.	2015–2020 with option to extend

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