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PACIFIC WOMEN SHAPING PACIFIC DEVELOPMENT

ANNUAL PROGRESS REPORT

2016-2017

Supporting the Pacific Leaders' Gender Equality Declaration



PACIFIC WOMEN
SHAPING PACIFIC DEVELOPMENT

CONTENTS

06	Forewords	6
	Overview	8
	Our Story	10
	Our Approach	12
	What We Do	14
	Where We Work	16

93	LOOKING AHEAD
----	---------------

18	PROGRESS HIGHLIGHTS BY OUTCOME	
	Leadership and Decision Making	18
	Economic Empowerment	24
	Ending Violence Against Women	32
	Enhancing Agency	38

95	<i>PACIFIC WOMEN PARTNERS</i>
----	-------------------------------

43	PROGRESS HIGHLIGHTS BY LOCATION	
	Cook Islands	44
	Federated States of Micronesia	47
	Fiji	50
	Kiribati	53
	Nauru	56
	Niue	59
	Palau	62
	Papua New Guinea	64
	Republic of the Marshall Islands	68
	Samoa	71
	Solomon Islands	74
Tonga	77	
Tuvalu	80	
Vanuatu	83	

97	KEY FORUMS AND EVENTS
----	-----------------------

99	ANNEX A ADVISORY BOARD MEMBERS
----	---

86	SPECIAL FOCUS	
	Monitoring and Evaluation	86
	Roadmap	87
	Disability Inclusion	87

100	ANNEX B <i>PACIFIC WOMEN ACTIVITIES</i>
-----	--

89	FINANCIALS
----	-------------------

130	ENDNOTES
-----	-----------------

ACRONYMS

ACIAR	Australian Centre for International Agricultural Research
ANU	Australian National University
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CSO	Civil Society Organisation
DFAT	Department of Foreign Affairs and Trade
ESGBV	Ending Sexual and Gender Based Violence
FJ\$	Fiji dollar
FSM	Federated States of Micronesia
FY	Financial Year
IFC	International Finance Corporation
M4C	Markets for Change
M&E	Monitoring and Evaluation
MP	Member of Parliament
NGO	Non-Government Organisation
PGK	Papua New Guinea Kina
PGEP	Progressing Gender Equality in the Pacific
PIFS	Pacific Islands Forum Secretariat
PLGED	Pacific Leaders' Gender Equality Declaration
PNG	Papua New Guinea
PWD	Persons with Disabilities
PWPP	Pacific Women's Parliamentary Partnerships
RMI	Republic of the Marshall Islands
RRRT	Regional Rights Resource Team
SIPNET	Solomon Islands Professional Women's Network
SPC	The Pacific Community
SSGM	State, Society and Governance in Melanesia
SWSDP	Samoa Women Shaping Development Program
UN	United Nations
UNICEF	United Nations Children's Fund
WUTMI	Women United Together in Marshall Islands

All monetary units are in Australian dollars unless otherwise stated.

FOREWORDS

THE HON JULIE BISHOP

AUSTRALIA'S MINISTER FOR FOREIGN AFFAIRS



The Hon Julie Bishop. Photo: DFAT.

One of the best ways for nations of the Pacific to harness their full development potential is to support equal rights for women and girls, particularly in terms of economic and community leadership.

It is in a nation's economic, social, cultural and political interests to promote the talents and efforts of all its citizens, including the at least 50 per cent female population.

August 2017 marked the half-way point for Pacific Women Shaping Pacific Development (*Pacific Women*). The ten-year \$320 million program was launched in August 2012 at the Pacific Island Forum Leaders' meeting, alongside the Pacific Leaders' Gender Equality Declaration (PLGED). This was a landmark moment where the Pacific saw a high-level political commitment to progress the status of women.

It is timely to reflect on the progress made for women and girls, their families and communities.

More women and children are protected by legislation that criminalises family and sexual violence and are accessing quality crisis-support services. Communities across the Pacific are standing together and condemning violence as unacceptable. More needs to be done, however, to ensure women, children and families can live their lives without fear of violence.

Although the percentage of women as members of national parliaments has not increased in five years, there are more women contesting elections and many countries have made major steps forward, including Niue where 25 per cent of parliamentarians are women. In some other nations the numbers of female parliamentarians has declined from already low levels.

Women are entering new professions. During a visit to Madang earlier this year I met young PNG women who are forging careers in science, technology, and engineering. Women working in these areas are seen as leaders and role models for their communities.

I was pleased to recently launch a new Women's Leadership Initiative which will provide participants from the Pacific — selected from Australia Awards scholars — with the tools to navigate barriers that might impede pathways to leadership. This initiative will see Pacific women mentored by successful female Australian leaders, including Australian Indigenous leaders, private sector representatives and leaders from the Pacific.

While we have achievements to celebrate there is still much more that must be done to ensure women and girls in the Pacific have the opportunity to fully contribute to their societies and enhance their nation's capacity to develop and grow.

MS MERILYN TAHI CHAIR, *PACIFIC WOMEN* ADVISORY BOARD

I was delighted to chair the sixth meeting of the Advisory Board in November in Vanuatu. This was an opportunity for Board members to visit a number of *Pacific Women's* programs and to meet with the wide range of organisations and individuals working to reduce violence against women and ensure that women have access to justice and support services; to expand women's opportunities to earn an income and accumulate assets; and to expand women's leadership and decision making. The Board visited the Vanuatu Women's Centre to meet with our counsellors and discuss their work.

About half of *Pacific Women's* expenditure has been on programs to address violence against women and children. We all know of the high levels of violence in our communities, which impacts all aspects of women's lives. Too often their children are witness to this abuse, which can have life-long consequences for them and for their own families when they become adults. In many communities, violence has become normalised and accepted within the family and society. This is something that we all must work together to change.

The Board provides strategic guidance to the Australian Department of Foreign Affairs and Trade (DFAT) on *Pacific Women*. Board members question DFAT on the progress and direction of the program. We do not hold back our views and have robust discussions about priorities and the best way for *Pacific Women* to respond to gaps and opportunities and work with Pacific organisations.

Board members agreed that positive changes have happened across the Pacific, while recognising the continuing challenges. There are more partnerships and coalitions and greater coordination between organisations. It was



Ms Merilyn Tahī, Chair, *Pacific Women* Advisory Board. Photo: DFAT

noted that many programs contribute to different achievements, for example the male advocates program of the Vanuatu Women's Centre has positively influenced the view and work of church leaders. Board members had the opportunity to discuss the findings and recommendations of the Three-Year Evaluation of *Pacific Women*. The evaluation found that the program has responded flexibly to cultural variations across the region and the four intended outcomes remain relevant to the Pacific context and have good potential to generate change. However, ownership of the program by women's and Pacific organisations is not as strong as it needs to be. *Pacific Women* is responding to this finding and will improve its communication with partners and build a sense of common purpose among implementing partners and to strengthen accountability.

OVERVIEW

This is the third progress report of Pacific Women Shaping Pacific Development. This report provides a summary of program achievements and challenges as well as lessons learned for the period July 2016 to June 2017.

By the end of the fifth year of implementation *Pacific Women* has:

- ▶ funded 162¹ activities, of which 121 are implementation activities² and 41 are strategic direction setting and learning activities³
 - of the 121 implementation activities, 88 are ongoing and 33 are completed; 98 are bilateral and 23 are regional.
- ▶ funded activities across each of the intended outcomes:
 - Leadership and decision making: 14
 - Economic Empowerment: 25
 - Ending violence against women: 56
 - Enhancing agency: 38
- ▶ spent \$132.41 million to support gender equality across the region.

This Annual Progress Report summarises *Pacific Women*'s achievements and challenges during the financial year 2016–2017. The past 12 months have been a year of review, learning and direction setting with many highlights.

A key achievement over this period was the development of the *Pacific Women Roadmap to guide ongoing and future investments at the regional-level*. The Roadmap is highlighted on page 87. It draws on three synthesis reports concerning women in leadership and decision making, women's economic empowerment and ending violence against women. Each synthesis

report identifies key issues, barriers and gaps in respective areas in the Pacific, summarises a range of relevant initiatives, lessons and approaches to addressing these and identifies priority areas for investment. *Pacific Women* is using the Roadmap to guide new regional initiatives, some of which are described in the Looking Ahead section.

The five-year *Pacific Women* research strategy was developed in a systematic and highly consultative way, resulting in strong ownership by stakeholders. The *Pacific Women* Research Strategy 2017–2022 is informed by ongoing research at regional and country levels and by a foundational scoping study on gender research in the Pacific.¹ It aims to support high-quality, locally-appropriate research that addresses and informs responses to gender inequality in the region. A newly formed advisory group on research will provide strategic direction to *Pacific Women*'s research program, promote efforts towards the better application of gender research in *Pacific Women*'s work, and identify opportunities to influence policy decisions and practice at national and regional levels. The advisory group has developed a work plan for the first year and identified research priorities for the next two years.

At a three-day workshop in May 2017, 35 participants from five Pacific countries and regional partners discussed the strengths and limitations of the *Pacific Women* monitoring and evaluation framework. At this workshop, participants reviewed the program's indicators, including output and population-level indicators. Twelve possible population-level indicators were identified that are aligned (or could be proxy) for work currently underway to identify a common set of Pacific indicators for the Sustainable Development Goals and the Pacific Leaders' Gender Equality Declaration. A revised program

¹ This number does not match the number of activities presented in Annex B as some activities have dual funding sources and/or the focus is on presenting 'implementation' rather than 'strategic direction-setting' activities.

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

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

Monitoring, Evaluation and Learning Framework is now in place, which has been strengthened to provide more guidance to implementing partners. The *Pacific Women* Knowledge Management System Database is also now fully operational.

The *Pacific Women* Three-Year Evaluation independently assessed if the program had achieved its year three objectives. The evaluation confirms that *Pacific Women* has responded successfully and flexibly to cultural variation and different levels of government engagement. Capacity support provided by *Pacific Women* has been appreciated, which is especially important as it is connected to local leadership and ownership of the program. The Three-Year Evaluation is described in more detail on page 86.

The mid-term evaluation of the Pacific Gender Equality in the Pacific project confirmed that it is demonstrating positive gains in gender mainstreaming and gender statistics in ten countries. A second phase of this program, implemented by the Pacific Community, is under development.

The Pacific Women's Parliamentary Partnerships project evaluation highlighted the project's importance and the potential to revisit its model and approach for better progress. Its most significant achievement has been the Pacific Women Parliamentarians Network established through an annual forum, which brings together women members of parliament from across the Pacific to exchange experiences, identify and discuss ways to improve parliamentary practice. This high-level, face-to-face networking event is valued by participants.

The *Pacific Women* Support Unit has expanded to meet the growing needs of the program, with technical panels for the provision of monitoring and evaluation and gender advisory services now in place. The panels enable the Support Unit to mobilise high quality technical advice to meet the needs of DFAT and implementing partners.

Progress reviews of five *Pacific Women* country plans were undertaken. Findings from the reviews are informing the development of new or updated country plans.

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

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

The outcomes sought by the program are:

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

OUR STORY

Now in its fifth year of implementation, *Pacific Women* began its journey at the 2012 Pacific Islands Forum Leaders' meeting in Rarotonga, Cook Islands. It commits up to \$320 million over 10 years in 14 Forum member countries and aims to support all women to participate fully, freely and safely in political, economic and social life. *Pacific Women* supports countries to meet the commitments they made in the 2012 Pacific Leaders Gender Equality Declaration (PLGED).

Since 2012, the program has established important partnerships and supported critical work in the areas of women's leadership and decision making, women's economic empowerment, ending violence against women and enhancing women's agency. The program is now entering a new phase, one that is focused on consolidating progress and supporting further momentum for gender equality across the Pacific.

An important part of the *Pacific Women* story is the key principles that underpin program implementation.

- The program will promote evidence-informed policies and programs, drawing from current experience and ongoing attention to high-quality monitoring, evaluation and research.
- The program will support sharing of information and increased coordination and liaison between

development partners working for women's empowerment in the Pacific.

- Change for Pacific women can be supported by donors but must be shaped and led by women and men in the Pacific.

What is the Pacific Leaders' Gender Equality Declaration?

The 2012 Pacific Leaders' Gender Equality Declaration (PLGED) represents a high-level political commitment to gender equality. It provides an accountability framework that countries and development partners can use to focus their programs and measure progress.

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

TIMELINE

The timeline highlights some key achievements and important events in the program's history.



Interim Advisory Board established

2013 – Interim Advisory Board established (April)
 2013 – Country plans developed for Solomon Islands (January), Cook Islands (March), Kiribati and Marshall Islands (April), Tonga (May), Fiji (draft - August)



Pacific Women Support Unit mobilised

2015 – Country plans developed for Samoa (February), Tuvalu (March), Fiji (final - March) and Palau (November)
 2015 – Pacific Women Support Unit mobilised (April)
 2015 – Pacific Women Advisory Board established (June)
 2015 – Tonga mid-term country plan review (October)
 2015 – Pacific Women Advisory Board meeting (November)



Pacific Women Three-Year Evaluation finalised

2017 – Solomon Islands country plan review (January)
 2017 – Fiji country plan review (April)
 2017 – First Pacific Women Advisory Group on Research meeting (April)
 2017 – PNG country plan review commenced (May)
 2017 – Inaugural Pacific Women Monitoring and Evaluation System review (May)
 2017 - Pacific Women Three-Year Evaluation finalised (July)

2012



Program announced at the Pacific Islands Forum Leaders' Meeting

2012 – Program announced at the Pacific Islands Forum Leaders Meeting (August)
 2012 - Pacific Women Delivery Strategy finalised (August)
 2012 - PNG country plan development (December)

2014



Pacific Women Design Document finalised

2014 – Pacific Women Design Document finalised (April)
 2014 – Interim Advisory Board meeting (August)
 2014 – Country plans developed for Vanuatu (April) Nauru (July) and 2nd country plan, PNG (August)

2016



Regional Pacific Women Research Symposium

2016 – Vanuatu mid-term country plan review (April)
 2016 – Pacific Women Advisory Board meeting (April)
 2016 – Country plan developed for Federated States of Micronesia (May)
 2016 – Regional Pacific Women Research Symposium (June)
 2016 – Cook Islands country plan review (September)
 2016 – Pacific Women Advisory Board meeting (November)

2017

OUR APPROACH

Pacific Women is an ambitious program that works through multiple partnerships and coalitions to address the complex factors associated with gender inequality. At country and regional levels, the program partners with Pacific governments, regional organisations, civil society and faith-based organisations, UN agencies, development banks, the private sector as well as research and university partners. The program supports work to progress change across four interrelated outcomes as outlined in the diagram below.

Figure 1: *Pacific Women* Program Theory



Approximately 70 per cent of *Pacific Women's* funding commitment supports activities at the country-level. The remaining 30 per cent supports regional or multi-country activities.

Pacific Women delivers support through individual country plans for the Pacific Island countries participating in the program.⁴ These country plans provide detail on what activities will be funded and the rationale for funding them. Country plans represent locally relevant responses and align with country-specific gender policies and priorities. They are just one of the mechanisms used to promote country ownership of the program.

⁴ Each of the 14 participating countries has a country plan in place except Niue, where support is provided through regional initiatives.

Pacific Women is guided by an Advisory Board of 12 eminent Pacific Island women and men. Australia's Global Ambassador for Women and Girls is an observer to the Board. Providing advice on the strategic direction of *Pacific Women*, the Board is an important mechanism to ensure the program is informed by a Pacific-led response to gender equality.

Figure 2: *Pacific Women* stakeholders and implementing partners.



Pacific Women is managed by the DFAT with strategies and implementation guided by the values and intentions of Pacific people and governments. DFAT's *Pacific Women* team includes the Program Director (based in Canberra), Program Manager (based at the Australian High Commission in Suva) and DFAT staff (based in offices across the region).

The *Pacific Women* Support Unit provides the program with logistical, technical and administrative support. It is located in Suva, Fiji, with a sub-office in Port Moresby, Papua New Guinea. The Support Unit leads on the program monitoring, evaluation and learning framework and implementation of the research strategy. It convenes knowledge-sharing events and provides gender advice to DFAT and implementing partners. The Support Unit assists with direction-setting activities and facilitates linkages and dialogue across the program.

WHAT WE DO

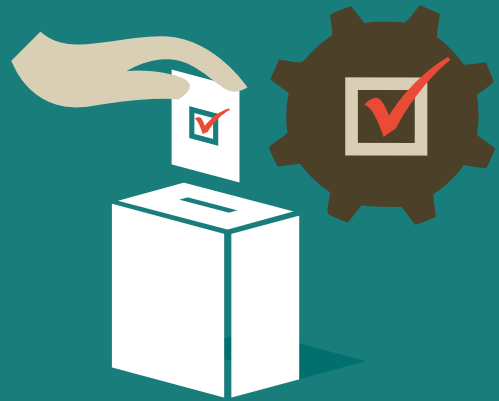
Leadership And Decision Making

Pacific Women supports work that ensures women and women's interests are represented at all levels of decision making. In its first five years, the program has supported:



10,605

women to take on leadership roles at the community, provincial and national-level (includes women participating in market decision making structures)
▶ this includes 4,049 in this reporting period.



43,833

people to access civic and voter education
▶ this includes 36,426 in this reporting period.

Economic Empowerment

Pacific Women supports work that ensures women have expanded opportunities to earn an income and accumulate economic assets. In its first five years, the program has supported:



5,964

women to access financial literacy training and financial services
▶ this includes 3,155 in this reporting period.



1,053

women to attain formal qualifications
▶ this includes 58 in this reporting period.

Ending Violence Against Women

Pacific Women supports work that ensures violence against women is reduced and survivors of violence have access to support services and to justice. In its first five years, the program has supported:



women to access crisis support services (includes counselling, health and justice services)
▶ this includes 31,844 in this reporting period.



526,785

people to participate in community awareness sessions
▶ this includes 257,248 in this reporting period.

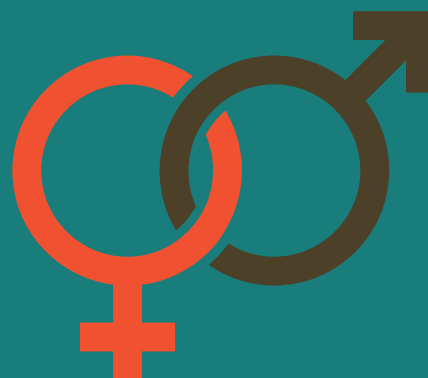
Enhancing Agency

Pacific Women supports work that ensures women in the Pacific will have a stronger sense of their own agency, supported by a changing legal and social environment and through increased access to the services they need. In its first five years, the program has supported:



3,409

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 880 in this reporting period.



3,086

men to undertake male advocacy training
▶ this includes 656 in this reporting period.

WHERE WE WORK

1 COOK ISLANDS

Country plan duration:
2013–2015

Cumulative financial commitment:
\$980,000

Cumulative number of activities:
4 (2 completed)

2 FEDERATED STATES OF MICRONESIA

Country plan duration:
2015–2019

Cumulative financial commitment:
\$445,000

Cumulative number of activities:
2 (1 completed)

3 FIJI

Country plan duration:
2013–2016

Cumulative financial commitment:
\$26,000,000

Cumulative number of activities:
18 (6 completed)

14 VANUATU

Country plan duration:
2013–2016

Cumulative financial commitment:
\$5,400,000

Cumulative number of activities:
7 (2 completed)

13 TUVALU

Country plan duration:
2015–2018

Cumulative financial commitment:
\$1,800,000

Cumulative number of activities:
2

12 TONGA

Country plan duration:
2013–2019

Cumulative financial commitment:
\$2,900,000

Cumulative number of activities:
5 (1 completed)

11 SOLOMON ISLANDS

Country plan duration:
2013–2017

Cumulative financial commitment:
\$8,500,000

Cumulative number of activities:
11 (2 completed)

10 SAMOA

Country plan duration:
2015–2020

Cumulative financial commitment:
\$4,631,283

Cumulative number of activities:
3 (1 completed)



REGIONAL

Cumulative financial commitment: \$58,933,396
Cumulative number of activities: 27 (9 completed)

4 KIRIBATI

Country plan duration:
2013–2016
Cumulative financial commitment:
\$1,800,000
Cumulative number of activities:
8 (2 completed)

5 NAURU

Country plan duration:
2014–2016
Cumulative financial commitment:
\$690,000
Cumulative number of activities:
3 (1 completed)

6 NIUE

Country plan duration: n/a
Cumulative financial commitment:
n/a
Cumulative number of activities:
Activities in Niue are supported
through the *Pacific Women* regional
program

7 PALAU

Country plan duration:
2015–2019
Cumulative financial commitment:
\$450,000
Cumulative number of activities:
2 (1 completed)

9 REPUBLIC OF THE MARSHALL ISLANDS

Country plan duration:
2014–2016
Cumulative financial commitment:
\$858,092
Cumulative number of activities:
4 (3 completed)

8 PAPUA NEW GUINEA

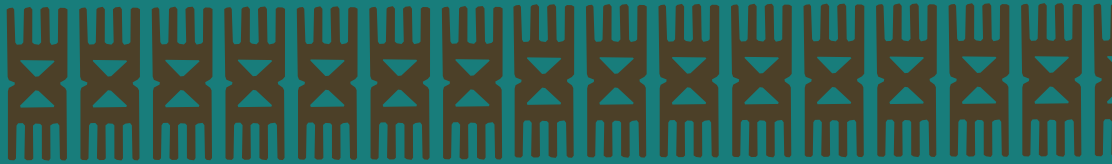
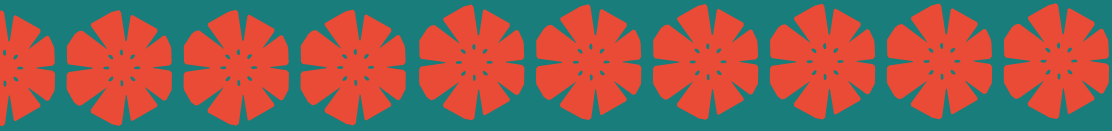
Country plan duration:
2012–2014; 2014–2019
Cumulative financial commitment:
\$65,800,000
Cumulative number of activities:
40 (12 completed)

10

1

6

LEADERSHIP AND DECISION MAKING



‘Some people sit and complain while others think things will get better by itself. Leaders get up, go to work and change things for the better.’

Ms Christina Stinnett,
President, Chuuk Women’s Council, Federated States of Micronesia (2017)

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

His Highness Tui Atua Tupua Tamasese,
Head of State, Samoa



Participants in the Inclusive Development in post-conflict Bougainville project. Photo: Conor Ashleigh, World Bank

LEADERSHIP AND DECISION MAKING

During 2016–2017, *Pacific Women* funded 14 activities that have a primary focus on women's leadership and decision making. They account for approximately seven per cent of program funding with five focusing on national-level, two on local-level and five on community-level leadership. Through the activities, 4,049 women were supported to take on leadership roles at community, provincial and national-level. Civic and voter education reached a further 36,426 people.

Promoting women in leadership in all spheres of life has been a longstanding challenge in the Pacific. Women's representation in parliament is the lowest in the world with just 7.5 per cent of national parliamentarians in the Pacific being women (excluding Australia and New Zealand). Rates of women in local-level government regionally average 14.8 per cent.¹¹

Although progress has been slow, there are some signs of change. While effectiveness is mixed, temporary special measures have been used in the region to increase women's representation at the sub-national level in the Autonomous Region of Bougainville (Bougainville), Cook Islands, Kiribati, Papua New Guinea, Samoa, Tuvalu and Vanuatu. In 2016, Samoa became the first country in the Pacific to legislate 10 per cent reserved seats for women to promote gender balance in the national legislature. While women are still under-represented in national parliaments, there is a higher participation of women in senior management in the public sector. The regional average has increased from 11.3 per cent in 2012 to 14.8 per cent in 2016.

Pacific Women is supporting activities that promote women's leadership in politics, train women candidates and provide mentoring opportunities for women Members of Parliament (MPs). *Pacific Women* is also helping to address the broader challenges in leadership and decision making by funding initiatives to increase representation of women and women's interests. This includes supporting coalitions, such as We Rise, made up of Pacific women and men who contribute to changing social norms about gender roles and encourage women to make their own decisions and advance their own views. The Pacific Feminist Forum, the Fiji Women's Forum and the Fiji Young Women's Forum are vibrant spaces for women to exercise and strengthen their leadership skills. Pacific Women's Parliamentary Partnerships project's training 'The Outrigger: Navigating Gender Equality through Pacific Partnerships' works with all MPs to improve understandings of gender equality and to strengthen leadership by both men and women MPs on gender equality.

Support also includes targeted leadership interventions with young women, building their capacity and providing mentoring support. The Bougainville Women's Federation and the International Women's Development Agency continue to work together to build young women's confidence, and knowledge of public speaking and networking, to advocate for their interests.

Through projects like World Vision's Channels of Hope in Solomon Islands, *Pacific Women* is

ensuring more women are visible and influence decision making processes in relation to ending violence against women. The project encourages women community leaders to join trainings and workshops, which has resulted in an increase of women becoming community facilitators and members of World Vision’s Community Hope Action Teams.

Pacific Women is also responding to research and lessons learned. Gaps identified during research and prior programming in the region resulted in the design of the Women’s Leadership Program in Papua New Guinea. This design was informed by research findings on ‘*Improving women’s leadership, political participation and decision making in the Pacific*’, undertaken by the State, Society and Governance in Melanesia program at the Australian National University.

The Three-Year Evaluation⁵ and development of the Roadmap⁶ and Women in Leadership synthesis report provided valuable insights on effective approaches to enabling women’s leadership and decision making. While good progress has been made in generating knowledge and understanding, gaps remain, and a stronger emphasis on applying lessons learned from past and current activities and research investments is needed to inform new approaches. This includes more coordinated action to address the intersecting elements of agency, power relations and structural change.

The case studies that follow demonstrate how initiatives at the regional and community-level contribute to improved women’s leadership and decision making in the Pacific.

Strengthening women’s civil society leadership

Project name:	Support for Women’s Groups and Coalitions
Project Partner:	Pacific Leadership Program
Total Funding:	\$254,062
Funding timeframe:	2015–2017

Two key Tongan civil society leaders and members of the Women in Leadership Coalition are Ms Ofa Guttenbeil-Likiliki, Director of the Women and Children Crisis Centre and Ms Betty Blake, President of Ma’a Fafine mo e Famili (translated as For Women and Family). Recognising the pivotal role that leadership plays in development, *Pacific Women* supported Ms Guttenbeil-Likiliki and Ms Blake to participate in the adaptive leadership training program, part of the Pacific Regional Leadership Initiative.



Ms Ofa-ki-Levuka Guttenbeil-Likiliki (centre) participating in group discussions at the Pacific Regional Leadership Initiative (PRLI). Ms Guttenbeil-Likiliki and four other members of the Women in Leadership Coalition were selected to attend the year-long program. The PRLI was developed by the Australian Government funded Pacific Leadership Program in collaboration with the Cambridge Leadership Associates. Photo: PLP

⁵ The Three-Year Evaluation report and management response is available on the *Pacific Women* website under Key *Pacific Women* resources: www.pacificwomen.org.

⁶ The Roadmap and related synthesis reports are available on the *Pacific Women* website under Key *Pacific Women* resources: www.pacificwomen.org.

The Pacific Regional Leadership Initiative was developed by the Pacific Leadership Program using the adaptive leadership framework. Adaptive leadership teaches the practice of mobilising people to tackle tough challenges and thrive. The initiative consists of a formal 12-month leadership development program, strategic coaching in addressing practical challenges in everyday work and a train-the-trainer component for selected participants. Through these activities, Pacific leaders are also supported to progress their own initiatives, build a support base, work more strategically and collaboratively and learn to overcome barriers to change.

Ms Guttenbeil-Likiliki has applied the skills she learned so that the Women and Children Crisis Centre could find better ways of working with police. She says:

'It enabled us to get on the balcony and just unpack what was happening and invite the police to come to the Centre ... We had that holding environment where we could just be honest with each other, to the point where grown adult police were crying. It was quite a courageous conversation and at the end of it, we all came with a common purpose that we want to give the best possible service to the survivor.'

Ms Guttenbeil-Likiliki also applied her train-the-trainer capabilities learned through participation in the Pacific Regional Leadership Initiative to facilitate a two-day adaptive leadership training session in February 2017. Representatives from the Tupou Tertiary Institute, Tonga's Women and Children Crisis Centre, Civil Society Forum of Tonga, Tonga National Youth Congress and National Disabled Person's Organisation of Tonga attended.

Through participation in this regional initiative, Ms Guttenbeil-Likiliki and Ms Blake have been encouraged to think creatively and take informed risks. They are shaping and leading constructive change in their home country of Tonga.

Building projects, building women leaders

Project name:	Inclusive Development in post-conflict Bougainville
Project Partner:	World Bank
Total Funding:	\$2,500,000
Funding timeframe:	2015–2018

In Bougainville, women are changing community perceptions of the role of women as leaders by leading local infrastructure projects and using this experience as a springboard to other leadership positions.



This map shows the location of projects funded through the Inclusive Development in post-conflict Bougainville project. Photo: Severina Betitis, Inclusive Development.

The World Bank's Inclusive Development in post-conflict Bougainville project (Inclusive Development) is implemented through the Department of Community Development. Women's groups are trained in participatory planning and management and then prepare proposals for community projects, which require a 10 per cent in-kind contribution. Successful projects are funded through a grants scheme. Grants have been used to build water supply and sanitation systems, community resource centres, classrooms, aid posts and feeder roads. Grants have also supported awareness and literacy on village birth attendance, tailoring, and arts and crafts skills training. These community development projects are being delivered by 126 women's groups across all 43 Community Government areas.

The resource centre built in Malasang 1 has had a transformative impact. The centre generates income for shareholders through rent and by supporting local income generation schemes. It is a hub for meetings and provides transit accommodation. It is used as a venue for women's capacity building events and for fund raising for community needs and school fees. The centre has a positive ripple effect. Individual women have benefited from new networks, skills and income generation allowing them to pay for their children's school fees. Increased confidence of women and demonstrated competence has led to them taking on more leadership roles within their communities. The centre has also increased community networking and income generation. With membership rising to 3,000, an extension is being built to include a kitchen and dining area to raise even more revenue.

If not already affiliated, grant recipients are linked with the Bougainville Women's Federation, which operates initiatives to advocate for and support women. This has led to a large increase in the organisation's rural membership.



Women at Malasang 1 resource centre. Photo: Conor Ashleigh, World Bank.

The project facilitates Department of Community Development officers' delivery of awareness on human rights issues and gender-based violence. Women human rights defenders, trained by the Nazareth Centre for Rehabilitation and involved in the Inclusive Development project, also share their knowledge on gender-based violence, human

rights, and peace and conflict resolution with women participating in project trainings. Increased awareness and growing confidence is helping women to work towards making their communities safer for women and children.

Leadership of these community projects is also opening pathways to political leadership. In 2017, community-level elections were held. Under new legislation, each ward is now represented by one woman and one man. Successful women candidates included 17 Inclusive Development project executives and 34 women human rights defenders trained by the Nazareth Centre for Rehabilitation.

Ms Charleen Kewono, Treasurer from Kawex/Merko women's group, reflected,

'I feel empowered and I am now more confident in talking in public, in carrying out any community responsibilities. The community has now recognised what I am doing with women, youth, and the church activities and have voted me as their women ward rep in the Kamewotsk ward.'

ECONOMIC EMPOWERMENT

‘We must not underestimate the cash earnings of rural women. Even though they do not earn a fortnightly salary, they earn a little money every day or every week. Through their earnings they feed and manage family livelihoods. Savings clubs recognise rural women’s earning power and help assist them to save little by little and watch their money grow.’

Dr. Alice Pollard
Advocate, Women’s Financial Independence, Solomon Islands (2017)

“Women are the significant agents of change in our families, communities and economies as a whole. It is their hard work and commitment that builds the strong foundation for the future of their family and that of the nation.”

Hon. Minister Faiyaz Koya
Minister for Industry, Trade and Tourism, Fiji (2016)



Sunila Wati, a Rakiraki farmer and market vendor, has participated in UN Women's Markets for Change initiatives. Photo: Ellie van Baaren, UN Women (WEE)



ECONOMIC EMPOWERMENT

This year, *Pacific Women* supported 25 activities with a primary focus on women's economic empowerment. Women and girls benefited in a variety of ways, including 3,155 women accessing financial literacy training and financial services, and 58 obtaining formal qualifications that enables them to access the formal labour market, increases their marketability and hopefully benefit from expanded employment opportunities as a result.

Women's economic empowerment is increasingly recognised as a path to improved economic development for Pacific communities and countries. It can also be linked to increasing women's agency and ending violence against women. However, it also has the potential to lead to an increase in violence against women, so consideration must be given to possible harmful unintended consequences. Market development programs, lending programs, savings clubs and mobile banking initiatives are showing significant potential.

Women in the Pacific make significant contributions to their countries' economies. Governments and the private sector are recognising that investing in women and girls has a powerful effect on productivity, efficiency and economic growth. A 2016 study^{III} found that the proprietors of one third of all Pacific exporting companies are women, with the number increasing in the last two years.

By eliminating barriers to women's full participation in employment, labour productivity will increase through better use of available skills and talent. Higher incomes for women and increased control over income, leads to increased spending on food and education, resulting in improved outcomes for children's education, health and nutrition. It also leads to greater sustained poverty reduction^{IV}.

Twelve of the activities receiving *Pacific Women* funding are targeted at the formal sector. Examples include support to the Solomon Islands Women in Business Association, CARE's work in partnership with coffee industry stakeholders to improve the economic and social wellbeing of women coffee farmers and agricultural extension officers in Papua New Guinea and improving training and employment outcomes for women and girls in Vanuatu.

The informal economy remains an important source of income and livelihood for the majority of households in the Pacific. For a range of economic and social reasons and preferences, many women are likely to continue to work in the informal economy and initiatives in this sector are equally critical to women's income and poverty reduction. Consequently, six of *Pacific Women's* activities focused on the informal sector. This includes support for locally-led initiatives, such as the Kirapim Kaikai na Maket project enabling Tsak women in Papua New Guinea to increase income by marketing their surplus production through a network of women's associations and the establishment of the Ra Naari Parishad centre in Fiji to deliver economic livelihood activities for women. These projects address the barriers that women face, such as lack of social and legal protections and an absence of voice in decision making, to improve their economic status.

Pacific Women also supported activities this year that encouraged sharing, learning and understanding. The *Pacific Women Synthesis Report on Women's Economic Empowerment* examined direct factors that enable or constrain women's economic empowerment in the Pacific. It found that enablers include education, skills, development and training. Barriers include access to quality, decent paid work and formal economy entrepreneurship, as well as access to property, assets and financial services.

A lesson learned through stakeholder interviews in the Fiji country plan review was the need for thorough value chain analysis before funding any women's economic empowerment activity. This is further supported by the Do No Harm research,

a collaboration between the Australian National University's State, Society and Governance in Melanesia program and the International Women's Development Agency, which focuses on how economic inclusion and empowerment initiatives can affect women's experience of violence and identifies the importance of not adding to women's burden of work for little or no financial gain.

The case studies that follow showcase how *Pacific Women* is working with governments and development partners to enhance women's economic opportunities and control of economic decision making and resources.



Gender-Smart Safety Resources

Project name:	Strengthening Business Coalition for Women and Economic Empowerment Partnership with the private sector
Project Partner:	International Finance Corporation (IFC)
Total Funding:	\$3,400,000
Funding timeframe:	2014–2017

The Papua New Guinea Business Coalition for Women, with support from the International Finance Corporation, works with members to develop and adopt policies and practices that encourage the participation and leadership of women in the workplace. Global evidence indicates that doing this will improve the bottom line for individual companies. It also lays the foundation for women’s participation and

leadership more generally. The work of the Coalition addresses four key areas: reducing violence against women and improving protection, enhancing leadership capabilities of women, developing ‘gender smart’ human resource policies and practices and improving the numbers of women owned businesses in supply chains.

The Coalition has 65 member companies representing almost 63,000 employees. With funding from *Pacific Women*, the International Finance Corporation (IFC) works with the Coalition to assist member companies to develop a range of model policies, training, tools and resources to improve women’s leadership and career paths within the private sector.

Over the past year, the Coalition has developed Gender Smart Safety Resources for its members. The impetus to improve workplace safety for women in Papua New Guinea was the realisation



Employees of the Hidden Valley gold mining operation in Morobe, Papua New Guinea. Photo: PNG Business Coalition for Women.

that some women were being overlooked for career development opportunities because their employers believed they could not guarantee women's safety on some worksites.

Amy Luinstra is the Gender Program Manager, East Asia Pacific for the IFC. She explains that

'the basic premise of a gender smart approach to workplace safety is that men and women experience workplace safety differently. Our Gender Smart Safety consultant and trainer ... teaches businesses how to identify the specific hazards that put women at risk at work and how to mitigate those risks.'

A new audit system has been developed to assess women's safety and to promote continuous improvement on work sites. The audit tools investigate women's physical, emotional and occupational safety at work. Training includes learning how to conduct a women's safety audit. The data from the audits can then be used to make targeted changes to create a safer workplace environment.

Recognising the value in such an approach, 20 members helped develop the gender smart safety resources. Pilot materials were then trialled by Oil Search, New Britain Palm Oil Ltd and St Barbara's Simberi Gold Mine.

'The Gender Smart Safety program is already positively impacting the safety of everyone on site'

reports Mr Bob Vassie, Chief Executive Officer and Managing Director of St Barbara. Following the review of the pilot, a model policy for women's safety in Papua New Guinea workplaces is being developed and audit tools and training are being readied for scale up and use by other Coalition members.

Voices from the vendors

Project name:	Markets for Change
Project Partner:	UN Women
Total Funding:	\$17,224,587
Funding timeframe:	2014–2019

In just over three years, UN Women's Markets for Change (M4C) project has made substantial progress towards achieving its outcomes. The best people to explain how the project is supporting different facets of women's economic empowerment across three Pacific countries are the market vendors themselves.

'Before the training, I do not have a bank account and my husband had control over the money I earned'

says Ms Betty Fresa, who has been selling fish for more than 15 years at the Honiara Central Market in Solomon Islands. Since receiving financial literacy training through M4C, Betty has changed the way she manages the money from her stall.

'I know how to look after as well as take control over my earnings to meet my family's daily needs. I also opened a bank account with Bank of South Pacific after the training, through which I save part of my earnings.'

In Fiji, Ms Sunila Wati has attended five M4C agricultural productivity trainings and subsequently improved her farming techniques.

'I learnt to use manure more now and less fertiliser – just how they explain during the training – and the new tools [digging fork, gardening knife] that I received.'

When her crops were destroyed in the December 2016 floods, she knew what to do.

'I planted the seeds that I received after the floods, utilising the soil after the floods and the leftover seeds I have shared to another farmer who also supplies to me in the market.'



Ms Leisavi Joel presenting a speech. Photo: UN Women

Despite the disaster, she is expecting increased productivity in 2017.

Ms Leisavi Daisy Joel is the Vice President of the Silae Vanua Market Vendor Association in Vanuatu. After participating in M4C financial literacy, agriculture, communications and leadership trainings, she decided,

‘I have some good knowledge that makes me want to learn more.’

Ms Joel successfully applied for an Australian Government scholarship to study for her Certificate IV in Community Development.

Ms Joel says.

‘If you see an opportunity to improve your life through education, then go for it! Some women think they don’t have a good enough education. But let’s not think like that. Let’s just come together and see what’s happening.’

M4C works to ensure marketplaces in rural and urban areas of Fiji, Solomon Islands and Vanuatu are safe, inclusive and non-discriminatory, promoting gender equality and women’s empowerment.

Empowering women starts within the family

Project name:	Family Teams, Do No Harm and Coffee Industry Support Project (CISP)
Project Partner:	University of Canberra ACIAR (Family Teams), ANU SSGM (Do No Harm) and CARE (CISP)
Total Funding:	\$3,000,00 (Family Teams \$533,150 (Do No Harm) \$4,507,131 (CISP)
Funding timeframe:	2015-2018 (Family Teams) 2013-2016 (Do No Harm) 2013-2019 (CISP)

Research on the interconnectedness of women's economic empowerment and their decision making and safety in the family is informing programming to improve women's livelihoods.

The Do No Harm research by the State, Society and Governance in Melanesia program at the Australian National University is investigating how to empower women economically without compromising their safety. Preliminary findings from Papua New Guinea and Solomon Islands indicate that increasing women's income does not necessarily lead to greater bargaining power within the household.

When Pacific women make more money, this does not necessarily translate into economic empowerment. Economic empowerment includes the ability to make decisions over how that income is accumulated and spent. There is a need to address the social norms between women and men that constrain women's decision making ability so that income can be transformed into greater benefits for women and their families. The research shows that often when women make more income through their own efforts, they do not experience benefits, but rather, this work adds to their existing burdens.

A number of *Pacific Women* funded projects in Papua New Guinea, including the Family Teams project led by the University of Canberra and the CARE-led Coffee Industry Support Project (CISP), work with husbands and wives together to change how they relate to each other, allowing women to have more control over decisions that affect their lives. This approach is showing that norms can be changed over a short period of time and that these changes are improving livelihoods and income for the entire family.

Ms Rose Koiya is a farmer and village leader who has participated in the Family Teams project.

'In the past', Ms Rose Koiya explains, 'my husband and I never talked about the budget and he always look[ed] down on me because

I am not educated and I am just a simple village woman. He always told me to work hard in the garden so I can earn money and feed the family. He would use his wages to buy what he wanted.'

Due to the training, Ms Koiya proposed to her husband that they work together.

'My husband is now attending church with me and we are budgeting our money together', she says.

'The training truly changed my family to be united and happy.'

Other positive results reported by participants in the Family Teams project include greater family harmony, increased crop production and sales and increased incomes.



Ms Rose Koiya is one of several village community educators involved in the Family Teams Project. As part of her work, she works with six communities with around 500 farmers. Photo: Barbara Pamphilon, University of Canberra.

ENDING VIOLENCE AGAINST WOMEN



‘Domestic violence is about violence; whether the violence is within the home or outside the home, any violence is wrong.’

Ms Yoslyn Sigrah
Women’s Rights Advocate, Federated States of Micronesia (2017)

‘The persistent high levels of violence that are inflicted by men against women and girls is of great concern and demands much needed attention and action. Violent attacks on women are unacceptable and a criminal act under national law. Violence against women and girls violates a woman’s fundamental human rights.’

Hon. Ronald Warsal
Minister of Justice and Community Development, Vanuatu (2017)





ENDING VIOLENCE AGAINST WOMEN

Efforts are continuing across the region to end violence against women. Because of the extent of the problem, activities aimed at ending violence against women account for 45 per cent of program funding. This also recognises that violence against women detrimentally impacts other aspects of women's lives.

This year, *Pacific Women* supported 56 activities to change attitudes and behaviours that result in violence. The Family and Sexual Violence Action Committee in Papua New Guinea is partnering with the media to develop guidelines on how violence against women is reported. In Tonga, the Women and Children Crisis Centre's Stay Safe project in two primary schools and Think Big awareness-raising sessions in five secondary schools have reached 6,000 students in the past three years. Across the program in this reporting period, 257,248 people participated in community awareness about ending violence against women.

Safety initiatives are also supported, such as the three women-only bus services operating in Port Moresby. This partnership between local NGO Ginigoada Foundation and the National Capital District Commission has resulted in 58,000 women passengers accessing safe transport (an average of 265 users per day).

Around 60 per cent of women in the Pacific have experienced violence from an intimate partner or family member. Recognising the profound emotional, physical and social impact this can have, this year *Pacific Women* supported 13 projects that delivered crisis services (counselling, health and justice services) to 31,844 women and children. This includes the work of the established crisis centres in Fiji, Vanuatu and Tonga, as well as the development of the new services Weto in Mour in the Republic of the Marshall Islands and the

proposed development of the Kiribati Women and Children Support Centre.

Pacific Women supports ongoing collaboration between faith-based coalitions that are working towards reducing violence. The Fiji Council of Churches (nine member churches with a total membership of 395,000) and House of Sarah hosted the inaugural Break the Silence initiative. Church leaders shared messages condemning violence against women on television and radio, as well as sermons that focused on ending violence against women throughout November 2016. The timing aligns with the global 16 Days of Activism against Gender Based Violence. Uniting World's Gender Equality Theology seeks to address gender inequality through a faith-based lens.

Research and data collection to support analysis and programming is a critical aspect of ending violence against women. *Pacific Women* supported UNICEF through its Partnerships for Positive Parenting project to conduct a qualitative assessment of parenting practices with 400 people across four provinces of Papua New Guinea. This informed the development of a parenting resources kit.

At a regional-level, *Pacific Women's* Synthesis Report on Ending Violence against Women is a resource that summarises learning from global and Pacific research on ending violence against women that can influence activity development and implementation. Lessons highlighted included the need for prevention programs aimed at changing discriminatory social norms to be built on and scaled up, recognising that this requires long-term investment and engagement with stakeholders at all levels, given potential for resistance and backlash. Flexible funding support can provide

opportunities for organisations to investigate and test approaches for changing social norms. It can also allow for evidence-based adaptation and local-level research and solutions. Initiatives focused on preventing violence also need to challenge men's power over women and address gender inequality as a root cause of violence against women.

The case studies that follow highlight some of these different approaches being supported by *Pacific Women* to end violence against women.

Mobilising communities to end violence against women

Project name:	SASA! Introductory Regional Workshop
Project Partner:	UN Women and Raising Voices
Total Funding:	\$500,000
Funding timeframe:	2016–2017



SASA! training participants in Port Moresby in September 2016. Photo: DFAT.

SASA! is a Kiswahili^v word for ‘now’ that is also synonymous with a community mobilisation methodology to prevent violence against women and people living with HIV. Participants in a five-day regional SASA! training have been inspired to implement the approach in their own contexts across the Pacific.

SASA! is an innovative primary prevention model. Women and men are trained to engage with their communities at all different levels to challenge social norms leading to violence.

SASA! was developed by Raising Voices in Uganda, where a randomised controlled trial demonstrated that it reduced the levels of intimate partner violence by 52 per cent and reduced the risk of continued violence in historically violent relationships by 54 per cent. SASA! also reduced acceptance of physical violence and increased the acceptance of women's right to refuse sex. SASA! is now used in more than 20 countries by more than 60 organisations around the world.

In September 2016, 21 women and 1 man attended a five-day regional SASA! training in Port Moresby. The training was organised by *Pacific Women*, the UN Women Multi Country Office, and Raising Voices. Participants were *Pacific Women* and UN Women partners from Papua New Guinea, Fiji, Kiribati, Solomon Islands, and Vanuatu working on ending violence against women and girls.

Participants left the training with plans to take up the methodology. Reverend Sereima Lomaloma from Fijian women's faith-based organisation, House of Sarah, says,

‘I returned from the SASA! learning in Papua New Guinea convinced that their community mobilisation approach can be adapted to our faith community. We at the House of Sarah will be piloting that in the future and we hope for a partnership with UN Women.’

In Kiribati, the Ministry of Women, Youth and Social Affairs will deliver the Strengthening Peaceful Villages program. This program adapts the SASA! model and integrates pre-existing work on violence prevention by the Ministry. In Papua New Guinea, Populations Services International has a design for a full SASA! pilot in Port Moresby and Central Province.

The *Pacific Women* Roadmap, used to guide future *Pacific Women* programming, supports implementation of the SASA! approach. The regional training provided the foundation for implementing partners to understand and adopt the initiative in the Pacific.

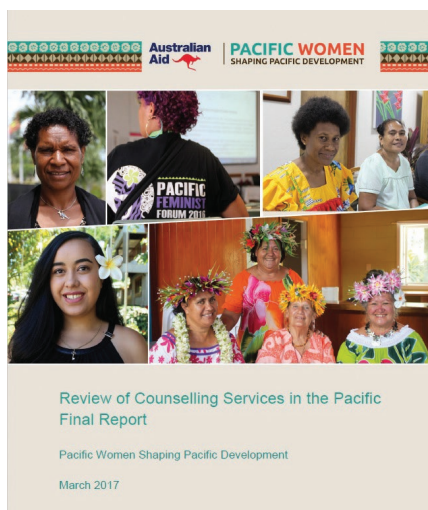
Review of counselling services for survivors of violence in the Pacific

Project name: Review of Counselling Services in the Pacific

Project Partner: Consultants

Total Funding: \$48,636

Funding timeframe: 2016–2017



The *Pacific Women* Support Unit coordinated the review of counselling services for survivors of violence in the Pacific. The report was published in March 2017. Photo: *Pacific Women* Support Unit.

Quality counselling is a key service in supporting survivors of violence against women. To better understand the status of counselling in the region, *Pacific Women* conducted a review of counselling services in 14 countries. Ten of the 14 countries mandate the provision of counselling in national legislation against sexual and/or family violence.

The review assessed the quality, reach and accessibility of counselling services for survivors of violence.

Through questionnaires, interviews, focus group discussions and country visits, the review identified 85 counselling service providers. Niue reported no counselling services for survivors of violence and 35 per cent of all available services were based in Papua New Guinea or Fiji.

The review found that the most successful organisational models combine counselling services with community outreach, active case management and other integrated services. These include economic, shelter and legal support.

There is a need for improving the qualifications of counsellors, with only 40 per cent of organisations having counsellors with a relevant diploma or degree. Counselling practitioners in 37 per cent of the responding organisations reported having had only one to two weeks' training or practical experience.

Organisations across all 14 countries reported gaps in counselling services, particularly in remote areas and outer islands. To cover these gaps, counselling service providers use phone and mobile counselling services or community-based first responder initiatives. Other service gaps include for persons with disabilities, survivors with complex trauma or multiple disorders as a result of abuse, LGBTQ⁷ people and sex worker communities.

Factors contributing to successful counselling outcomes include: strong and innovative leadership, good case management, community first responder networks, understanding the causes of gender-based violence, engagement of community leaders, a rights-based approach, choice of service providers, culturally appropriate services and secure medium to long-term funding.

Barriers to success include: very limited funding from national governments, lack of national-level guidelines and professional standards, inconsistent coordination between agencies, lack of shelter options for survivors, using non-validated counselling principles, such as encouraging survivors to 'forgive and forget', over-reaching beyond existing counselling skills, lack of regular supervision and evaluation, expectation by survivors for direct intervention and limited behaviour change programs for perpetrators.

The review made recommendations on how future programming could use advocacy,

⁷ Lesbian, Gay, Bisexual, Transgender, Queer and Intersex

funding, education and up-scaling of successful models to improve counselling services. These recommendations will inform and guide *Pacific Women's* future work.

Relationships for young people that are free from violence

Project name:	Gender Equality Together (GET)
Project Partner:	CARE International in Vanuatu
Total Funding:	\$1,000,000
Funding timeframe:	2016–2019



CARE staff discussing challenges and opportunities with women who are part of CARE's Gender Equality Together program in Dillion's Bay, Erromango Islands. Photo: Mark Chew, CARE.

In Vanuatu, a life skills project working with adolescent girls and boys is showing promising results in changing attitudes towards violence against women. In Vanuatu, CARE's Good Relationships Free from Violence project (part of GET) gives young people the support and information they need to make good choices in their relationships.

On the island of Tanna, 67 per cent of women say they have experienced physical or sexual abuse from an intimate partner in their lifetime. Due to societal norms, both men and women believe that it is acceptable for a man to beat a woman in certain circumstances.

'Rape, it is not taken particularly seriously', explains Senior Sergeant Wilfred Nos of the Isangel Police Office in Tanna.

'They don't talk heavy—light only. And if a man has whipped his wife and the wife runs, the emphasis is on the wife returning to solve the problem—not on the man's responsibility to stop beating the wife.'

The project works with young women and men as they are in a strong position to create new and positive norms in their communities for the future. The project teaches adolescents and young men and women that all people have the right to live free from violence and encourages them to take a closer look at their own beliefs and behaviours. This training is helping communities to build a culture where men and women are treated equally.

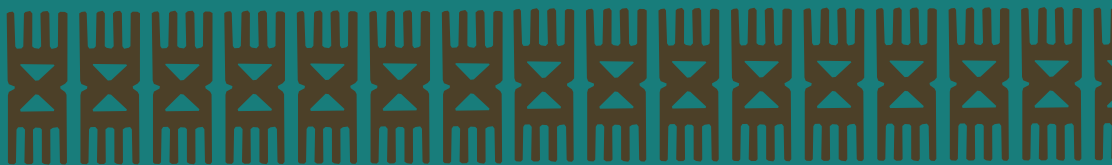
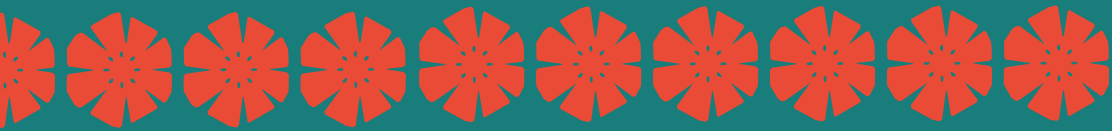
Chief Chaleson William Koda lalikawa is a school teacher in Enimahia. He says that young people need to know their rights.

'Life Skills has been very useful for the youth, especially the young females, as it helps them to build their confidence and to make good decisions, like about pregnancy. Youth were isolated before, but this brings them together and helps them to make good decisions.'

The training challenges young women and men to think about the impact of gender inequality in their relationships and in their communities. It then provides them with the information and support needed to make changes. Ms Juliane Naui explains,

'Since the training, my husband and I have had good consultation with each other. Now people in the community think that the young couples should follow our example. I think the training is very good and I'd like my husband and I to work together even more.'

ENHANCING AGENCY



‘Women’s voices must be heard, both locally and internationally. Women’s rights are human rights and must be recognised and respected by all, as we are the binding force of our families and communities.’

Dr. Takiora Ingram
Environmentalist, Women’s Rights and Arts Advocate, Cook Islands (2017)

‘Fijian men are conditioned by culture and tradition to act as they do, [which] is an indicator of the deep-set attitudes that we are up against. Not supposed to show weakness..... My brothers of the Pasifika are fierce warriors in their own right and I am sure that they will tell me that they too are taught not to cry.’

Mr Sakiasi Ditoka
Deputy Team Leader, Property Services, Pacific Islands Forum Secretariat.





**PACIFIC
FEMINIST
FORUM 2016**

ENHANCING AGENCY

During 2016–2017, *Pacific Women* funded 38 activities under the Enhancing Agency outcome, equating to around 14 per cent of total program funding. Benefits of these activities included 880 women having formal opportunities to share ideas and learn from each other through participation in research, learning and networking activities and forums supported by *Pacific Women*.

Supporting women's agency, so women and girls have access to opportunities and are able to enjoy their full potential, means building an enabling environment for change. This change needs to happen at the individual, family and community-level. It also requires reform of formal structures at the national and regional-level to better promote gender equality. Many of the activities supported under the three preceding outcome areas also contribute to enhancing agency for women and girls.

Regionally, barriers to gender equality include formal and customary laws. The majority of Pacific Island countries recognise customary law in their constitutions, legislation, or both, adding additional complexity.

Historically and culturally entrenched attitudes and longstanding social norms can impact negatively on women's agency. *Pacific Women* is supporting partner-led efforts to develop social norms based on a shared understanding of gender equality and how it can benefit families, communities, and countries. Changing social norms is difficult, but a critical element of an enabling environment, including for gender-equitable legislation. To ensure understanding and acceptance of change, law reform and policy development must be undertaken together with communities, traditional and political decision makers, faith-based organisations and civil society.

Pacific Women's partnership with the Regional Rights Resource Team (RRRT) of the Pacific

Community has helped progress legal commitments to gender equality through legislative reform and better understanding of legal and human rights. In June 2016, RRRT's regional consultation on Gender, Domestic Violence and the Law produced a set of key actions and an outcome statement that can be used as a platform to lobby governments to recognise and take action based on barriers identified to implementing domestic violence legislation. Advocacy, evidence creation, development of technical capacity and drafting of legislation can all help countries to generate demand for effective implementation of laws and related policies. Greater numbers of inclusive coalitions and advocacy groups are emerging as a result of *Pacific Women's* programming. In Solomon Islands, Oxfam supported the expansion of the Safe Families project into 18 new communities. Through We Rise, *Pacific Women* is supporting coalitions that are inclusive of girls, young women, lesbian, bisexual and transgender women, as well as women with disabilities. These coalitions for change are also helping progress Pacific understanding for local solutions to gender inequality.

Lessons learned in relation to enhancing agency include understanding that there is tangible benefit in investing in the 'process' of coalitions. Activities supported by *Pacific Women* such as the We Rise coalition in Fiji, Safe Families in Solomon Islands and the Women in Shared Decision Making (WISDM) coalition in Vanuatu demonstrate the value of spending sufficient time in partnership brokering, building trust and rapport, and ensuring inclusivity in the process of enhancing agency for positive change. Work to support the enabling environment to increase gender equality and women's empowerment is occurring across all areas of the program with a wide range of stakeholders.

Pacific feminists working for change

Project name:	We Rise Coalition
Project Partner:	Fiji Women's Rights Movement, Diverse Voice and Action for Equality, femLINKpacific and the International Women's Development Agency
Total Funding:	\$4,800,000 ⁸
Funding timeframe:	2015–2019



Feminists, women and human rights defenders and gender equality advocates celebrate the launch of the Pacific Feminists Charter for Change at the Forum in November 2016. Photo: Shazia Usman, Pacific Women Support Unit.

The inaugural Pacific Feminist Forum brought together feminists, women human rights defenders and gender equality advocates from across the Pacific. Participants joined in three days of networking, sharing and learning and launched the Pacific Feminists Charter for Change—a document that captures Pacific feminist perspectives and priorities.

Creating opportunities for women to have a stronger sense of their own agency is one way that *Pacific Women* seeks to improve the lives of women and girls in the Pacific. *Pacific Women* supported the Pacific Feminist Forum as part of its funding for the Fiji Women's Rights Movement through the We Rise Coalition. Inspired by the success of the Asia Pacific Feminist Forum and the Association for Women's Rights in Development

Forum, the Fiji Women's Rights Movement brought together a steering committee to design an event to provide a similar opportunity for women's movements in the Pacific. The Pacific Feminist Forum Steering Group included representatives from the Fiji Women's Rights Movement, Diverse Voices and Action for Equality Fiji, Haus of Khameleon, Bold Alliance and the Pacific Young Women's Leadership Alliance.

'It's been a historic moment bringing over a hundred feminists from Fiji and 12 other Pacific Island countries together, to a space of vibrant discussions where we're able to talk about issues that we face in the Pacific',

explained Ms Michelle Reddy, Acting Executive Director of the Fiji Women's Rights Movement at the time of the forum.

The Forum was held in Suva, Fiji, during the 16 Days of Activism, November 2016. Forum sessions covered a broad range of subjects, such as sexual and reproductive health and rights, climate change, mining and issues affecting women with disabilities, and action-oriented sessions on coalition building, feminist and intergenerational leadership and the role of communications, activism and women's rights in the Pacific.

Ms Jennifer Wate, program manager with the West 'Are'Are Rokotanikeni Association in Solomon Islands, said the forum broadened her knowledge and understanding of the diversity of the women's movement in the Pacific.

'It was an opportunity for people like me and my organisation to look into what are some possibilities to engage with other women's groups in the future', she says.

On the last day, forum participants launched the Pacific Feminists Charter for Change. The charter reflects the experiences of Pacific women and their hopes for change. It documents the issues raised during the three days of discussions and sets out the priorities for feminists in the region.

⁸ This activity is part of a larger program.

Whole of government responsibility for gender mainstreaming

Project name:	Progressing Gender Equality in the Pacific
Project Partner:	The Pacific Community (SPC)
Total Funding:	\$3,941,712
Funding timeframe:	2013–2018

The Progressing Gender Equality in the Pacific program (PGEP) supports governments to improve their capacity to mainstream gender equality considerations and responses and to collect and analyse gender statistics to monitor their progress towards gender equality.

An evaluation conducted in the second half of 2016 found that the program is achieving positive and demonstrable gains and remains highly relevant. Pacific Island governments are overwhelmingly positive about the assistance provided by SPC through the project.

A regional workshop held in Fiji provided an opportunity for government partners to reflect on the program and consider ways to build on this positive groundwork in future implementation.

Civil servants from Cook Islands, Federated States of Micronesia, Fiji, Palau, Papua New Guinea, Republic of the Marshall Islands, Samoa, Solomon Islands, Tonga and Vanuatu attended.

‘Central agencies like Ministries of Public Service and Public Service Commission play a central role in gender mainstreaming across governments’, said Solomon Islands Public Service Commissioner, Mr Eliam Tangirongo, opening the workshop.

‘We can institutionalise this work through our policies and the way we work, such as ensuring job descriptions have gender mainstreaming goals’.

The program supports governments to ensure gender mainstreaming and the collection of gender statistics happens across government and is not confined to women’s ministries, or gender divisions within a ministry. Mr Jim Nimerota from Cook Islands says,

‘For me, gender mainstreaming should not be seen as some end state that governments need to work towards by putting policies in place or delegating responsibility to a gender focal point. Instead, mainstreaming should be seen as a paradigm shift that requires all public officials to rethink and view all phases of their work through a gender lens. It is a constant state of reflection’.

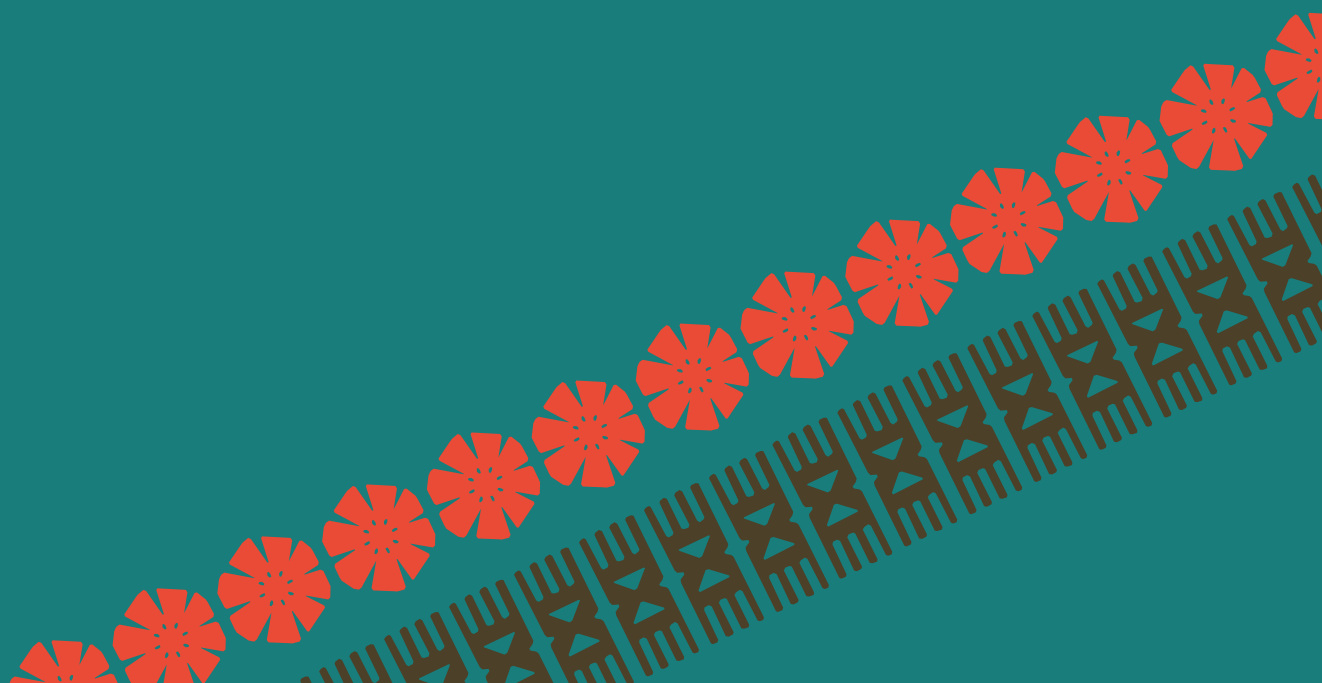


Jim Nimerota (second from left) during a panel discussion at the PGEP regional workshop. Photo: The Pacific Community.

Mr Nimerota is a Statistics Officer with the Ministry of Finance and Economic Management. *‘For the Statistics Office, gender mainstreaming was about broadening our perspective on gender issues beyond simply disaggregating and disseminating our data by sex. We had to acknowledge and address the impact that differences in gender has on statistical quality during all phases of statistical production.’*

The program will develop activities based on the specific priorities and entry points within each country and tailor work plans towards country-led activities. It will continue to build the gender mainstreaming capacity of governments through on-the-job mentoring, extended in-country visits, training and other activities.

PROGRESS HIGHLIGHTS BY LOCATION



PROGRESS HIGHLIGHTS BY LOCATION

COOK ISLANDS

Consisting of 15 islands and two reefs, Cook Islands is estimated to have a resident population of 11,700. The Cook Islands Government's approach to gender equality is articulated in its National Policy on Gender Equality and Women's Empowerment and Strategic Plan of Action 2011–2016. It focuses on ending violence against women and improving women's economic empowerment. The National Sustainable Development Plan 2016–2020 includes the intention to increase the representation of women in politics and advance gender equality in the workplace.

Cook Islands has five women in national parliament (17 per cent)^{vi}, including the Speaker of the House. Women are more involved at the island government level in the outer islands than in the past, but participation rates remain low.^{vii} Cook Islands claims the highest rate of women in senior public sector management roles in the Pacific at 48 per cent.^{viii}

Despite strong labour force participation and the gender pay gap⁹ narrowing, women tend to earn less than men.^{ix} There is also variation in women's participation in the labour force between Rarotonga and the outer islands.^x

Research indicates that 33 per cent of women have experienced physical and/or sexual violence by an intimate partner at least once in their lifetime.^{xi} The development of coordinated referral services and efforts to improve administrative data collection in key government ministries and non-government organisations have supported progress towards ending violence against women.

Using social media to share statistics on the prevalence of violence against women

Project name:	Strengthening capacity towards the elimination of violence against women
Outcome:	Ending violence against women
Project Partner:	Ministry of Internal Affairs – Gender and Development Division, Punanga Tauturu Inc., Cook Islands Police
Total Funding:	\$190,000 ¹⁰
Funding timeframe:	2013-2017



Constable Rakei supporting the 16 days of Activism social media campaign. Photo: Cook Islands Ministry of Internal Affairs.

The 16 Days of Activism against Gender-Based Violence is a time to galvanise action to end violence against women and girls around the world, including in Cook Islands.

⁹ The gender pay gap is the difference between women's and men's average weekly full-time equivalent earnings, expressed as a percentage of men's earnings.

¹⁰ This activity is part of a larger program.

Government and civil society in Cook Islands collaborated to organise a series of activities to mark the 16 Days of Activism at the end of 2016. The campaign was locally developed, led and implemented by the Cook Islands Ministry of Internal Affairs, Punanga Tauturu Inc., Ministry of Police, and the National Council of Women.

Events commenced on 25 November with White Ribbon Day that promotes men and boys speaking out against all forms of violence against women. The Hon. Albert Nicholas, Minister of Internal Affairs, was one man speaking out strongly on the issue:

‘It is too easy to ignore that violence against women exists in our homes and in our community and today is a day where we seek the support of our men and our boys on how to end violence against our women and our girls.’

Other events included cultural shows, a road truck rally around the island, a trade fair, a te-au-vaine (‘my sisters’) market, and a social media campaign to engage the community, in particular men, to end violence against women.

The messages for the media campaign were drawn from the Cook Islands 2014 Family Health and Safety Study. This study provides reliable data on the prevalence and frequency of different types of violence against women. The study found that 32 per cent of ever-partnered women in Cook Islands have experienced physical and/or sexual violence by an intimate partner; and around five per cent of women reported experiencing sexual violence before the age of 15 by a non-partner, most commonly a male family member, friend, or acquaintance.

‘This is not okay’ says Ms Rebecca Buchanan from counselling service Punanga Tauturu Inc. Giving people knowledge about the prevalence of violence against women is a starting point for them

to take action. Ms Buchanan acknowledged that the success of getting this message out was due to the joined-up efforts of many people.

‘Without all your support the White Ribbon campaign on the elimination of male violence towards women would not have been as eventful, as it was all about encouraging men to take ownership of this important issue and model good behaviour that can change attitudes.’

A business forum for women in Cook Islands

Project name:	An enabling environment for the full participation of women in economic development
Outcome:	Economic empowerment
Project Partner:	Ministry of Internal Affairs – Gender and Development Division
Total Funding:	\$590,000 ¹¹
Funding timeframe:	2013–2017

International Women’s Day is celebrated annually around the world on 8 March. To mark the occasion in 2017, Pacific Women support a two-day Women’s Business Forum in Cook Islands.

The Women’s Business Forum was a collaboration between the Cook Islands Government and local women’s organisations. It was organised by the Cook Islands Ministry of Internal Affairs, the National Council of Women and the Cook Islands Business and Professional Women Association.

The two-day event in Rarotonga attracted around 80 women from across Cook Islands including the outer islands of Aitutaki, Atiu and Mitiaro. The forum was designed to provide information to women interested in business and to showcase the successes of Cook Islands’ women entrepreneurs.

¹¹ This activity is part of a larger program.

Members of the Cook Island Business and Professional Women Association displayed their products in a trade fair. Participants also learnt about a variety of support services that are available to assist women in establishing a business.



Participants at the Cook Islands Women's Business Forum.
Photo: Cook Islands Ministry of Internal Affairs.

The Women's Business Forum was also an opportunity to explore the barriers women face when participating in business and employment. Women shared their experiences of balancing business with caring responsibilities and the challenges this presents. Other issues raised included the need for better support services for women in business in the outer islands. The Women and Girls with Disabilities organisation also presented a case study on business initiatives.

The former Secretary, Ministry of Internal Affairs, Ms Bredina Drollet, explained that the discussions identified practical solutions to overcoming such challenges with eight recommendations adopted. She noted that the aim of the Women's Business Forum is to:

'identify what can individuals and agencies do to make a difference to assist women better access to economic opportunities.'

PROGRESS HIGHLIGHTS BY LOCATION

FEDERATED STATES OF MICRONESIA

Around 106,000 people live on Yap, Chuuk, Pohnpei and Kosrae, which make up the four states of the Federated States of Micronesia (FSM). The country is ranked 127 out of 188 countries on the Human Development Index 2015^{xii}, a ranking system that draws on a composite analysis of life expectancy, education and per capita income indicators.

FSM is in the early stages of introducing a legislative framework for gender equality. It has a National Strategic Plan on Gender Development and Human Rights in place and consultations have also been completed as part of the development of a National Gender Policy.

While there are no legal barriers to women's representation in government, FSM has never had a woman in parliament. Social barriers result in women being consistently absent from legislative and executive levels of government.

Fewer women than men participate in the labour market in FSM. Men outnumber women by almost two to one in formal employment and fewer women receive income from the subsistence economy than men. Research reports that employment levels for men surpass women in all fields of work.^{xiii}

One in three ever-partnered women in FSM have experienced physical and/or sexual violence by a partner at least once in their lifetime.^{xiv} Counselling services for survivors of violence in FSM are limited. Some churches provide counselling to their members and the general public, including

emergency refuge for women and children at risk on a case-by-case basis. In 2014, Kosrae passed its *Domestic Violence Act*, being the first and only FSM state to have such legislation in place.

Progressing gender equality amongst semi-autonomous states

Project name:	Progressing Gender Equality in the Pacific
Outcome:	Enhancing agency
Project Partner:	The Pacific Community (SPC)
Total Funding:	\$3,941,712 ¹²
Funding timeframe:	2013–2018

The four states of FSM span nearly 2,700 km of ocean. In her work to progress the adoption of a national gender policy, Ms Norleen Oliver knows first-hand the challenges and rewards of working in an environment of geographically spread, semi-autonomous states.

Ms Oliver is the National Gender Development Officer and Chief of the Social Affairs Unit in the Department of Health and Social Affairs. She oversees the implementation of the gender matrix from the National Strategic Plan on Gender Development and Human Rights and coordinates human rights convention reporting for FSM.

Pacific Women's support to SPC's Progressing Gender Equality in the Pacific program assisted with consultations to develop a gender policy for FSM.

'The consultations that I was part of was not only informative, but provided an opportunity for capacity building to be able to conduct these consultations in the future should the need to update arise', explains Ms Oliver.

¹² This activity is part of a larger program.

However, it is not always easy to undertake consultations like this in an environment of semi-autonomous states.

'This is very difficult and costly. The national government is the body that makes commitments at the regional and international level on behalf of the whole of the country in which the FSM states are the ones to implement. Then it is up to the national programs like my program to work with the states counterparts to get their support to comply with the proposed activities to meet the regional and international commitments.'

'This needs close collaboration with the states to either travel to the FSM states or to fund their [representatives'] travel to a national meeting in one agreed location, which is very costly, but required.'

'The main challenges in my role is bringing the national mandates to the state level for their buy-in and to coordinate the needs and requirements of the four states into one national goal, compounded with my lack of budget / resources from the national government.'

Despite these challenges, the work to progress women's empowerment in FSM has resulted in many achievements.

'We have completed the gender policy consultations, scoping mission on human rights institution interviews, FSM Women Conference 2016 in Yap, consultations on the Convention on the Rights of the Child and many others ... These are some of our humble achievements, but with rich experiences to move our quest of gender equality in the nation.'

The importance of non-state actors in progressing gender equality

Project name:	Supporting CEDAW Shadow Reporting
Outcome:	Enhancing agency
Project Partner:	FSM's non-government organisations
Total Funding:	\$3,677
Funding timeframe:	Feb–Mar 2017

As a signatory to the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), FSM reports regularly to the CEDAW Committee on the country's progress towards gender equality. With support from *Pacific Women*, FSM's non-government organisations were also able to present their shadow report to the 66th Session of the CEDAW Convention (Feb–Mar 2017).

Shadow reports are a method for non-government organisations to present additional or alternative information to that provided by the states.



Ms Yoslyn Sigrah has been recognised as one of 70 inspiring women to mark SPC's 70th anniversary. Photo: The Pacific Community

Ms Yoslyn Sigrah, a lawyer from the state of Kosrae and adviser on women rights issues, was nominated by women's organisations to present FSM's shadow report at the United Nations in Geneva. Workshops and consultations had allowed the organisations to provide wide stakeholder input and ultimately produce the shadow report, through assistance from UN Women and International Women's Right Action Watch Asia Pacific.

Ms Sigrah has worked as an attorney in the public, private and non-government sectors. She recognises the need for a variety of different players to contribute to women's empowerment in FSM, but sees a special role for non-government actors.

'I love doing work with the NGOs because we get things done - we get things done faster!' she says.

'[Staff of non-government organisations] are not afraid to speak out for fear that we may lose our jobs because we are trying to push forward something that we really care about and we know is good for our people - human rights, women's rights, youth rights, disability rights. We push because we are passionate about our issues and we believe in our issues. From experience working for the Government, I believe in progress achieved under the rule of law. However, in the public sector our title or status may limit us to do just enough. Whereas with the NGOs there is no limit to what we can do and achieve.'

Ms Sigrah concentrated on three topics during her presentation to the CEDAW Committee: lack of a dedicated women's ministry, the absence of women in parliament and the prevalence of violence against women and children. As well as discussing where there is more work to be done, Ms Sigrah also noted the achievements in FSM, such as the passing of Kosrae's *Family Protection Act* in 2014 and the amendment to the *Code of the Federated States of Micronesia* to provide paid maternity leave for public servants, noting that those in the private sector also need their paid maternity leave.

'It was important to note in the CEDAW shadow report that all of the key bits of legislations that were passed and the government pointed to in their report were spearheaded by the NGOs. Between the government and the NGOs, we NGOs get things done, but we need to work together. We depend on each other.'

The report's impact was significant, with the CEDAW Committee's Concluding Observations and Recommendations for FSM referencing several issues raised only in the shadow report.

PROGRESS HIGHLIGHTS BY LOCATION

FIJI

The 900,000 residents of Fiji enjoy one of the more developed economies in the region, placing 91 out of 188 countries on the Human Development Index 2015.^{xv} However, the 2015 Global Gender Gap Report ranked Fiji poorly at 121 out of 136 countries. It measures gender disparity across economic participation and opportunity, educational attainment, political empowerment and health and survival.^{xvi}

The Government of Fiji is showing strong commitment to gender equality and the empowerment of women and girls through its National Women's Plan of Action. Fiji's National Gender Policy has been in place since 2014.

There are seven women sitting in the 50-member national parliament (14 per cent).^{xvii} Of the 248 candidates who contested the 2014 general elections, 44 were women (17 per cent).^{xviii} Strong patriarchal practices, rooted in traditional norms and customs that give more power to men than to women, result in little to no participation of women in community-level decision making processes.

The 34 per cent gap in the labour force participation rate of men over women is the highest in the Pacific.^{xix} Yet women constitute more than 70 per cent of market vendors^{xx} and actively participate in almost all aspects of agricultural production.

In Fiji, 64 per cent of women aged 18–64 who have ever been in an intimate relationship experience physical and/or sexual abuse by their partner.^{xxi} The *Domestic Violence Decree* was passed in 2009 and introduced new protection measures, including expanding the reach of restraining orders. The work of women's rights advocates in Fiji is supporting attitudinal change towards violence against women not only within Fiji, but also throughout the region.

Fiji Women's Fund established and poised to make first grants

Project name:	Fiji Women's Fund
Outcome:	Leadership and decision making, Economic empowerment, Ending violence against women and Enhancing agency
Project Partner:	Fijian women's groups, women focused CSOs and networks
Total Funding:	\$10,500,000
Funding timeframe:	2017–2022

In its first year, the Fiji Women's Fund (the Fund) is well underway, having established relevant governance and management systems and conducting its first call for proposals. Ensuring proper systems are in place has been essential, with the Fund receiving 226 applications in its first call for proposals.

The Fiji Women's Fund commits \$10.5 million of flexible funding to support the work of organisations and networks in Fiji to expand and enhance their work on women's empowerment and gender equality. Projects supported under the Fund will work to increase women's economic empowerment, end violence against women, increase women's leadership and decision making in formal and informal spaces, and support women's groups and coalitions for change.

The Fund's start-up period has focussed on recruiting five staff members, establishing an office, which is situated within the *Pacific Women* Support Unit, and developing policies and procedures including a workplan, grants manual and finance and operations manual.

Michelle Reddy, a Pacific women's rights activist, was appointed as Fund Manager in May 2017 and brings extensive experience on gender equality and human rights in Fiji and the Pacific.



Neema Nand, Fiji Women's Fund with Mereisi Tavaiqia and Adiamma Sharan from the Red Cross, Ba. Photo: Fiji Women's Fund

'It's exciting to be involved in setting up the Fund, a first for the Pacific. Learning from other women's funds across the world, we recognise that supporting women's organisations, groups and networks is central for advancing gender equality and making transformative change for women and girls,' Ms Reddy said.

In preparation for its first call for proposals, the Fund conducted 16 information sessions in Suva, Taveuni, Navua, Lautoka, Labasa, Rakiraki, Ba, Nadi and Sigatoka, reaching a total of 596 people. These sessions provided information to women's groups, networks, and organisations about how the Fund works and outlined the application process for its first call for proposals.

Three types of grants are available under the Fund: multi-year funding (with contribution to core funding) up to FJ\$150,000, one year funding (with

contribution to core funding) for FJ\$50,000 – \$150,000, and funding for less than one year for FJ\$5,000 - \$50,000.

A Steering Committee has been established to provide overall strategic guidance and support to the Fund. The nine-member Steering Committee consists of representatives from the Fiji Ministry of Women, Children and Poverty Alleviation, DFAT, the *Pacific Women* Support Unit, the private sector and women's civil society organisations. The Fund also has a Grants Committee to assess and approve funding proposals.

With systems, staff, and governance in place, it is now time for the Grants Committee to assess funding proposals and award the first round of grants.

Developing Women's Passions and Marketable Skills

Project name:	Increasing Women's Economic Opportunities through Support to Women's Vocational Training Centre
Outcome:	Economic empowerment
Project Partner:	Fiji Muslim Women's League (through the Fiji Muslim League)
Total Funding:	\$163,655
Funding timeframe:	2015–2016

The Fiji Muslim Women's League is a non-government organisation that has been operating the Makoi Women's Vocational Training Centre in Suva since September 2015. *Pacific Women* funding supported the roll-out of training courses at the Centre to build women's culinary, horticulture, tailoring and computer skills.



Ms Esther Toma at work at the Suva Motor Inn. Photo: Esther Toma.

Ms Esther Toma participated in the Makoi Women's Vocational Training Centre's culinary course and has gone on to gain employment as a cook at the Suva Motor Inn. Ms Toma describes how the course enabled her both to follow her passion and to feel empowered at the same time:

'What stood out most for me was the simple dishes that can be prepared with ease and with a professional touch that has the potential to generate revenue if I were to start a business of my own. I saw this course as a platform that will allow me to develop skills which interest me and is also marketable, providing the means [for] any woman to be financially independent.'

The Makoi Women's Vocational Training Centre seeks to train 25 women each semester in each of the four areas. It aims to equip women with the necessary life and business skills to start self-sustaining cottage industries, or find work in their chosen fields.

'Women, especially stay home mothers, are a huge untapped resource that have the potential to directly contribute to the economy', notes Ms Toma. *'Unless they are educated with a skillset that is their identifiable strength, this benefit will not be realised, not only at home but also in the workplace / workforce and in the economy as a whole.'*

Ms Toma says her participation in the course has brought bright and positive outcomes into her personal life and that of her family.

'Yes, it does make me feel economically independent. I feel that I am contributing to the economy and bringing satisfaction to the customers I serve ... I have more sense of belonging in my profession and in my area of work. At home my opinions are heard and taken into account. I get to contribute to the financial decisions in my life and also my family. I feel more in control of my life in comparison to life before I took the course.'

PROGRESS HIGHLIGHTS BY LOCATION

KIRIBATI

Consisting of one main island and 32 coral atolls, Kiribati is home to over 110,000 people. It ranks 137 out of 188 countries on the Human Development Index 2015.^{xxii}

The Government of Kiribati has taken steps to support gender equality with the creation of the Ministry of Women, Youth and Social Affairs in 2012. This ministry is responsible for progressing women's empowerment and implementing the Strategic Action Plan (2011–2021) to support the elimination of sexual and gender based violence.

Women make up three of Kiribati's 46-member national parliament (6.5 per cent^{xxiii}). At the local government level, 10 of the 332 councillors are women. Whilst rates of women in political leadership remain low, women hold more senior leadership positions within the public sector, with 73 high-level women government officials compared to 66 men.^{xxiv}

Economically, Kiribati has the lowest Gross Domestic Product per capita in the Pacific region at US\$2047.^{xxv} The 2009 Kiribati Demographic and Health Survey noted that only two in 10 married women who had cash earnings decided for themselves how it was spent. Around one quarter of women reported that they had no say in decisions relating to household purchases.^{xxvi}

Kiribati has a high prevalence of intimate partner violence, with 68 per cent of women and girls aged 15–49 years who have ever been in a relationship experiencing violence. In 2014, the Government passed the *Te Rau N Te Mwenga (Family Peace) Act*. It contains actions to prevent and respond to domestic violence, gives direction on how survivors can be supported and includes measures to hold offenders accountable.

Strong leadership for the new Kiribati Women and Children Support Centre

Project name: Establishment of the Kiribati Women and Children Support Centre

Outcome: Ending violence against women

Project Partner: Kiribati Family Health Association

Total Funding: \$209,895

Funding timeframe: 2016–2018

With support from the Kiribati Family Health Association, the Kiribati Women and Children Support Centre is scheduled to open in early 2018. Its inaugural coordinator brings a wealth of experience to the job and 'a goal to support women and children who are affected by violence.'



Kiribati Women and Children Support Centre Coordinator Ms Teretia Tokam. Photo: Tara Chetty, Pacific Women Support Unit.

Ms Teretia Tokam was recruited in June 2017 as the support centre's first coordinator. She is working to ensure everything is in place to welcome clients in the new year.

With a Bachelor of Laws from the University of the South Pacific, Ms Tokam started her professional life at the Attorney-General's office in Tarawa.

'I moved away from being a lawyer to becoming an advocate for ending violence against women. My turning point ... is when I did a domestic violence case in the Court of Appeal, appearing for the state. It was a brutal case: the woman was badly bashed up by her husband, who bit her upper lip right off. A number of women would come to see us, me and my lawyer friends, for help and it gave me the idea that perhaps I can do more for the women.'

In 2008, Ms Tokam became the Kiribati country focal point for the Regional Rights Resource Team of the Pacific Community where she was involved in advocacy and support for the drafting of the *Te Rau N Te Mwenga (Family Peace) Act 2014*.

'I see myself as very fortunate with the capacity building on human rights I received during that time; to be able to link all the pieces together,' she says.

Later, Ms Tokam joined the then Ministry of Internal and Social Affairs, as the National Coordinator on Ending Sexual and Gender-based Violence.

'One of our success stories was the coordination ... Before, the NGOs, government departments and courts, did things on their own, separately. So we created [a] taskforce to ensure that everyone from different sectors came to the table to share and coordinate.'

Most recently, Ms Tokam completed a Master of Applied Anthropology and Participatory Development at the Australian National University on an Australia Awards Scholarship. She returned to Tarawa to take up the role at the Support Centre with a clear vision:

'To be a successful centre that provides quality services to women and that women are confident to access / use the support from the centre. And, hopefully, to reduce the rate of violence and empower women at the same time.'

Privacy and quality services for survivors of violence

Project name:	Healthy Family Clinic
Outcome :	Ending violence against women
Project Partner:	Ministry of Health and Medical Services
Total Funding:	\$150,000
Funding timeframe:	2014–2016

The Ending Sexual and Gender Based Violence (ESGBV) Policy and 10-year National Action Plan outline the Kiribati Government's approach to ending violence against women. The ESGBV Taskforce has been established to bring service providers and stakeholders together to coordinate programs and activities. By working together, stakeholders are upscaling violence prevention and service delivery programs and activities to ensure that policy objectives and outcomes are achieved.

The Ministry of Health and Medical Services is part of the ESGBV Taskforce. With support from *Pacific Women*, the Ministry has established the Healthy Family Clinic to increase access to quality support services for survivors of sexual and gender-based violence and to integrate reproductive health services within one facility. This responds to outcomes of the ESGBV Policy and National Action Plan and also Kiribati's National Health Strategic Plan.

The clinic was completed in December 2016 and officially opened by the Australian Minister for International Development and the Pacific, Senator Concetta Fierravanti-Wells. It is staffed by a gynaecologist, a nurse, and a social welfare officer / counsellor.

Between January and June 2017, the clinic provided services to 127 survivors of violence. The clinic's nurse, Ms Tatiri Biira and counsellor, Ms Christina Reiher note:



The Hon Tauanei Marea (left), Kiribati's Minister for Health and Medical Services and Senator the Hon Concetta Fierravanti-Wells MP (right), Australia's Minister for International Development and the Pacific, opening the Healthy Family Clinic in July 2016. Photo: DFAT.

'The Healthy Family Clinic provides a private and effective environment to carry out the work needed to traumatised victims. Victims and accompanying families do not have to suffer curious glances from others and feel at ease within the closure of the facility... We have found that most of the cases of violence occur during the night and with approval from the Director of Public Health, Ms Eretii Timeon, our working hours have now been adjusted to include night shifts.'

The staff are continuing to use the experiences from the first period of operation to develop ways to improve the clinic's services.

'The victims, once they have undergone examination, treatment, and counselling, are gone and we never seem to hear from them again,' says Ms Reiher.

'We would like to see if there has been a good or negative outcome from the counselling we have provided to them.'

The Clinic is therefore looking at expanding services to include home monitoring visits. These visits could also be used to provide information on the impact of domestic violence on health, including reproductive health.

PROGRESS HIGHLIGHTS BY LOCATION

NAURU

An island of just 21 square kilometres, Nauru is the third smallest country in the world. It is home to around 10,000 people.

Nauru is a matrilineal society where women have a strong voice at the family and community-level, but patriarchal values are evident in policy and laws. Nauru's Constitution affords women formal equality before the law and the National Women's Policy 2014 guides the government's work on gender equality.

The number of women holding public sector senior management positions rose from 17 per cent in 2013 to 25 per cent in 2016.^{xxvii} There are two women in Nauru's 19-member national parliament (11 per cent).

The country has faced significant economic challenges since the decline in phosphate mining, Nauru's major export commodity. There are limited economic opportunities for both men and women. Most employment opportunities are now through the Nauru Regional Processing Centre and the public service. Labour force participation rates show a gender gap with 79 per cent men and 49 per cent women in formal employment.^{xxviii} Salaries tend to be equal between men and women.^{xxix}

An estimated 48 per cent of women have experienced physical and/or sexual abuse in their lifetime.^{xxx} *The Child Protection and Welfare Act 2016, the Domestic Violence and Family Protection Act 2017*, the establishment of a police domestic violence unit and the introduction of a safe house and 24-hour domestic violence hotline, have improved legal protection and services for survivors of violence in recent years.^{xxxi}

Positive legal environment for protecting women and children

Project name:	Support to Pacific Community Regional Rights Resource Team (RRRT) and UNICEF Pacific Child Protection Program
Outcome :	Ending violence against women and Enhancing agency
Project Partner:	The Pacific Community and UNICEF
Total Funding:	\$5,750,000 (RRRT) and \$7,000,000 (UNICEF) ¹³
Funding timeframe:	2015–2020 (RRRT) and 2014–2018 (UNICEF)



Ms Stella Duburiya, SPC RRRT Country Focal Officer facilitating community discussions on the draft Nauru Domestic Violence and Family Protection Bill. Photo: SPC/RRRT

Nauru's *Domestic Violence and Family Protection Act 2017* came into force on 1 June 2017. This follows quickly after the enactment of the *Child Protection and Welfare Act 2016*. Through these reforms, the Government of Nauru is establishing a protective legislative framework for women and children.

The drafting of the *Domestic Violence and Family Protection Act 2017* was supported by the Pacific

¹³ This activity is part of a larger program.

Community's Regional Rights Resource Team (RRRT). Nauru is the 11th Pacific country to enact family protection legislation. RRRT drew on its experiences in working with a number of those countries on the drafting process to provide assistance in Nauru.

In 2015, the Nauruan Minister for Home Affairs, the Hon Charmaine Scotty, requested that RRRT draft the Domestic Violence and Family Protection Bill. RRRT hosted a senior legal drafter from the Department of Justice and Nauru's Chief Financial Officer at its Suva office to work on the Bill. Extensive consultations were part of the process including with duty bearers and communities before the Bill was passed by Parliament in December 2016. A Family Protection and Coordination Committee will monitor progress under the legislation. Development of an implementation plan and training for service providers are underway.

This built on UNICEF's work with the Government of Nauru to pass the *Child Protection and Welfare Act 2016* a year earlier, also supported by *Pacific Women*. That Act was passed prior to Nauru submitting its first report to the United Nations Committee on the Rights of the Child in October 2016. Nauru is one of just four Pacific countries that have taken steps to enact national child protection laws in support of its ratification of the Convention on the Rights of the Child.

Continuing its support for implementation, UNICEF conducted a three-day orientation on the Act for 16 government personnel in April 2017. Staff from the Child Protection Division, Women's Affairs, Safe House, Youth Affairs, Police Domestic Violence Unit, Education and Health learned about the contents of the Act, case management and undertook a mapping exercise of existing services and referral mechanisms.

Political will and community support to address child protection and domestic violence is significant. Minister Scotty has commended the legislation as a *'milestone in ensuring that our laws not only protect and safeguard us, but also educates and trains us all as a nation to*

become better parents, partners, and most of all, to become better individuals.'

Enhancing social work and counselling qualifications of Nauruans


Project name:	Pacific Community Health and Wellbeing Education
Outcome:	Ending violence against women
Project Partner:	The University of New England
Total Funding:	\$553,000
Funding timeframe:	2015–2017



Community Health and Wellbeing Diploma graduates Mrs Anastasia Eobob (right), Mrs Lucinta Seymour (second from right) and Mrs Cynthia Dekarube (left) having a discussion with DFAT Program Manager, Ms Veronica Halstead (second from left) about enhancing local counselling and social work capacity in Nauru. Photo: DFAT

Local counselling and social work capacity in Nauru is being enhanced through the Pacific Community Health and Wellbeing Education project. Five women and one man undertaking a Diploma in Community Health and Wellbeing say the course is 'vital' and 'supportive' in the way they work with their clients.

With only 10,000 people, speaking out about violence can be extremely challenging due to the lack of anonymity. The diploma course has been



designed in response to these recurring issues of violence against women and gender inequality issues. The University of New England worked with local stakeholders to develop a Pacific-focused diploma program to build skills and strengthen services in counselling.

Mr Horasio Cook, Mrs Anastasia Eobob, Mrs Lucinta Seymour and Mrs Cynthia Dekarube are four government employees who completed the diploma. In their work, they deal with families, children and young people on issues including child protection and family health. They reflect on what they learned during the course:

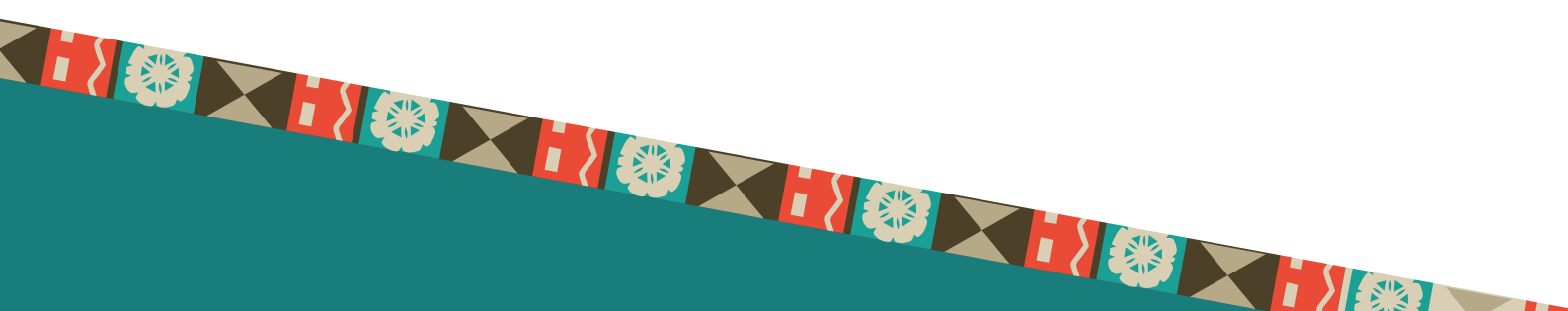
'We have learned great new things. For example, we see communicating with clients and work colleagues and families through a different lens. It opened up a completely new level or dimension of understanding and patience.'

A sample of the units of study include professional communication practice, children and young people at risk, managing clients with complex needs, health promotion in practice, Pacific recovery: issues around family violence and Pacific child and adolescent counselling.

'After taking the course, we approach things differently', the graduates say. 'More reasonable and more thoughtful towards other people and to other different race, cultural ways, we get to know why they react to such. But it has taught us to be mindful and understanding on their needs and issues.'

'Yes it has changed a lot of things in our lives, mostly our norms have shifted and we are making changes, which helps our day-to-day lives and especially at work. We also learned during the course on leadership and this course really helped us in our decision making at work and home.'

The course is delivered through a combination of intensive face-to-face on-island academic support and online classes. This means that students can stay in Nauru and continue to perform their jobs, while they complete the diploma.



PROGRESS HIGHLIGHTS BY LOCATION

NIUE

Niue has one of the smallest populations in the world, with around 1,600 people living on the island. For a number of years, the government has had a draft national policy on gender equality. However, there remains a lack of awareness on gender equality challenges and limited resources and technical capacity to address those challenges.^{xxxii} Less than one per cent of the national budget is allocated to the Department of Women.^{xxxiii}

A quarter of parliamentarians are women, giving Niue the highest percentage of women in a national parliament in the Pacific (excluding Australia and New Zealand).^{xxxiv} However, in the public service, women are under-represented in senior management positions.^{xxxv}

Strong gender stereotypes as to what constitutes women's and men's roles have created an inequitable participation in the labour force and food production. There is high participation of women in the non-agricultural sector (46 per cent).^{xxxvi}

While the prevalence of domestic violence has not been surveyed, data from the police and health services indicate that both physical and psychological abuse are present in Niue.^{xxxvii}

Anecdotal evidence suggests that the community response to violence tends to be managed within the village or extended family network. Progress towards addressing violence against women is underway with the drafting of the *Family Law Bill*.

Niue's progress towards family law legislation

Project name:	Support to the Pacific Community Regional Rights Resource Team
Outcome:	Ending violence against women
Project Partner:	The Pacific Community
Total Funding:	\$5,750,000 ¹⁴
Funding timeframe:	2015–2020

A second draft of the *Niue Family Bill 2016* has been submitted to the Government of Niue. The Pacific Community's Regional Rights Resource Team (RRRT) assisted the Government of Niue to develop the legislation through a participatory process.



Stakeholder consultation for drafting of the Family Law Bill. Photo: Albert Seluka, RRRT.

¹⁴ This activity is part of a larger program.

RRRT provides technical assistance and training to assist Pacific Island countries to increase their observance of international human rights. RRRT has previously worked closely with Niue's Director-General of Social Services, Ms Gaylene Tasmania, as she led discussions with stakeholders to develop a first draft of the *Family Law Bill*.

In August 2016, Government Ministers, Members of Parliament, and senior Government officials had the opportunity to review the first draft of the bill and explanatory notes, prepared with RRRT's assistance. These stakeholders provided input on which options from the draft to pursue, resulting in a second draft bill being prepared in October 2016.

Mr Albert Seluka is a Senior Human Rights Adviser with RRRT. He explains:

'This work is a culmination of efforts to revisit and review the family laws of Niue in a manner that progresses the implementation of recent developments in the area of family law generally, with due consideration of their linkages to the human rights obligations of Niue under the Convention of the Elimination of Discrimination of All Forms Against Women and the Convention on the Rights of the Child.'

Key outcomes from the consultations that were incorporated into the second draft of the bill include setting the minimum age for marriage at 18 years for both women and men, and the introduction of legal safeguards for de facto partners and their children. The second bill abolishes matrimonial offences and introduces 'irretrievable breakdown of marriage' as the single ground for divorce. The draft also contains enhanced provisions for the care and protection of children. It emphasises parental responsibilities

towards the care of children, promotes improved parental care through the introduction of parenting plans, and provides legislative responses to domestic violence and child abuse.

Niue's clerk trained to promote gender equality in the parliament

Project name:	Pacific Women's Parliamentary Partnerships project
Outcome:	Leadership and decision making
Project Partner:	International and Community Relations Office, Department of the House of Representatives
Total Funding:	\$2,850,037 ¹⁵
Funding timeframe:	2013–2018

Pacific clerks and senior parliamentary staff attended the Outrigger Facilitators' workshop in Canberra, Australia in November 2016. The Outrigger training program on navigating gender equality through Pacific parliaments, invokes the imagery of a boat that is well equipped to sail the seas of Oceania. Ms Ngatu Tukutama, the Executive Officer from the Niue Parliament, was aboard.

The Outrigger program promotes a message of respecting and upholding gender equality in Pacific parliaments. The workshop prepared parliamentary staff to deliver the training program in their own parliaments. It is part of the Pacific Women's Parliamentary Partnerships project that aims to improve understanding of the factors that constrain women's political participation. The project responds by building the capacity of women members of parliament in the Pacific, the institutions in which they work, and the staff who support them.

¹⁵ This activity is part of a larger program.



Participants at the Outriggers Facilitators Workshop in Canberra. Photo: PWPP

Ms Tukutama was one of 27 participants from 13 Pacific Island countries who attended the three-day workshop. This high turnout reflects the commitment of Pacific clerks to rolling out the program in their own parliaments.

Staff from the Australian Parliament, including the Parliamentary Education Office, trained Ms Tukutama and her colleagues. The workshop supported participants to strengthen their training and facilitation skills, such as presentation style, voice skills, and how to ask questions that will get answers. Each participant was then assigned a part of the Outrigger training to present to their peers using the Outrigger Facilitator's Guide. They were supported by coaching and feedback from Parliamentary Education Office staff.

Pacific clerks first trialled the Outrigger program at the Pacific Women's Parliamentary Partnerships project meeting in Wellington, New Zealand in October 2015. This second workshop trained the clerks and parliamentary staff to deliver the Outrigger program, and to train others to present it. It was held in response to requests from the clerks to develop specific facilitation skills, noting the sensitive and challenging nature of the discussions that the Outrigger program aims to provoke.

Pacific clerks and parliamentary staff are now well equipped to be advocates for gender equality in their workplaces and national parliaments, and to promote gender quality as a benefit for all.

PROGRESS HIGHLIGHTS BY LOCATION

PALAU

Over 20,000 people live in Palau. Palauan society follows matrilineal traditions, particularly in relation to funerals, marriages and inheritance of land and titles. Nonetheless, gender equality continues to be a major social, economic and political issue.

The Ministry for Community and Cultural Affairs is working to introduce gender mainstreaming across all of its policies and programs. The government has invited the Pacific Community to assist with drafting a gender mainstreaming policy and strategy.

There were no women in parliament before 2008. Since then, women have increasingly been involved in national-level politics. In the 2016 elections, 13 of the 64 candidates were women, including one woman as candidate for president. Women now represent 14 per cent of parliamentarians, with two women successful in being elected to the Senate and two to the House of Delegates.^{xxxviii}

There are fewer women than men in the formal and informal labour force in Palau. Pathways identified by Palauan women to assist with women's economic empowerment include access to capital for entrepreneurship, good education and equality of opportunity. At the legislative-level, they have identified a need to develop equitable workplace legislation addressing parental leave, workplace sexual harassment and equal pay for equal work.^{xxxix}

One quarter of women in Palau have experienced physical and/or sexual violence by a partner in their lifetime.^{xl} Nearly five per cent of ever-pregnant women experienced physical partner violence in at least one pregnancy and 37 per cent of these women were punched in the abdomen.^{xli} The *Family Protection Act* was passed in 2012 and

includes provisions for stakeholder coordination, establishment of referral networks and education to strive for violence free communities. A review of the implementation of the *Family Protection Act* is planned for late 2017 with support from *Pacific Women*. The review will identify unmet needs, service gaps and make recommendations to improve the effectiveness of implementation of the Act.

Ideas to lift the barriers to women's economic empowerment

Project name:	Stakeholder workshop on economic empowerment
Outcome:	Economic empowerment
Project Partner:	The Pacific Community
Total Funding:	\$150,000
Funding timeframe:	2017–2019



Participants at the women's economic empowerment scoping study workshop – Minister Baklai Temengil Chilton (centre), Dr Unaisi Nabobo-Baba (second from left), Jodean Remengesau (right), Olympia Morei, (left) and Julita Tellei (second from right). Photo: Maire Dwyer, The Pacific Community.

In April 2017, stakeholders gathered to validate and inform a *Pacific Women* scoping study undertaken by the Pacific Community's Gender Equality Adviser in the North Pacific, funded by

Pacific Women. The study analysed the barriers to women's economic empowerment in Palau.

Whilst Palauan women are active in the economy, own many businesses, and have high labour force participation by Pacific and world standards at almost 75 per cent ^{xlii}, they also face many challenges. Women are less likely to be employers than men and they account for only one third of all self-employed people in Palau.

Stakeholders agreed on three priority areas to support women's economic empowerment in Palau: support for women in business, increased availability of childcare services and mandatory paid parental leave in the private sector.

To support women in business, stakeholders discussed holding a Women in Business Summit to focus on the specific needs of women entrepreneurs.

To reduce women's unpaid workload and support women's economic opportunities, stakeholders championed regulated childcare and afterschool services. The *lukel a klechad* childcare model that emphasises Palauan community values, philosophy, language, history, and cultural heritage was discussed.

The issue of mandatory private sector paid parental leave was referred to the Palau Labor Advisory Group, which is looking at labour law reform. Ms Carolyn D Ngiraidis is a representative on the Group. She is also the Chief Financial

Officer for Dolphins Pacific Inc, on the Executive Board of the Pacific Island Private Sector Organisation, and a former member of the Palau Chamber of Commerce. She commented:

'Palau has some good labour laws, but [they] require improvement. The Palau Chamber of Commerce's position is uniform basic benefits across the board for all, such as minimum wage, pension plan, maternity policy, vacation / sick leave policy. However, there are many small 'mom and pop' stores who cannot afford much. We are fortunate to be working closely with International Labour Organization who has provided assistance in reviewing our current labour laws.'

Ms Ngiraidis also drew on her personal experiences to contribute to the study's understanding of women, family, and work dynamics in Palau.

'Palau is a small country. Our society is close-knit, so you see a lot of women wear different hats at different meetings. We share the same beliefs, concerns, and are vocal on issues relating to Palau's future for women and particularly our children, as we see it five, ten years from now. We just need to get our national leaders to think about tomorrow and not just today.'

PROGRESS HIGHLIGHTS BY LOCATION

PAPUA NEW GUINEA

Papua New Guinea has over 800 known languages spoken by its seven million people. It ranks 154 out of 188 countries on the Human Development Index 2015.^{XLIII}

The Government of Papua New Guinea promotes gender equality through its Gender Equality and Social Inclusion Policy, National Strategy to Prevent and Respond to Gender-Based Violence and National Policy for Women and Gender Equality.

Women are largely absent from political leadership and no women were elected in the 2017 National Elections to the 111-member Parliament.^{XLIV} At a local-level, some special measures have been introduced. The *Community Government Act 2016* in Bougainville provides for representation by one woman and one man in each ward in the region.

Although participation rates in the labour force are relatively even, men are almost twice as likely than women to hold a wage job in the formal sector and women are three times more likely than men to work in the informal sector.^{XLV} Women occupy 23 per cent of all senior management positions and 31 per cent of middle management positions in central government agencies.^{XLVI}

While no national study has been conducted on rates of violence against women in Papua New Guinea, smaller studies suggest that two thirds of women experience physical and/or sexual violence.^{XLVII} Recent responses include the passing of regulations in 2017 to support implementation of the *Family Protection Act* and the criminalisation of polygamy in 2014. Changes proposed to the *Marriage Bill* will give women equal rights to property and assets on divorce. The Sorcery National Action Plan was passed in 2015 and the National Policy on Child Protection was finalised in early 2017. The police have established 17 family and sexual violence units. Women's organisations, including faith-based organisations, continue to

be active in providing services for survivors of violence and advocating for change.

Reaching rural Bougainville through the network of women human rights defenders

Project name:	From Gender-Based Violence to Gender Justice and Healing
Outcome :	Ending violence against women
Project Partner:	Nazareth Centre for Rehabilitation and International Women's Development Agency
Total Funding:	\$1,693,366
Funding timeframe:	2015–2018



Acknowledging International Women's Day during the second annual Bougainville Women's Human Rights Defenders Forum. The Forum was held from 6-10 March 2017 in Tunuru on the theme 'Spaces, Journeys, Dreams and Hopes for the Future.' Photo: Elena Leddra, International Women's Development Agency

Seventeen years ago, with just PGK1,000 in their pockets, the Sisters of Nazareth created a special place – the Nazareth Centre for Rehabilitation – that today benefits individuals and communities throughout Bougainville. With support from Pacific Women, the Nazareth Centre for Rehabilitation (Nazareth Centre) has been able to expand its work with the International Women's Development Agency on initiatives to improve women's leadership and influence in their communities and support survivors of family and sexual violence.

The Nazareth Centre has trained a network of 498 women human rights defenders and 201 male advocates. These women and men work towards making their communities safer for women and children, drawing on their training on gender-based violence, human rights, women's rights, the role of women human rights defenders and peace and conflict resolution.

The women human rights defenders gather annually for a forum, to share their experiences and connect to a wider movement.

'Bougainville's Women's Human Rights Defender Network is growing every year', one participant explains.

'This forum allows space to support more women to join the movement.'

Many women human rights defenders have gone on to assume leadership roles in their communities, including 34 who were elected to community government in the April 2017 elections in Bougainville.

Women human rights defenders have contributed to changing violent attitudes and behaviours using Melanesian diplomacy to intervene in conflicts (including sorcery-related violence). They raise awareness on family and sexual violence, gender equality and human rights and provide basic counselling, referrals and response to survivors. They influence decision makers at community-level and take public action to address family and sexual violence issues.

Clients at the Nazareth Centre's four safe houses increased by 30 per cent between its first and second years of operation, reflecting both demand for services and increasing awareness that help is available. Its men's hub in Arawa offers counselling to young men and boys raised in abusive homes who are expressing negative sexual behaviours and using drugs and alcohol. There is high demand, with an average of 10 clients per day.

The Nazareth Centre's schools-based program helps teachers who feel uncomfortable teaching sexual and reproductive health. Modules that

encourage students to set personal ambitions that provide information on sexual and reproductive health and offer guidance on leadership and governance are delivered by male advocate peer educators. The peer educators report that the program has 'whole villages' talking about sexually transmitted infections and teenage pregnancy and that there is less youth homebrew and drug consumption. Both boys and girls are now helping with cooking, laundry, carrying water and chopping firewood. Before, girls looked down on themselves and thought boys were better. Now, both are in leadership roles at school, including as prefects and class captains.

Independent, educated voters in Bougainville

Project name:	Voter Education Project
Outcome:	Leadership and decision making
Project Partner:	Bougainville Women's Federation and International Women's Development Agency
Total Funding:	\$451,888
Funding timeframe:	2016–2017

The Bougainville Women's Federation and International Women's Development Agency are implementing the Voter Education Project to provide education on voting rights and responsibilities. It is having an impact on the way women exercise their right to vote, and on women's leadership more generally.

The project focuses on engaging those aged between 35 and 45, sometimes called the 'lost generation', whose education was limited because of the Bougainville crisis. It also specifically targets women to address the more generalised patterns of women's disenfranchisement from democratic processes in Bougainville. The project supports women to vote independently of wantok and family connections, and not to vote as proxy for their male partners or family heads.

The project has already far exceeded its original target of reaching 6,400 people in 320 communities. By the end of June 2017, the project's community educators delivered five-day Building Resources in Democracy, Governance and Elections (BRIDGE) training, including holding mock elections, to 43,760 people across 506 communities. This represents about 15 per cent of Bougainville's population.

Under the project model, Bougainville Women's Federation provides training and mentoring support to community facilitators who plan and conduct community awareness workshops in communities. Half of the community facilitators are women. The recruitment of women trainers provides role models of leadership in the communities where training takes place. This sets the backdrop for discussions on the value of women as leaders, decision makers, and parliamentarians.

Representatives from the Office of Bougainville Electoral Commission provide training to the community facilitators with the Bougainville Women's Federation. They provide additional information on electoral processes and basic electoral laws. They also encourage people to register on the electoral roll.

Linda is a 23-year-old woman from Hagogohe Constituency. In the lead up to the 2017 national elections, voter education workshops were held in her village. She received training that increased her knowledge and understanding of her voting rights. The project also fostered community ownership of fair voting practices. Linda reports that the training enabled her to listen to candidates' campaigns and to make her decision on the three candidates she preferred in the national election. She says her choice of leaders was based on their campaigns and she felt that, if successful, the candidates would make a change in Bougainville. She voted confidently and independently using the limited preferential vote system. Linda is happy to be using her right to vote freely.

Pasin Bilong Lukautim Pikinini Gut or Parenting for child development

Project name:	Partnership for Positive Parenting
Outcome:	Ending violence against women
Project Partner:	UNICEF, Menzies School of Health, Catholic Archdioceses of Western Highlands, Madang and Chimbu
Total Funding:	\$1,787,760
Funding timeframe:	2015–2017

The findings of research are clear that reducing children's exposure to family violence has significant benefits for children's development and has the potential to break the cycle of family violence. A pilot project in Western Highlands and Madang in Papua New Guinea has supported mothers and fathers to learn positive parenting techniques. Following training, parents reported that they know more about child development and have significantly reduced harsh parenting.

UNICEF, the Menzies School of Health Research and Catholic Archdioceses of Western Highlands, Madang and Chimbu worked together to develop a positive parenting program specifically for the Papua New Guinea context.

The project began with research to understand the parenting practices and strategies in use. The project partners then worked together to consult, plan and review key messages. These messages were tested for their cultural and social relevance for Papua New Guinea. They were then crafted into a series of workshops and materials to change parents' behaviour that were translated into *Tok Pisin* and *Tok Ples*. Catholic Archdiocese staff serving as child protection officers, family life educators, catechists and community child protection volunteers, were trained to facilitate the workshops to help parents learn more positive ways of parenting children.

A baseline study of 207 parents in the target communities revealed high levels of harsh parenting practices. Verbal abuse, corporal punishment and psychological control of girls and boys were widespread. During March and April 2017, six-day workshops were delivered to 223 fathers and mothers in 10 communities. Approximately 60 per cent of participants were mothers. Researchers found that, following the workshops, there had been statistically significant reductions in reported harsh parenting. The changes were apparent for both men and women. The greatest changes were in verbal abuse and corporal punishment.

As one father reported,

'The most important lesson was how to manage my emotions. Sometimes I get angry with my children. I sometimes yell at them but now I can control myself. I tell my wife I have to leave the room, I go for a walk ... and then I cool down.'

The qualitative research revealed a limited understanding of the importance of the actions

of parents and caregivers in early childhood to the development of the child and later outcomes. Parents indicated that the workshops helped them to learn the significance of good parenting in the early years, the role of play in children's development, positive discipline strategies and parents needing to control emotions in order to avoid hitting or verbally abusing their children. Both fathers and mothers reported that they were confident in their ability to change their practices.

The research also found some significant correlations. Family violence between adults, poor family cohesion and low confidence in ability to care for their children were associated with higher levels of harsh parenting practices. After participating in the workshops, there were significant reductions in all forms of harsh parenting. Further, parents were less likely to report that they experienced violence by a spouse and reported increased confidence in their ability to care for their children along with significant increases in family wellbeing overall.



Participants at a Positive Parenting training in Alexishafen, Madang Province, PNG. Photo: Professor Gary Robinson, Menzie's School of Health Research, Charles Darwin University.

PROGRESS HIGHLIGHTS BY LOCATION

REPUBLIC OF THE MARSHALL ISLANDS

The Republic of the Marshall Islands (RMI) is home to around 53,000 people. It is a matrilineal society where rights to land parcels are held collectively by a member of the mother's clan, although men are usually delegated to exercise and control these rights.^{XLVIII}

The Government of RMI is taking steps to promote and advance gender equality through its National Gender Policy. The purpose of the gender policy is to 'guide the process of developing laws, policies, procedures and practices that will address the needs, priorities and aspirations of all women and men and effectively eliminate all forms of discrimination and inequality'.

On 27 January 2016, Ms Hilda Heine was elected President of RMI, making history as the first woman elected as President of any independent Pacific Island country. Currently there are three women (9 per cent) in the 33-seat legislature, called the Nitijela.^{XLIX}

Women's economic participation is low. While progress has been made in women's participation in formal employment, it is estimated that only one third of women are employed in the formal sector.^L

In research undertaken in RMI in 2014, 48 per cent of ever-partnered women reported having experienced physical violence in their lifetime and 21 per cent reported experiencing at least one act of sexual violence in their lifetime.^{LI} The *Domestic Violence Prevention and Protection Act*, making domestic violence an offence, was enacted in 2011 through the joint efforts of government and non-government organisational advocacy.

Responding equitably in times of disaster

Project name:	Progressing Gender Equality in the Pacific
Outcome:	Enhancing agency
Project Partner:	The Pacific Community (SPC) and the Republic of the Marshall Islands Community Development Division
Total Funding:	\$3,941,712 ¹⁶
Funding timeframe:	2013–2018

The Pacific may have the reputation for having a tropical climate, but RMI has a long history of low rain falls. During 2015–2016 the drought situation was so severe that the Governments of RMI and the United States of America declared it a disaster. Gender experts helped to ensure that the assessment and responses to the disaster took into account the needs and experiences of both men and women.

By May 2016, 21,000 people were affected by the severe drought, nearly 40 per cent of the country's population. The Government of RMI led a post-disaster needs assessment to assist with developing appropriate responses to the estimated US\$4.9 million economic loss.

SPC's Gender Statistics Adviser, Ms Kim Robertson, participated in the assessment. Ms Robertson worked with Ms Marlynn Lakabung, Ms Genna Hansen, Ms Cheryl English and Ms Rose Minor from the Marshall Islands Community Development Division in the Ministry of Internal Affairs. Together, they ensured that the data collected in the assessment included qualitative and quantitative gender statistics so that the responses to the disaster considered the needs of women and men.

It was the first time such an assessment had been carried out in the North Pacific and the first assessment of an atoll country worldwide. The whole country was surveyed in just two and a half weeks.

¹⁶ This activity is part of a larger program.



El Niño water stations at Jenrok, RMI. Photo: The Pacific Community.

‘The amount of work I saw being done by public servants was unprecedented’, says Ms Robertson. ‘I was very impressed with the Community Development Division talent pool.’

The final assessment was published in February 2017 and included deliberate consideration of gender and social inclusion issues.

‘While women and other social groups have been disproportionately affected by the drought of 2016, women’s contribution to the household economy is substantial. Women play a critical role in recovery and resilience; post-disaster recovery resources must strive to safeguard, restore and promote the economic engagement and participation of disadvantaged groups. Women’s economic recovery must be protected and accorded the same status and importance as that of men ... Recovery efforts must redress gender inequalities or, at the very least, not perpetuate unequal access to power and resources.’

As a result of the data collection and gender analysis by SPC and the Community Development team, the assessment findings were underpinned by strong, sex-disaggregated data. The data also forms a solid baseline of gender statistics for RMI, which can be used in future programming and planning related to climate change and disaster risk management.

Sharing knowledge and experience to end violence against women

Project name:	Iden Mwekun Program
Outcome:	Ending violence against women
Project Partner:	Women United Together Marshall Islands
Total Funding:	\$414,647 ¹⁷
Funding timeframe:	2016–2018

Study tours are an effective way for people from countries with similar contexts to expand their knowledge on development issues. The staff from Women United Together in Marshall Islands (WUTMI) travelled to Hawaii to share experiences and ideas with Hawaiian counterparts on approaches to ending violence against women.

¹⁷ This activity is part of a larger program.



Daniya Note from WUTMI with Case Worker Sarah Riordan from the Domestic Violence Action Centre. Photo: WUTMI

The study tour focused on services, programs and tools used in Hawaii. It was an opportunity for WUTMI staff to hear how service providers in Hawaii operate and to consider if those approaches could be adapted to their work in RMI.

Tanya Terry is a caseworker at WUTMI and participated in the study tour. She says there were many approaches used in Hawaii that she could see benefitting clients in RMI.

'The safety planning policy, I really like that. It must be done with every survivor each and every time you speak with her. They have guidelines they have to follow. We are not doing the safety policy yet, but it is part of the thing we are thinking of doing. I think it will be important for our clients here.'

Highlights of the study tour were a half day training on safety planning provided by the Domestic Violence Action Centre, a court visit with the Domestic Violence Action Centre court support worker and a site visit to the Ohia Domestic Violence Shelter operated by Parents and Children Together Hawaii. There were also opportunities

to exchange with representatives from the Oahu Family Peace Center, the Legal Aid Society of Hawaii and the Keiki O Ka 'Āina Family Learning Centers' Healthy Marriages Program. Both Marshallese and Hawaiian participants appreciated the chance to build relationships with each other.

The group also had the opportunity to conduct community education workshops with the Marshallese community living in Hawaii. WUTMI staff agree there is value in continuing their partnership with the Hawaiian services for survivors of violence, including helping the expatriate Marshall Islanders know where they can go for help in Honolulu.

Back home, changes have already started to take place at WUTMI as a result of the study tour. Staff now greet clients to the service in a comfortable and welcoming client room. The after-hours emergency packages now include a welcome note with a quote about being a survivor. These actions are signs of bigger changes still to come.

PROGRESS HIGHLIGHTS BY LOCATION

SAMOA

Samoa's population is approaching 200,000 and it ranks 104 out of 188 countries on the Human Development Index 2015.^{LII} Government efforts towards women's empowerment are outlined in the Samoa National Policy for Gender Equality (2016–2020).

The *Constitution Amendment Act 2013* introduced a 10 per cent quota of women representatives into the national Legislative Assembly. If not enough women are elected to comprise 10 per cent of seats, then new seats are created for the highest polling women candidates until the quota is met. All candidates who stand for political leadership must still have a chiefly title of Matai. In 2015, only seven per cent of Matais were women.^{LIII} In the 2016 elections, four women candidates were elected and a fifth seat was activated under the quota provisions, so there are now five women in a 50-member parliament.

Around 97 per cent of households engage in agricultural activities.^{LIV} Women account for approximately seven per cent of this agricultural activity. There is greater parity in formal employment opportunities, as 43 per cent of the formally employed population are women. In 2013, Samoa passed the *Labour and Employment Relations Act* that provides for non-discrimination against applicants who are pregnant, mandatory paid maternity leave and equal pay without discrimination based on gender.

The Samoa Family Health and Safety Study in 2006 found that 46 per cent of all women who have been in a relationship have experienced one or more forms of violence.^{LV} The *Domestic Violence Act 2013* establishes the legal framework for responding to domestic violence. A Family Violence Court and a Drugs and Alcohol Court have been established to oversee cases regarding all forms of violence in Samoan families related to drugs and alcohol.^{LVI}

In Samoa, the *Pacific Women*-funded Samoan Women Shaping Development program (SWSPD) is implemented by the Samoan Ministry of Women, Community and Social Development with civil society, government and private sector partners.

Addressing drug and alcohol use as key contributors to violence against women

Project name:	Support to Drug and Alcohol Court Services
Outcome:	Ending violence against women
Project Partner:	Ministry of Justice and Courts Administration
Total Funding:	\$40,000
Funding timeframe:	2016–2018

Recognising that alcohol and drug use contributes to violence, the SWSDP is funding a case management officer at the pilot Alcohol and Drugs Court. By partnering on this new court initiative with the Ministry of Justice, Courts and Administration, *Pacific Women* is helping to reduce incidences of substance abuse and violence against women.

'Since taking up this role, everyone who's been in this program has not reoffended', says Mr Luamanuvae Toma Petelo, Case Management Officer.

'The support and the contribution from the SWSDP has made this program possible. The significance of this contribution has given our program's participants a second chance in life.'

Mr Petelo supports substance abusers and perpetrators of gender-based violence to change attitudes and behaviours in relation to their drug and alcohol consumption and use of violence. The

aim is for women and children to feel safer and to be treated more fairly and equitably within their families, communities and in public places.

'I did not realise my drug addiction was really bad until this program,' explains one participant. *'Before, I relied heavily on drugs ... This program has made me realise that my substance abuse was hurting my family, especially my partner.'*

Mr Petelo runs multi-week programs addressing issues including alcohol and drug use, anger management and violence prevention, all delivered in local language.

'This program has really made me realise what I was doing wrong and how my actions were affecting those around me,' says another participant. *'This program has taught me that I am capable of becoming a better person and that I can always make a positive change. I am a father and I need to set a good example for my son. I know that my behaviour will affect those around me, so if I choose well, maybe those who are going through the same problem may follow.'*

Mr Petelo confirms that there has been a significant change of attitude towards alcohol, drugs, abuse and violence for the participants.

'Most participants came to this program more worried about the law, but did not really think about the consequences on their health and spirituality such as the low self-esteem and the self-blaming. This program has helped them understand the impact of their actions not only on themselves [but also] on others.'

Small grants to achieve big results

Project name:	Supporting Samoa's Children Initiative: Children who are Vending
Outcome :	Enhancing agency
Project Partner:	Ministry of Women, Community and Social Development
Total Funding:	\$175,000
Funding timeframe:	2016–2017



Small business owner and start-up grant recipient, Mrs Salome Suliveta. Photo: Samoa Ministry of Women, Community and Social Development.

Noticing a high number of children street vendors, the SWSDP investigated. They discovered the underlying causes leading to children vending were poverty, unemployment of parents, and a lack of income to support large families. SWSDP responded with a project that is helping six families to increase incomes and return children vendors to school.

Ms Salome Suliveta is the mother of 14 children. Through her engagement with the SWSDP project, she received basic entrepreneurial and business management training and was supported to develop a business plan. Then, with a start-up grant, she opened an elei fabric printing business. This has grown and she is now also running a small canteen from her home.

'I have always been a hard worker and an independent woman,' says Ms Suliveta.

'My only issue was that I did not have the means to show this, as I am a stay at home mum with no qualifications or employment experience. It was a constant struggle to make ends meet due to the lack of finance.'

The terms of the grant were agreed between Ms Sulivata and SWSDP in a memorandum of understanding. Tools and resources that Ms Suliveta had identified in her business plan as necessary to start her enterprise were funded through the first disbursement. The final disbursement is subject to Ms Suliveta fulfilling the requirements in the memorandum of understanding.

'The most important lesson I've learnt from this program,' says Ms Suliveta,

'is the importance of saving, having a savings account, and budgeting well. This program has really emphasised on these financial aspects, and as well as the importance of separating the business from my personal and everyday needs and family obligations.'

As a result of support provided to these six families, 22 children have now returned to school. This includes some who had dropped out as young as eight to help earn income for their families.

'This program has encouraged and pushed me to do better for myself as a woman and mother. It has given me a sense of pride and satisfaction because my hard work has paid off and I am able to provide for my children and family. I am grateful to this program because it has given me the chance to do something more than just selling basic goods, which is what my children and I have done in the past.'

PROGRESS HIGHLIGHTS BY LOCATION

SOLOMON ISLANDS

The 600,000 people of Solomon Islands live on an archipelago of over 900 islands. It ranks 156 out of 188 countries on the Human Development Index 2015.^{LVII}

The Solomon Islands Government has shown commitment to promoting gender equality through legal frameworks and policies, including through the *Family Protection Act 2014* and Revised National Policy on Gender Equality and Women's Development 2016–2020. However, gaps in the legal frameworks and insufficient capacity and resources to implement actions in the policies are slowing progress.

Since becoming a sovereign state in 1978, only three women have been elected to the national parliament^{LVIII}, with similarly low representation at sub-national level, in senior positions in government and across the private sector. Research looking at how to improve women's influence found that factors contributing to women's successful leadership include scholarships, professional mentoring, civic engagement and involvement with the church and local peace-building efforts.^{LIX}

The Economic Intelligence Unit ranks Solomon Islands 124 out of 128 countries in terms of women's economic opportunity.^{LX} Domestic responsibilities, vulnerability of working in the informal sector and discrimination in workplaces are challenges for women, alongside limited access to resources and poor health and education outcomes.^{LXI} Women make up over half (56 per cent) of all unpaid workers and only one third (33 per cent) of paid workers.^{LXII}

There are extremely high levels of family violence in Solomon Islands. Approximately two thirds of women experience intimate partner violence and one third of women are sexually abused before

the age of 15.^{LXIII} Responses from and coordination between, local and international non-government organisations, churches, women's groups and government agencies are leading to behaviour change, as well as improved services, for survivors of family and sexual violence.

Empowering Women is Smart Business

Project name:	Empowering Women is Smart Business
Outcome :	Economic empowerment
Project Partner:	International Finance Corporation
Total Funding:	\$2,445,000 ¹⁸
Funding timeframe:	2016–2019

A new network dedicated to professional women in Solomon Islands has the objective of supporting women in their careers.

Women are more likely to be excluded from existing social networks that can help them advance their career. Dedicated women's networks are an important opportunity for women to plan for business growth, by accessing resources available through an organised network.

The Solomon Islands Professional Women's Network (SIPNET) is a network for professional women in business in Solomon Islands. SIPNET was formed to support professional women leaders to speak out and coach younger emerging women leaders in business. It is also a space for women to learn new skills, gain valuable insights and receive feedback on business innovation, processes, ideas and more.

SIPNET is a joint initiative of the Solomon Islands Chamber of Commerce and Industry and the International Finance Corporation's Pacific Women-funded Empowering Women is Smart Business program. The Australian Minister for Foreign Affairs, the Hon Julie Bishop MP, launched SIPNET in December 2016. By the end of July 2017, it had

¹⁸ This activity is part of a larger program.



SIPNET was launched by Australia's Foreign Minister, the Hon Julie Bishop MP in December 2016. Photo: DFAT

already attracted 54 members. At the launch, Minister Bishop said:

'one of our main priorities in the aid program is gender equality and gender empowerment ... this network is precisely the kind of initiative that we look to support in our aid program.'

The Australian Minister for International Development and the Pacific, the Hon Concetta Fierravanti-Wells was also at the launch and said:

'the evidence is clear—investing in women is not just the right thing to do; it makes smart business sense as well.'

Initially SIPNET targeted women who are employed in the private sector or in state owned enterprises. However, more women from civil society organisations and the public sector have also taken great interest in the network. Senior women often bring junior women colleagues along to the monthly organised events, giving younger professionals the opportunity to learn and be mentored in leadership and confidence building.

Members meet monthly to hear speakers of interest, develop leadership skills and build supportive personal and professional relationships. As a result, SIPNET has bridged a gap that has long been apparent in the largely male dominated society of Solomon Islands, ensuring women have a safe place to network and grow professionally.

Ms Uta Temahua, Manager of Strategy and Business Planning at Our Telekom, values being part of the network.

'For me it would be having the venue to congregate and focus on getting down to business without preconceived judgements about my dress, speech, tone of voice, or family life from those around me. An opportunity to connect at a positive level and find mentors who provide alternatives by listening to their experiences.'

Changing attitudes and mindsets in Lilisiana Village

Project name:	Let's make our Families Safe
Outcome:	Ending violence against women
Project Partner:	Oxfam Australia, National Council of Women, Vois Blong Mere Solomon, International Women's Development Agency, Pacific Leadership Program and IOD PARC
Total Funding:	\$5,642,461
Funding timeframe:	2014–2018

The 'Let's make our Families Safe' (Safe Families) project is implemented by Oxfam in partnership with the International Women's Development Agency, the Pacific Leadership Program, as well as local non-government organisations. It mobilises communities and builds coalitions for action to change the social norms, values, attitudes, and beliefs that drive family and sexual violence.



Dr Sharman Stone, Australia's Ambassador for Women and Girls visited Lilisiana Village, Malaita Province, where women shared their happiness at having a safer community due to the Safe Families project. Photo: DFAT

Ms Salome Gelisae is the Safe Families Community Engagement Facilitator for Lilisiana and Siwai villages in Malaita province. She says that as a result of the project, *'attitudes and mindsets are changing in Lilisiana community'*.

Through Safe Families, the Lilisiana community has appointed policing assistants to implement village by-laws developed by the community. Safe Families partnered with the Auki Police Department to deliver training to the policing assistance to help them carry out their roles effectively, as well as to community members. The 30 participants learned about the different types of violence against women and girls, how to prevent it in their community, and the *Family Protection Act 2014*.

Safe Families is also working directly with families in the village. Ms Gelisae describes the change:

'One participant had previously struggled to manage her children's behaviour and often resorted to using violence as a form of punishment.'

Through the Safe Families training conducted by Ms Gelisae, the participant learned that hitting her children was a form of violence and child abuse.

'The training helped her to develop a loving relationship with her children and thanked Safe Families for bringing the change into her life and that of her family.'

Safe Families is currently working in 39 communities to support change like that occurring in Lilisiana.

PROGRESS HIGHLIGHTS BY LOCATION

TONGA

Tonga is the Pacific's only constitutional monarchy. It has a population of around 107,000 people and ranks 101 out of 188 countries on the Human Development Index 2015.^{LXIV}

Tonga is one of six countries globally that has not ratified the Convention on the Elimination of All Forms of Discrimination Against Women.^{LXV} However, through its national Gender and Development Policy, adopted in 2001 and reviewed in 2014, Tonga has pursued national planning measures in support of women's empowerment.

Tonga's Legislative Assembly consists of 17 members elected by the people of Tonga, nine members elected by the Nobles of Tonga and up to four members appointed by the King. While no women were elected in the 2010 elections, one of the King's two appointments was a woman. No women candidates were successful in the 2014 elections, but with the election of a woman at a by-election in 2016, women's representation in the Tongan parliament stands at four per cent.

Inheritance passes through male heirs and women are excluded from land holding unless there is no man in the lineage. Even then, women only have occupancy rights.^{LXVI} The labour force participation rate in both the formal and informal economy for women is 42 per cent, compared to 63 per cent for men.^{LXVII}

Research indicates that 40 per cent of ever-partnered women have experienced physical and/or sexual violence in their lifetime, with half of them reporting that their children had witnessed the violence at least once.^{LXVIII} In response, implementation of *Tonga's Family Protection Act 2014* is underway.

Men standing up to end violence against women

Project name:	Program Against Violence Against Women
Outcome:	Ending violence against women
Project Partner:	Women and Children Crisis Centre, Tonga
Total Funding:	\$900,000 ¹⁹
Funding timeframe:	2016–2019



Participants at the Male Advocacy Training in Nuku'alofa, Tonga. Photo: Women and Children Crisis Centre, Tonga.

The Women and Children Crisis Centre in Tonga is implementing a second phase of a Pacific-centred male advocacy training program. As a result of the training, more men are standing up to end violence against women and girls—even when it makes them feel uncomfortable.

Mr Melkie Anton is one of a group of men from across the Pacific who worked closely with the Fiji Women's Crisis Centre and the *Pacific Women's Network Against Violence Against Women* to design this training. Over five years, the group developed the Pacific owned and led initiative. Now a lead trainer, Mr Anton explains that,

¹⁹ This activity is part of a larger program.

'being a male advocate on ending all forms of violence against women and girls, gender equality and women's human rights is not an easy role. In fact, you have to be prepared to feel uncomfortable, because we will be taking a deep look at our male privileges, our power and how we use that to control women.'

The training involves deep discussions about issues including culture and religion, challenging participants to re-look at attitudes and behaviours that consider women to have lower status than men. It also includes practical sessions on how to respond to the justifications given against the achievement of gender equality, women's human rights and the fight to end all forms of violence against women and girls.

The sessions get participants thinking, with one man querying,

'Why do we test women's virginity ('api') before marriage and we don't care about the man's sexual history? He could have several sexual relationships and children before marriage but no one cares about that. All we care about is testing the woman's virginity, to the point that where a man knows that his wife was not a virgin when they married, he will use that against her until she dies and is buried. He will remind her of that every time they have a dispute. Our expectations and testing of a woman's virginity and not having any expectations on the man is unfair on the woman—is this aspect of culture still required?'

With support from *Pacific Women*, the second cohort of Pacific Island men commenced the three stage Male Advocacy training in Nuku'alofa in May 2017. The 35 men will be supported by male advocates, including six Tongans, who were part of the inaugural training.

Promoting bodily integrity and rights for girls

Project name:	My Body, My Rights
Project Partner:	Talitha Incorporation (Talitha)
Total Funding:	US\$90,000
Funding timeframe:	2016–2018

Since 2009, the Talitha Project has been empowering young women and girls between the ages of 10-25 to make sound decisions that will lead to a life free from violence. A grant from *Pacific Women* to continue a new phase of the project is enabling Talitha to continue rolling out its work in Tonga.

Through a range of activities, the Talitha Project educates young women and girls on their fundamental human rights and reinforces the importance of protecting these rights. One activity is the My Body! My Rights! program, which worked with 36 young girls and representatives from key partner organisations between March 2016 and February 2017.

'They teach us how to protect our body and our rights and know when they saw a violence and then STOP because everyone has a right,' explains Ms Tolofi Folaumoetu'i, who is 10 years old.

The project also provides several platforms for girls to speak out, share, and debate issues affecting them. The project places a special emphasis on the topic of ending violence against women at regular focus group discussions after school.

A radio talk-back show on Friday afternoons at a popular radio station is hosted by young women who have been trained under the project. The radio show gives young women a public voice to share their views and experiences on violence,



Participants in the My Body, My Rights project. Photo: Talitha Incorporation.

along with issues such as human rights and the Convention of the Elimination of All Forms of Discrimination Against Women.

Through its mentoring program, Talitha has partnered 30 girls with six mentors. This creative program includes confidence building through choreography, team building, artistic development and expression through poetry, photography and choreography, basic journalism skills, and self-defence.

In one exercise, girls and their mentors talked about different areas in the community where

violence occurs. They recognised home, school, church, and public spaces as places where violence against women and girls takes place. The mentoring program has created a safe space for young girls and their adult mentors to share their secrets and their stories.

The Talitha project continues to work to support positive changes to social norms through interventions with adolescent girls and young women, through these primary prevention approaches.

PROGRESS HIGHLIGHTS BY LOCATION

TUVALU

Tuvalu's three reef islands and six atolls cover a land area of 26 square kilometres. It has a population of just over 10,000 people.

Tuvaluan laws related to inheritance of land, adoption of children, marriage, custody of children and national and local level governance arrangements do not offer equitable rights to women and men.^{LXX} The National Gender Policy and the National Strategic Plan outline the government's approach to addressing gender inequalities. Its implementation is supported though a dedicated Gender Affairs Department that comes under the Office of the Prime Minister.

One of Tuvalu's 15 seats in national parliament is held by a woman (6 per cent). There are similar levels of women's representation in the local government *Kaupule* with 3 of 48 women members (6 per cent). Two of these women hold the highest position of president of their *Kaupules*. Her Excellency Limasene Teatu was appointed as Tuvalu's first woman ambassador, taking up her post in Taiwan in 2017.

The cultural norm is for women to undertake domestic responsibilities only.^{LXX} An estimated 52 per cent of women are involved in the labour force in either the formal or informal sectors. There is a 17 per cent gap in the labour participation rates between women and men.^{LXXI} The Development Bank of Tuvalu has recognised that women in Tuvalu are disadvantaged in starting businesses because bank loans depend on the husband's salary as loan security and because women in Tuvalu do not own land that can be used as collateral.

It is estimated that around 40 per cent of Tuvaluan women will experience physical and/or sexual violence in their lifetime.^{LXXII} The criminalisation of domestic violence in the *Family Protection and Domestic Violence Act 2014* has been designed to encourage women to report cases and to facilitate access to justice for women.

Tuvalu's disability study from the perspective of a field worker

Project name:	National Disability Study
Outcome:	Enhancing agency
Project Partner:	Fusi Alofa Association
Total Funding:	\$103,680
Funding timeframe:	2016–2017



Mr Taupaka Uatea, Acting Office Manager of Fusi Alofa Association Tuvalu. Photo: Natalie Makhoul.

The first comprehensive disability study for Tuvalu was conducted in February 2017 by field workers and research assistants including persons living with disabilities. One fieldworker was Mr Taupaka Uatea, the acting Office Manager of Fusi Alofa Association Tuvalu (a non-government organisation for people with disabilities). Mr Uatea not only gained skills in field research and data collection, but he also saw opportunities for Fusi Alofa to work more with disability and gender.

The survey collected information about the experiences of persons with disabilities and their carers. It examined physical, communication, attitudinal and institutional barriers they face in their everyday lives.

'My own disability was a barrier in the sense that I needed another fieldworker to support me moving around', reflects Mr Uatea.

'My disability was not a barrier in doing the actual work! I could ask questions and communicate with persons with disabilities (PWDs) like any other fieldworker without a disability. I guess that my personal disability helped me a lot to win the trust of other PWDs ... I talked to the other fieldworkers who did not have a disability and they had a harder time in breaking the ice with PWDs during the fieldwork.'

Previously, there were just 72 people registered on Fusi Alofa's database. The study, conducted in Funafuti and several outer islands, counted 466. The survey also collected specific data on the situation of women and girls living with disabilities.

'I know that women and children with disabilities are more disadvantaged, but it was good to get actual numbers and gender analysis from the study. The abuse cases against women with disabilities were shocking to me. There are no activities in the past that I know of which targeted women with disabilities. I think the study will guide Fusi Alofa to do more for women with disabilities. Gender and disability should be a focus in the future and we could do more activities. In our advocacy, we always talk about gender because this is an article in the Convention on the Rights of Persons with Disabilities.'

For Mr Uatea and the Fusi Alofa Association, this study is of the highest importance.

'Now, we have a better understanding of numbers of PWDs in Tuvalu. We also know more about persons living with multiple forms of disabilities. This helps Fusi Alofa to,

for example, develop toolkits or information pamphlets ... The study provided us with more evidence which will help us to access more aid support.'

Enabling pregnant teenagers to complete their schooling

Project name:	Gender and Social Inclusion Adviser
Outcome:	Enhancing agency
Project Partner:	Consultant and Gender Affairs Department, Office of the Prime Minister
Total Funding:	\$284,597 ²⁰
Funding timeframe:	2016–2018



Representatives from the Gender Affairs Department were invited to present at an Education Department Planning workshop, on gender cross-cutting issues and social inclusion. Photo: Tuvalu Ministry of Education, Youth and Sports.

The policy at Tuvalu's only public high school is that pregnant girls are to be expelled. Efforts are underway to find culturally sensitive ways to work with schools, communities and pregnant girls to ensure these girls do not miss out on the opportunity for an education.

In a small island state like Tuvalu, there are limited learning opportunities. The school's policy to expel

²⁰ This activity is part of a larger program.

pregnant students means that these girls have almost no chance of finishing high school.

The high school's strict policy is grounded in a cultural view of looking at pregnant students as mischievous girls who can influence other girls. To challenge this perception, the Gender and Social Inclusion Adviser to the Government of Tuvalu, Ms Natalie Makhoul, and her colleagues from the Tuvalu Gender Affairs Department, Ms Pasai Falasa and Ms Lupe Tavita, supported the Education Department to develop an information package on teenage pregnancies and the link to gender equality. The information package was delivered as part of a public awareness campaign by education officers on eight islands.

Ms Makhoul also assisted with the development of human rights guidelines to be adopted as school rules. The Education Department is now leading this project and is also working on drafting a child protection policy and bill.

The common Tuvaluan response to pregnant schoolgirls is to question how the community can accept pregnant girls going back to school if this is not acceptable under culture and tradition. Ms Makhoul responds to these concerns as follows:

'Culture and traditions are good and needed for a society to define moral values. However, there are some cases where cultural norms can have negative impacts on individuals. In this case, cultural norms would terminate a

person's education. If the girl cannot continue school, then she won't have any chances to get a degree and continue tertiary education. This girl will be disadvantaged and has less access to jobs to support herself and her child. It will affect her whole life and the life of her child. Cultural norms should not disadvantage people, in particular not if this girl is still a child herself. In this case, the well-being of an individual should count more than cultural norms. Cultural norms are not set in stone and can change with the time.'

The Education Department is optimistic it will be able to provide pregnant students with alternative options to continue their education in the near future. It will be a step closer to breaking the stigma experienced by pregnant girls in Tuvalu.

The Gender and Social Inclusion Adviser sits within the Gender Affairs Division of the Office of the Prime Minister in Tuvalu and provides capacity building and technical assistance to support efforts to advance gender equality and social inclusion in Tuvalu. Ms Makhoul works to foster partnerships with civil society organisations to work collaboratively, provided technical advice on gender mainstreaming and supports inclusive policy development.

PROGRESS HIGHLIGHTS BY LOCATION

VANUATU

With over 270,000 people and one of the fastest growing economies in the Pacific with an expanding tourism industry, Vanuatu ranks 134 out of 188 countries on the Human Development Index 2015.^{LXXIII} The Government of Vanuatu's National Gender Equality Policy 2015–2019 is in place, but gaps in the national machinery to support women have slowed its implementation.

Women in Vanuatu remain under-represented at all levels of leadership and decision making, including no women currently sitting in national parliament.^{LXXIV} However, there has been progress at the municipal level with the introduction in 2013 of a temporary quota of 30–35 per cent reserved seats for women. This enabled 10 women to be elected in Port Vila and Luganville^{LXXV} provincial governments, including one woman elected to an open seat in Luganville. Men continue to dominate decision making, with women holding only 28 per cent of management and decision making positions across the public and private sectors.^{LXXVI}

Over 70 per cent of women in Vanuatu are engaged in informal sector employment.^{LXXVII} There has been an increase in women owning small to

medium businesses,^{LXXVIII} reaching 20 per cent in 2016. The Government Remuneration Tribunal is seeking to address the gender pay gap in the public sector.^{LXXIX}

Around 60 per cent of women experience some form of physical and/or sexual violence from an intimate partner.^{LXXX} Bride price and arranged or forced marriages are still practised in some communities.^{LXXXI} The *Family Protection Act* was passed in 2008, however there have been limited resources allocated to implement it, including to support provisions for establishing Registered Counsellors and Authorised Persons in communities.

Building on the success of the Malampa Handicraft Centre

Project name:	Skills Centres supporting Women in Provincial Vanuatu – contributing towards inclusive economic growth
Outcome:	Economic empowerment
Project Partner:	Vanuatu Skills Partnership (TVET Program)
Total Funding:	\$800,000 ²¹
Funding timeframe:	2016–2019



Ms Gloria Jeremiah, from Malampa Provincial Council of Women and a founding member of the Malampa Handicraft Centre, surrounded by the diverse products from across the island sold through the Centre. Photo: Elton Barley, Vanuatu Skills Partnership.

²¹ This activity is part of a larger program.

The Malampa Handicraft Centre is a local initiative that has become a vibrant and thriving place for producers to sell their handicrafts. It is now looking to grow from a community run store within one province, to a sustainable and profitable social enterprise by 2020, facilitating domestic and international trade.

The Malampa Handicraft Centre is a community enterprise in Norsup, Malekula. Over 300 local producers participate in the initiative, 90 per cent of whom are women, including women with disabilities. Its aim is to unite women, men and children by providing a space to engage in sustainable business and showcase and sell locally-made crafts.

Sales at the Malampa Handicraft Centre generated 2.8 million vatu²² during 2016–2017. The producers retain 80 per cent of profits and the remainder is reinvested into the Malampa Handicraft Centre.

Pacific Women is supporting the Department of Women’s Affairs and the Department of Industry through the Vanuatu Skills Partnership to capitalise on this potential. A three-year business plan has been developed to link rural producers from the Malampa Handicraft Centre with vendors who are based on islands that are more frequented by tourists. A suite of customised skills training is being delivered through the Vanuatu Skills Partnership, focused on product design, quality control and business management. The improvement in product quality is now also leading to interest from international buyers.

Building on the lessons from the Malampa model, handicraft centres are being established in Tafea and Torba provinces. In Torba, the handicraft centre will open in October 2017 in a newly constructed community space. In Tafea, a handicraft industry working group has been established and the Department of Industry has mobilised a full-time officer to lead the development of a new centre there, linked to the volcano-based tourism industry.

The impact of the Malampa Handicraft Centre goes beyond improving livelihoods for individual women. There have also been changes in gender-related attitudes amongst those involved with the initiative. Producer Marie-Anne says her husband now assists with her basket weaving enterprise.

‘Before the Malampa Handicraft Centre was established, men in our village never touched pandanus - it was ‘women’s work’. This has changed; with the community seeing more sales from handicrafts, the men have begun supporting the collection of pandanus.’

Marie-Anne’s husband now goes into the bush to collect the pandanus leave for her baskets. He cleans, dries and prepares the wheel. Once Marie-Anne finishes weaving, her husband closes the basket with pandanus and adds the colour. Their story is just one example of the Malampa Handicraft Centre meeting its objective of bringing women and men together in this empowering space.

Influencing attitudes through film

Project name:	Talemaot
Outcome:	Ending violence against women
Project Partner:	Wan Smolbag Theatre
Total Funding:	\$260,000 ²³
Funding timeframe:	2016–2019

Wan Smolbag has been performing issues-based theatre in Vanuatu since 1989. Through its theatre performances, films and television series, the group is in a unique position to influence community attitudes. *Pacific Women* supports Wan Smolbag to create drama that encourages understanding and positive behaviour change towards gender equality.

²² Approximately AUD32,000

²³ This activity is part of a larger program.

Wan Smolbag launched the film *Talemaot* in May 2017 and hopes it will provoke discussions that lead to positive change. The film raises awareness about rape and it generated strong reactions from both women and men at its preview at Wan Smolbag's Annual General Meeting.

The project developed after a correctional services officer asked Wan Smolbag to work with violent sexual offenders. During the workshop with the prisoners, Wan Smolbag staff took on board the way they blamed women for the rapes they had committed.

'In the film we hear some of the excuses men make about rape... the woman was out at night on her own, she was wearing the wrong clothes, or she wanted sex,' says the film's Director, Peter Walker.

Talemaot aims to dispel these beliefs. It focuses the audience's attention on the effect that rape has on

a survivor's life and challenges public perceptions on rape and victim-blaming. The film also features information about the referral pathways available for women and girls experiencing physical and sexual violence.

This type of drama is not easy to make and impacts deeply on the cast and crew. Helen Kailo found it difficult to perform the rape scene in *Talemaot*, but was determined to tell her character's story.

'Men need to understand this,' she says,

'they need to feel the pain and fear women go through.'

Wan Smolbag hopes that this film will help women who have been raped talk to other women and help men understand what rape does to women.



A scene from the film *Talemaot*. Photo: Wan Smolbag Theatre.

SPECIAL FOCUS

Pacific Women is a complex program attempting to support Pacific partners to address the multi-dimensional issue of gender inequality in the Pacific. This requires a variety of approaches working across different locations and contexts. There is no simple or single map or plan which can be devised to direct the program within every country as well as regionally. The program's theory of change proposes a learning by doing approach. This enables *Pacific Women* to respond to changing local contexts and the identified needs of women and communities, informed by high quality monitoring and evaluation and the development of comprehensive strategies for change. The following three special focus activities demonstrate this approach.

MONITORING AND EVALUATION

Pacific Women continues to place a high value on quality monitoring, evaluation and learning to inform evidence-based decision making. This reporting period saw *Pacific Women* invest in a number of strategic evaluation activities in a bid to ensure the program continues to learn and adapt.

The *Pacific Women* Three-Year evaluation was finalised in July 2017. The evaluation did not assess the impact of individual activities in the 14 countries, rather it evaluated whether the program had achieved its first interim objective of establishing the capacity, resources, relationships and understanding for action across country and regional activities.

The evaluation consulted nearly 250 stakeholders and found that *Pacific Women* was responding flexibly to cultural variation across the region. There is consensus that the four intended outcomes of *Pacific Women* continue to apply well to the Pacific context and have good potential to generate change. The evaluation team noted good examples of active coordination across the program. *Pacific Women's* theory of change was found to be lending coherence to gender equality work by acting as an effective focus and common framework for implementing partners.

While country ownership by governments and by DFAT was assessed as being good, the sense of ownership and involvement in the program's leadership and decision making by women at all levels from the Pacific needs to be strengthened.

The evaluation recommended that in the next phase of the program, to consolidate the experience and relationships built to date, *Pacific Women* needs to act more consistently and follow the logic of the program's theory of change. The evaluation also recommended that the program focus on progressing *Pacific Women's* overall aspirations of building momentum and Pacific leadership for the program. Specific evaluation recommendations are being actioned by DFAT with assistance from the Support Unit. This includes work to ensure that the *Pacific Women* model of implementing through a series of partnerships, is better understood.

Another important evaluation exercise was the inaugural workshop to review *Pacific Women's* monitoring and evaluation system. This workshop is one way of ensuring the program's monitoring and evaluation system remains relevant and useful both to DFAT and to implementing partners. The workshop brought together 35 participants, with representation from DFAT, implementing partners from Samoa, Tonga, Fiji and Solomon Islands, members from *Pacific Women's* monitoring, evaluation and learning panel and Support Unit staff.



Participants at the *Pacific Women* monitoring and evaluation system review workshop held in May 2017. Photo: Shazia Usman, *Pacific Women* Support Unit

As a result, *Pacific Women's* Monitoring, Evaluation and Learning Framework was revised. This included the addition of guidance notes to assist countries and implementing partners to develop and revise monitoring and evaluation plans. The revisions also included an update to the theory of change, which now identifies seven program strategies and accompanying assumptions that the program can track over the life of *Pacific Women*.

Finally, this reporting period saw the Support Unit complete entry of all project data into *Pacific Women's* knowledge management system database. The program is now able to synthesise project, country, regional and program-level data, allowing for more robust reporting on *Pacific Women's* reach and scope.

ROADMAP

The *Pacific Women* Roadmap, published on 1 June 2017, helps to set the direction of the program at the regional and multi-country levels. Investment at the national-level is steered by individual country plans that guide how *Pacific Women* selects and supports activities in each country. The regional Roadmap serves a similar purpose, acting as a tool to support decision making on future investments for regional and multi-country activities.

Drawing on global and regional best practice, relevant regional development frameworks and commitments and consultations with a range of stakeholders, three research teams prepared thematic background reports to inform the Roadmap. The researchers tested their findings with regional specialists through advisory reference groups. The results were published in April 2017 as three synthesis reports on leadership and decision making, women's economic empowerment and ending violence against women.

The Roadmap complements and builds on the *Pacific Women* design and delivery strategy, which are the foundation documents of the program. These documents recognise that the region is characterised by complex differences, dynamics and rates of development. The Roadmap reflects the commitment of *Pacific Women* to inclusive

and sustainable change that will increase gender equality in the region. Such change includes identification and elimination of discriminatory social norms and harmful gender-based stereotypes, recognising that these norms and stereotypes can vary between and within cultures, communities and countries.

Targeted at the regional and multi-country level, the Roadmap addresses investments in gender equality that can provide economies of scale, help develop a critical mass of influence, contribute to national ownership of gender equality initiatives and foster knowledge and understanding of social change. It is also designed to guide development of bilateral activities.


The Roadmap highlights strategic regional and multi-country mechanisms and initiatives that can help eliminate harmful social norms and accelerate the achievement of gender equality. It identifies priority action areas of work that include both existing and new initiatives.

The Roadmap provides guidance on maintaining and expanding partnerships in the region and stresses the need to support women's agency and action across sectors. It also identifies selection criteria for new regional and multi-country investments which are already being applied to assist with future programming decisions.

DISABILITY INCLUSION

Pacific Women is committed to ensuring that women with disabilities are involved in, and benefit from the program, with the program goal of 'Women in the Pacific (regardless of income, location, disability, age or ethnic group) participate fully, freely and safely in political, economic and social life'. Consultations held as part of the design process included disability organisations across the Pacific.

Pacific Women has a strong focus on the needs, experiences and strengths of marginalised women, including women with disabilities. Country plan development has included consultation with women with disabilities and disabled



persons' organisations. Country plan analysis, reporting and assessment also includes a focus on the experience and outcomes for women with disabilities. *Pacific Women* has ensured women with disabilities are invited to trainings, conferences and other program events. Data is gathered on whether women with disabilities are beneficiaries of *Pacific Women* activities.

Regionally, *Pacific Women* works in partnership with UNICEF to fund the Pacific Disability Forum, a regional peak body that works in partnership with disabled persons' organisations and an early intervention program for children with disabilities, their parents and caregivers. *Pacific Women* has funded work with women with disabilities through Fiji-based non-government organisation femLINKpacific and through regional initiatives such as the Pacific Leadership Program and the Pacific Community's Regional Rights Resource Team.

In Cook Islands, *Pacific Women* is partnering with the Gender and Development Division, Ministry of Internal Affairs, the Business Trade and Investment Board and the National Council of Women. The program is supporting the integration of women with disabilities in socio-economic development, by creating an enabling environment for full participation.

In Tuvalu, *Pacific Women* supported the Tuvalu Disabled Persons Organisation, Fusi Alofa Association of Tuvalu and the Ministry of Home Affairs to work with a consultant to conduct a national disability study. This activity is highlighted in the Tuvalu section of this report.

One seat on the *Pacific Women* Advisory Board, which provides advice on the strategic direction of *Pacific Women*, is reserved for a woman with a disability. The incumbent member is Ms Savina Nongebatu, the Office Manager for People with Disabilities in Solomon Islands. She shares her dream for the Pacific region in the future:

'I would like to see women in the Pacific, including women with disabilities, live in a gender equitable society where they are free to exercise their rights and are free of discrimination and also are economically empowered and enjoy life—like everybody else in this world.'

Pacific Women is in the process of developing a Disability Guidance Note in line with DFAT's Development for All Strategy which will outline concrete steps for the program to follow to improve disability inclusive development using a twin track approach of mainstreaming and targeted interventions.

FINANCIALS

DFAT has committed to an investment of \$320 million over 10 years for *Pacific Women* program implementation. A total of \$132.41 million has been expensed over the period Financial Year 2012–13 to Financial Year 2016–17. This comprised:

- **\$59,916,156 (45%)**
on ending violence against women
- **\$18,071,441 (14%)**
on enhancing agency
- **\$9,357,370 (7%)**
on administration and program support; and
- **\$32,673,872 (25%)**
focused on women’s economic empowerment
- **\$9,677,180 (7%)**
to support women in leadership and decision making
- **\$2,716,692 (2%)**
on monitoring and evaluation / design.

Note, many activities work across more than one outcome. For financial reporting purposes, the activity is categorised according to which outcome is the primary focus. The Enhancing Agency outcome includes activities which contribute to: enhanced knowledge and evidence base to inform policy and practice; strengthened women’s groups, male advocates and coalitions for change; positive social change towards gender equality and women’s agency; improved gender outcomes in education and health; and research and learning.

Figure 3 below illustrates distribution of total program expenditure by *Pacific Women’s* four outcomes, M&E / design and administration / program support for the period from Financial Year 2012–13 to Financial Year 2016–17.

FIGURE 3 Distribution of Total Program Expenditure by Outcomes, M&E/Design and Administration/Program Support

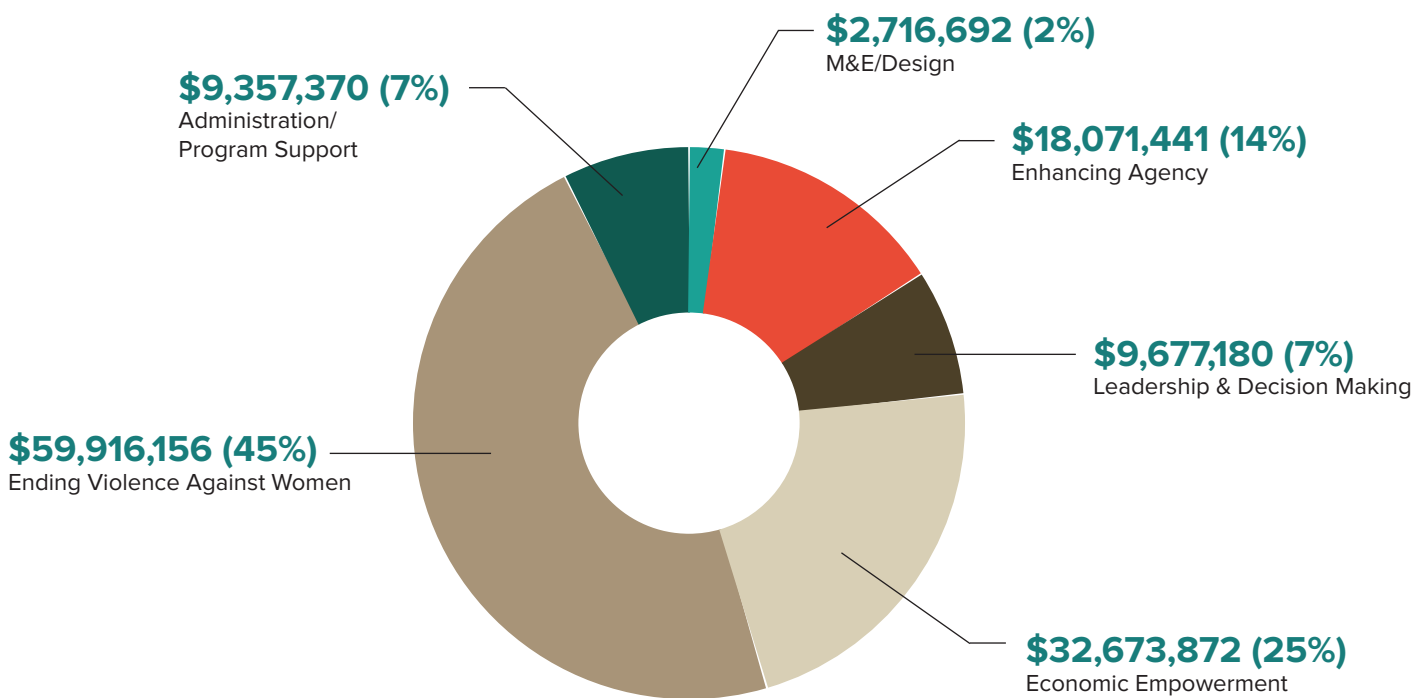


Figure 4 below illustrates distribution of program expenditure by Pacific Women’s four outcomes, M&E / design and administration / program support for the period from FY 2012–13 to FY 2015–16 and FY 2016–17.

FIGURE 4 Distribution of Program Expenditure by Outcomes, M&E/Design and Administration/Program Support from FY2012–13 to FY2015–16 and FY2016–17

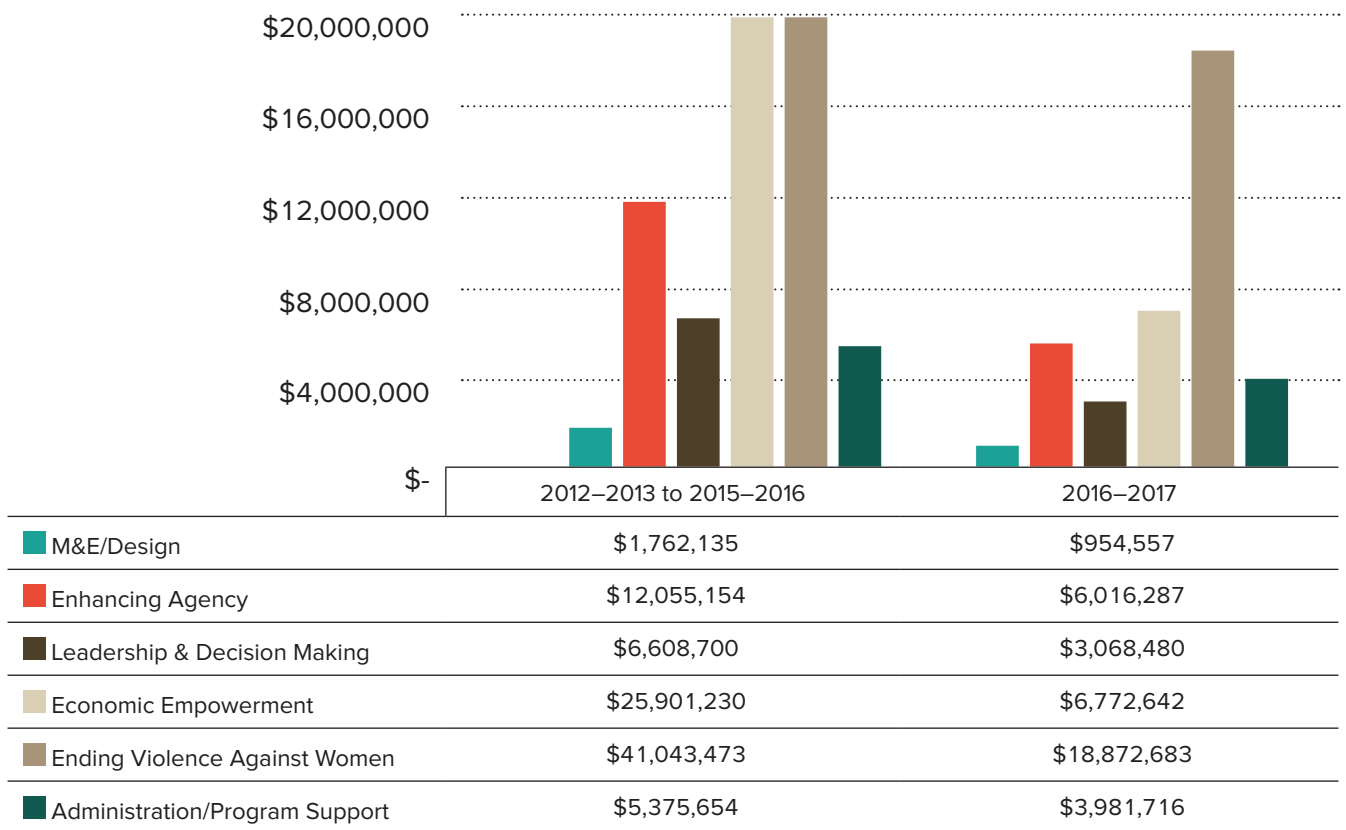


Table 1 below summarises total program expenditure for each country by *Pacific Women's* four outcomes, M&E / design and administration / program support for the period from FY 2012–13 to FY 2016–17.

TABLE 1 Total Program Expenditure for each country by outcome, M&E/Design and Administration/Program Support FY2012–13 to FY2016–17

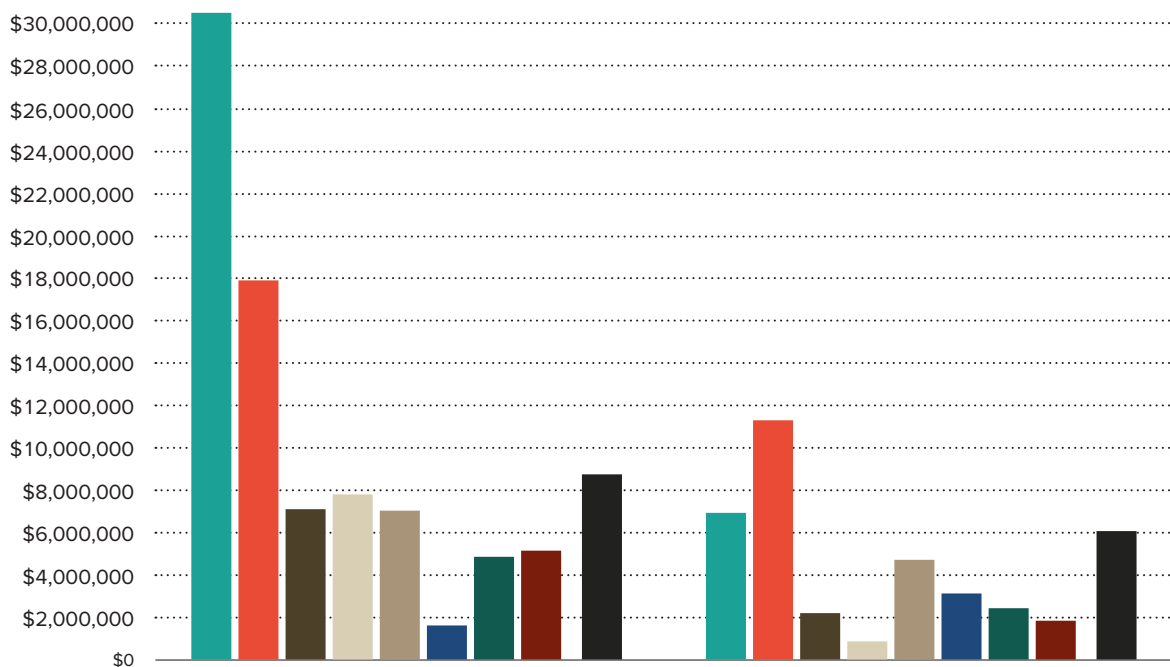
	M&E / Design	Enhancing Agency	Leadership and Decision Making	Economic Empowerment	Ending Violence Against Women	Administration / Program Support	Total
Regional	1,086,369	10,078,613	4,084,326	15,528,091	15,215,112	8,704,681	\$54,733,232
Cook Islands				260,000	150,000		\$410,000
Fiji	73,388	3,507,381	884,043	925,327	2,113,850	3,688	\$7,507,677
Kiribati		204,385		26,200	980,359		\$1,210,944
Palau						4,305	\$4,305
PNG	1,040,167	2,158,210	3,673,445	11,577,765	25,910,978	351,859	\$44,712,425
Marshall Islands					834,230	6,133	\$840,363
Federated States of Micronesia*				60,000		7,286	\$67,286
Nauru		500,000	150,000		348,767		\$998,767
Niue*							\$0
Samoa	12,584	689,459	500,000	653,144	194,000	10,904	\$2,060,091
Solomon Islands	472,882	519,138	85,356	2,573,365	10,274,503	131,349	\$14,056,603
Tonga	31,301	194,573		9,662	2,144,357	745	\$2,380,639
Tuvalu		219,683					\$219,683
Vanuatu			300,000	1,060,318	1,750,000	100,380	\$3,210,698
TOTAL	\$2,716,692	\$18,071,441	\$9,677,180	\$32,673,872	\$59,916,156	\$9,357,370	\$132,412,711

* There is no bilateral program spending in Niue. Activities in this country are supported through regional funding.

Pacific Women has a strong focus on working with a range of partners and our funding has been channelled through UN partnerships, international and Pacific NGOs, government partners as well as research, regional and private sector organisations.

Figure 5 illustrates the breakdown of funding that was provided to respective partner categories from FY 2012–13 to FY 2015–16 and FY 2016–17.

FIGURE 5 Distribution of Program Expenditure by Pacific Women Partners from FY2012–13 to FY2015–16 and FY2016–17



	2012–13 to 2015–16	2016–17
UN	\$31,908,703	\$6,612,694
International NGOs	\$17,946,832	\$11,385,709
Government	\$6,960,824	\$2,248,921
IFIs*	\$7,873,937	\$841,537
Pacific NGOs	\$6,996,972	\$4,796,643
Academic	\$1,770,535	\$3,184,264
Regional Orgs	\$4,972,629	\$2,546,913
Private Sector	\$5,411,547	\$1,929,517
Other**	\$8,904,367	\$6,120,167

* International Financial Institutions

** Other is comprised of individual company or consultant partners who provided small-scale, one-off services such as design, advisory communications and program support

LOOKING AHEAD

There is increased momentum for *Pacific Women* as it moves into the second half of its 10-year timeframe and responds to the Three-Year Evaluation and Roadmap recommendations. New regional programs are being developed to accelerate work in the areas of leadership and decision making and women's economic empowerment. The *Pacific Women* Research Strategy is moving into full implementation and activities will ramp up in the North Pacific. Across the program there will be new opportunities for reflection and learning.

***Pacific Women* will respond to recommendations from the Three-Year Evaluation and the Roadmap.**

Adopting the recommendations from these direction setting documents, *Pacific Women* will increasingly support evidence-based programs and innovative pilots that seek transformative change.

New initiatives will increase efforts towards the outcome of women's economic empowerment.

Planned activities include a gender review of DFAT's regional economic growth programs and a design for a new multi-country initiative focusing on increasing women's economic benefits from organic value chains and ethical trade agri-business. A scoping study will be conducted in Kiribati to try to identify viable economic empowerment opportunities for women and *Pacific Women* will assist Palauan women in local business and enterprise as well as building local capacity to start or grow women's businesses in the Federated States of Micronesia.

There will be a stronger focus on increasing women's leadership and decision making opportunities.

A design will be developed for a new multi-country program that will work with women and men to increase women's participation and representation as voters, candidates, party and electoral officials and sitting members. The Women's Leadership Initiative will provide an opportunity for

women from the Pacific, who are on Australia Awards scholarships, to strengthen their leadership potential. Participants will be mentored by women leaders and role models, including Indigenous Australian leaders, private sector representatives and pioneering women leaders from Pacific Island countries. *Pacific Women* will also develop a program to support adolescent girls.

New ideas to end violence against women will be trialled at the same time as the program builds on the successes of existing activities showing promising results.


Pacific Women will partner with UN Women and the European Union to expand violence prevention programs. The SASA! training program will be adapted and rolled-out in Papua New Guinea.

A number of evaluations, crucial to the program's learning and improvement, are underway.

An evaluation of the *Pacific Women* Support Unit will assess its effectiveness and provide recommendations for how it could better facilitate *Pacific Women* outcomes. The evaluation will also assess whether the model is the best way to support implementation of the program. Evaluations will also be conducted for the UNICEF Child Protection Program and UN Women Markets for Change Program. The *Pacific Women* country plans for Samoa, Kiribati, the Republic of the Marshall Islands and Tuvalu will all be reviewed in the coming year.

Two pieces of research will be commissioned annually under the *Pacific Women* Research Strategy.

The first of these will be a study to examine the acceptability and feasibility of developing an unconditional cash transfer pilot program that meets the immediate needs of survivors of violence in the Pacific. It includes women who choose to stay in relationships and those who need to leave. The study will explore the assumption that a lack of access to income and assets is a barrier to women's ability to negotiate safe relationships and that expanding women's support options will lead to better outcomes. Not only will it examine medium and long-term options

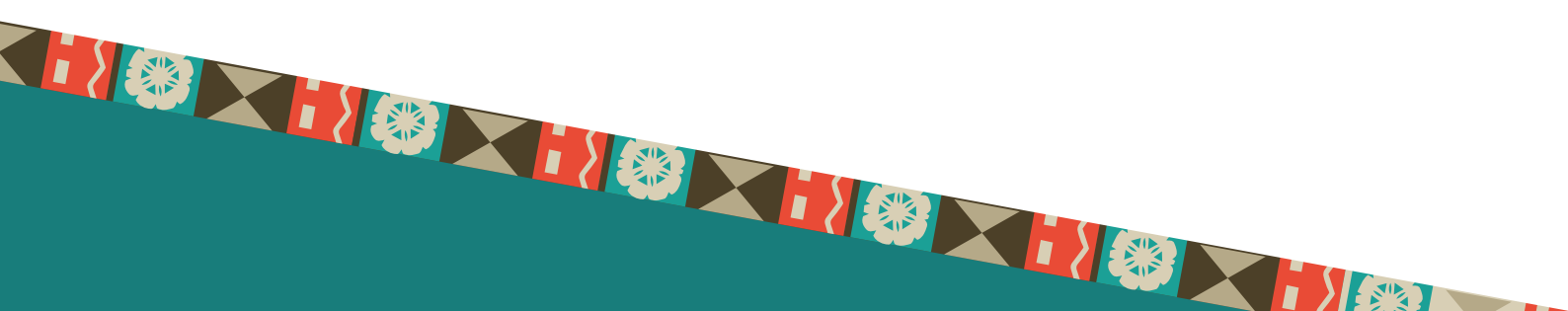


for women's financial security, it will also look at opportunities to build a life post-violence and ways for survivors of violence to achieve greater economic independence.

A scoping study will be undertaken to provide recommendations and a business plan for a Pacific gender research portal that will act as repository for regional gender research. This activity implements a key recommendation of the Advancing Gender Research in the Pacific Symposium held in June 2016.

There will be opportunities for reflection and learning in the coming year. A revamped *Pacific Women* website will be launched that will improve the accessibility of country and regional

information from the program and across the region. Country reflection workshops will be held in conjunction with reviews of country plans. *Pacific Women* will also support the Women's Leadership for Gender Equality Dialogue between selected women civil society and other leaders and the Secretary General of the Pacific Islands Forum Secretariat. A regional learning event on how to engage girls in gender equality programming is also planned as part of the design of a program to support adolescent girls referred to above.



PACIFIC WOMEN PARTNERS

Pacific Women has a strong focus on delivering activities in partnership with others and works closely with Governments, Pacific and international NGOs, regional organisations, United Nations agencies, development banks and the private sector. These partners, together with women and men from the Pacific, have the opportunity to shape the program. Below is a cumulative list of partners the program has worked with.

GOVERNMENT PARTNERS

Australia

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

Cook Islands

Cook Islands Police Service
Ministry of Internal Affairs, Gender Development Unit

Fiji

Ministry of Women, Children and Poverty Alleviation

Kiribati

Ministry of Health and Medical Services
Ministry of Internal Affairs
Ministry of Justice
Ministry of Women, Youth and Social Affairs – Women’s Development Division
Police Service Domestic Violence and Sexual Offences Unit

Nauru

Ministry of Health

Palau

Ministry of Community and Cultural Affairs

Papua New Guinea

Department for Community Development and Religion

Integrity Political Parties and Candidates Commission
Office for the Development of Women

Republic of the Marshall Islands

Ministry of Foreign Affairs

Samoa

Ministry of Women, Community and Social Development

Solomon Islands

Ministry of Women, Youth, Children and Family Affairs

Tonga

Ministry of Internal Affairs, Women’s Affairs Division

Tuvalu

Office of the Prime Minister, Gender Affairs Department

Vanuatu

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

INTERNATIONAL NGOS

CARE Australia
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
International Planned Parenthood Federation
International Women’s Development Agency
Oxfam Australia
Population Services International
Save the Children
UnitingWorld
World Vision

PACIFIC NGOS

Cook Islands

Punanga Tauturu Inc.

Fiji

Diverse Voices and Action (DIVA) for Equality, Fiji
Empower Pacific
FemLINKPACIFIC
Fiji Muslim Women's League
Fiji Women's Crisis Centre
Fiji Women's Rights Movement
House of Sarah
Medical Services Pacific
Pacific Conference of Churches
Ra Naari Parishad
South Pacific Academy of Beauty and Therapy
Women in Fisheries Network-Fiji

Kiribati

Kiribati Family Health Association

Papua New Guinea

Bougainville Women's Federation
Community Development Workers Association Inc.
Family and Sexual Violence Action Committee,
Institute of National Affairs
Family for Change
Femili PNG
Ginigoada Bisnis Development Foundation
Highlands Human Rights Defenders Networks
Kafe Urban Settlers Association
Kup Women for Peace
Nazareth Centre for Rehabilitation

Republic of the Marshall Islands

Women United Together Marshall Islands

Solomon Islands

Christian Care Centre
Live and Learn
Oxfam Solomon Islands
Solomon Islands National Council of Women
Solomon Islands Women in Business Association
Vois Blong Mere Solomon
World Vision Solomon Islands

Tonga

Tonga National Centre for Women and Children
Women and Children Crisis Centre Tonga

Vanuatu

Vanuatu Women's Centre
Wan Smolbag Theatre

PRIVATE SECTOR ORGANISATIONS

Papua New Guinea

Business Coalition for Women

REGIONAL AND MULTILATERAL PARTNERS

Asian Development Bank
Australian Pacific Technical College
International Finance Corporation
The Pacific Community (SPC) – Social Development programme
The Pacific Community Regional Rights Resource Team
Pacific Islands Forum Secretariat
Pacific Islands Private Sector Organisation
Pacific Leadership Program
Pacific Private Sector Development Initiative
Pacific Technical Assistance Mechanism, Phase 2
Pacific Theological College
South Pacific Association of Theological Schools
UN Women
United Nations Children's Fund
United Nations Development Programme
Vanuatu Technical and Vocational Education and Training
World Bank

RESEARCH AND UNIVERSITY PARTNERS

Australian National University
Australian National University, State Society and Governance in Melanesia program
Burnet Institute
Divine Word University
La Trobe University
Menzies School of Health
Pacific Adventist University
PNG National Agricultural Research Institute
PNG National Research Institute
Queensland University of Technology
University of Auckland
University of Canberra
University of Goroka
University of New England
University of Papua New Guinea
University of Queensland
University of the South Pacific

KEY FORUMS AND EVENTS

2016

AUGUST

7th Regional Meeting of the Pacific Women's Network Against Violence Against Women

The meeting brought together 75 activists, practitioners and policy-makers to discuss the status of women's human rights and violence against women in the region. They examined what response mechanisms are in place and identified priority actions needed to continue the work to end violence against women and girls.

SEPTEMBER

The Road to Change: A Pacific Regional Consultation on Prevention of Violence Against Women and Girls (UN Women)

Facilitated by UN Women, the meeting brought together practitioners and experts from across the Pacific, the United States, Australia and Uganda to share knowledge and strengthen understanding of current, transformational approaches to violence prevention and to develop principles to guide primary prevention work in the region.

NOVEMBER

Pacific Feminist Forum

This inaugural learning event brought together feminists, women human rights defenders and gender equality advocates from 13 Pacific countries. Further information is in the case study, page 41.

2017

FEBRUARY

CSO-Pacific Women consultation on planned Leadership Dialogue

Discussions focused on activities that involved engagement with civil society. It was agreed to convene a high-level dialogue between the PIFS Secretary General and women civil society leaders on improving pathways to addressing gender inequality at regional level in August 2017.

Australasian Aid Conference

Organised by the Development Policy Unit of the Australian National University and the Asia Foundation, the conference enabled the 500 participants to share insights, promote collaboration and promote research to improve the effectiveness of Australian aid and to contribute to better global development policy. *Pacific Women* presented on coalitions and partnerships exploring diverse approaches and understandings of coalitions and partnerships for advancing social justice in the Pacific.

Women's Economic Empowerment Thematic Discussion Group

Convened by *Pacific Women*, February marked the first meeting of this informal discussion group made up of Suva-based stakeholders in the women's economic empowerment field to discuss key program initiatives and experiences. They agreed that that the forum was useful for building knowledge, learning and improved coordination and decided to continue to meet on a quarterly basis.

Men's Behaviour Change Conference, Sydney Australia

Pacific Women supported six participants from Vanuatu, Tonga and Fiji to attend this conference. It brought together people from around Australia and the Pacific working on men's behaviour change initiatives. Participants were exposed to a range of different options and approaches to male perpetrator programs.

APRIL

Papua New Guinea SASA! Adaptation workshop

This event contributed to the SASA! primary prevention community mobilisation model and materials being adapted for Papua New Guinea, through a consultative process led by the Family Sexual Violence Action Committee Advocacy and Communications Technical Working Group.

Roundtable Discussion: Review of Ending Violence Against Women Counselling Services in the Pacific

Following the publication of the Review of Ending Violence against Women Counselling Services in the Pacific, 34 Fiji-based stakeholders met to discuss the report's recommendations. The group looked at priorities and next steps that could be taken in response to the findings. For further information about the review, refer to the case study on page 36.

MAY

Women's Economic Empowerment Discussion Group

The meeting focused on women's economic empowerment approaches in two programs - Pacific Horticultural and Agricultural Market Access Program (PHAMA) and Oxfam's poverty and inequality initiatives in Fiji and agreed to develop a learning event aimed at improved understanding and application of gendered value chain analysis.

JUNE

Fiji Individual Deprivation Measure Research Panel Discussion

Implemented by the Fiji Bureau of Statistics and the International Women's Development Agency, the Individual Deprivation Measure Study is a gender-sensitive multi-dimensional measure of poverty. Fiji is the first Pacific country to trial this method that assesses individual deprivation rather than the current household-level poverty measurements. The panel discussion reviewed and discussed findings from the study and was facilitated by the *Pacific Women* Support Unit with representatives from the Fiji Bureau of Statistics, the International Women's Development Agency and the University of the South Pacific.

ADVISORY BOARD MEMBERS

Ms Andie Fong Toy

Former Deputy Secretary General of the Pacific Islands Forum Secretariat's Economic Governance and Security programme
Fiji / Regional

Dr Lawrence Kalinoe

Secretary
Department of Justice and Attorney General
Papua New Guinea

Ms Jane Kesnoe

Former Head of the Women's Division and Director of the Office of Home Affairs (now the Department of Community Development)
Papua New Guinea

Ms Natalia Palu Latu

Deputy Chief Executive Officer
Policy and Reform Division
Ministry of Finance and National Planning
Tonga

Reverend Sereima Lomaloma

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

Hon Fiame Naomi Mata'afa

Deputy Prime Minister and Minister for Natural Resources and Environment
Samoa

Ms Savina Nongebatu

Office Manager
People with Disabilities
Solomon Islands

Mrs Marilyn Tahī

Coordinator of the Vanuatu Women's Centre
Vanuatu

Ms Lesieli Taviri

Chairperson
PNG Business Coalition for Women and Chief Executive Officer of Origin LPG
Papua New Guinea

Ms Maere Tekanene

Former Minister of Education
Kiribati

Dr Colin Tukuitonga

Director-General
The Pacific Community
Niue/ Regional

Ms Yoshiko Yamaguchi

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

Ms Natasha Stott Despoja (Observer)

Former Australia's Ambassador for Women and Girls
(2011-2016) Australia

Dr Sharman Stone (Observer)

Australia's Ambassador for Women and Girls
(2017-present) Australia

ANNEX B

PACIFIC WOMEN LIST OF ACTIVITIES

COOK ISLANDS

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome: 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.	\$590,000	2013–2017 (Complete)
Outcome: Ending Violence Against Women			
Eliminating violence against women through training, advocacy and support services (Punanga Tauturu Inc.)	Providing support to Punanga Tauturu Inc. women's counselling centre to provide counselling, legal aid and conduct advocacy focused on eliminating violence against women.	\$130,000	2017–2018
Strengthening capacity towards the elimination of violence against women (Gender and Development Division, Ministry of Internal Affairs; Punanga Tauturu Inc. and 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.	\$190,000	2013–2017 (Complete)
Outcome: Enhancing Agency			
Increasing capacity to deliver on the Gender Equality and Women's Empowerment (GEWE) policy (Gender and Development Division, Ministry of Internal Affairs)	Increasing the capacity of the Cook Islands Government to progress their GEWE policy, and provide secretariat support to the National Steering Committee through a national consultant and project funds.	\$70,000	2017–2018

FEDERATED STATES OF MICRONESIA

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome: Economic Empowerment			
Increasing economic opportunities for women (The Pacific Community)	DFAT will support a 3-year Pacific Women Growing Businesses project, to enable women to start and scale up their businesses by providing business skills and development. SPC will partner with the College of Micronesia to increase the quantity and range of entrepreneurship and business development training available. A Business Development Counsellor will be recruited, working under the Social Development Programme at SPC.	\$154,600	2017–2018
Outcome: Enhancing Agency			
Supporting CEDAW shadow reporting (FSM Non-government organisations)	Funding was provided to FSM Non-government organisations to present their shadow report to the 66th session of the CEDAW Convention in February 2017.	\$3,677	2017 (Complete)

FIJI

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome: Leadership and Decision Making			
Support for Women's Weather Watch Preparedness, Participation and Protection campaign (femLINKPACIFIC)	Ensuring disaster preparedness plans, media and information communication systems are gender inclusive. Activities build on femLINKPACIFIC's collaboration with the Fiji National Disaster Management Office which includes development of content for the National Tsunami Preparedness Plan.	\$275,000	2017–2018

Project Name and Partner	About this Project	Total Funding	Timeframe
Enhancing women's participation in decision making through strengthened community radio transmission (femLINKPACIFIC)	<p>Upgraded community radio infrastructure to increase transmission and reach of femTALK's 98FM radio transmission.</p> <p>Additional funding was provided to femLINKPACIFIC to enable repairs to radio infrastructure as a result of Tropical Cyclone Winston. The funding supported conduct of community and national level consultations with rural women to increase their awareness and participation in national disaster management response and recovery and pilot women led community based protection mechanisms in six locations around Fiji.</p>	\$362,131	2013–2017 (Complete)
Outcome: Economic Empowerment			
Markets for Change (UN Women)	Improving market governance, management, infrastructure and access to financial services to increase women's economic empowerment and ensure markets are more sustainable, accessible and safe for women vendors.	\$10,677,715	2014–2019
Support for women's economic empowerment (South Pacific Academy of Beauty Therapy)	Improving economic opportunities for rural women through education and training. Fifty scholarships were awarded to women to train and graduate with a certificate beauty and spa therapy.	\$616,672	2014–2018
Support to community-based women's organisations (Ra Naari Parishad)	Supporting the establishment of the Ra Naari Centre to enable the organisation to deliver economic livelihood activities.	\$20,000	2015–2017

Project Name and Partner	About this Project	Total Funding	Timeframe
Support for women's civil society organisations (Women in Fisheries Network - Fiji)	Supporting the re-establishment of the Women in Fisheries Network-Fiji to enable a platform for sharing knowledge, promoting collaboration and exchanging information to address the urgent need to strengthen the involvement of and improve the conditions of women in the Fiji fisheries sector.	\$85,000	2015–2017
Women's Vocational Training Centre (Fiji Muslim Women's League)	Supported targeted training programs for women to enhance economic opportunities. Additional funding was provided to the Fiji Muslim Women's League to enable the distribution of dignity, hygiene and household kits to women in rural and remote areas of Ba and Ra affected by Tropical Cyclone Winston.	\$251,796	2015–2016 (Complete)
Feasibility study on increasing women's economic opportunities in Fiji (Consultant)	Completed a participatory scoping study on options for expanding women's economic opportunities across urban and rural areas in Fiji.	\$47,638	2014–2015 (Complete)

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome: Ending Violence Against Women			
Support for sexual reproductive health services for women and youth (Medical Services Pacific)	<p>Supporting the increased access to justice, clinic health care for women and girls and increased child protection for vulnerable children and youth through targeted programs.</p> <p>Additional funding was provided to enable Medical Services Pacific to deliver sexual reproductive health services to rural and remote women in Tropical Cyclone Winston affected communities.</p>	\$988,423	2014–2017
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.	\$131,000	2014–2017
Fiji Women's Crisis Centre Programs to Eliminate Violence against Women in Fiji and the Pacific (Fiji Women's Crisis Centre)	Supporting the continuation of funding to FWCC, the leading crisis and support service for women and girls in Fiji and the region. This includes funding for multiple shelters for survivors of violence in Fiji.	\$6,300,000	2014–2020
Support for women's empowerment through holistic and sustainable service delivery (Empower Pacific)	Provided support to build skills, enhance knowledge and awareness of community members and other local service providers in addressing social issues that impact women's empowerment, well-being and safety.	\$270,000	2015–2016 (Complete)

Project Name and Partner	About this Project	Total Funding	Timeframe
WEAVERS project (Pacific Conference of Churches)	Supported the use of a rights-based theological approach to eliminating violence against women. This project aimed to provide communities with rights-based ecumenical messages to support the prevention of violence against women and link women to crisis services in Fiji.	\$83,000	2016 (Complete)
Outcome: Enhancing Agency			
The 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. A key objective of the Fund is to reach women living in rural and remote locations and those who are marginalised. The Fund is implemented by a team led by a Fund Manager and support staff and has a Steering Committee to provide strategic guidance and advice.	\$10,500,000	2016–2022
We Rise Coalition (a partnership between the Fiji Women's Rights Movement, Diverse Voices and Action (DIVA) for Equality, femLINKPACIFIC and the International Women's Development Agency)	Supporting a coalition of four women's rights organisations committed to a Pacific where there is gender justice, ecological sustainability, peace, freedom, equality and human rights for all.	\$2,800,000	2015–2019

Project Name and Partner	About this Project	Total Funding	Timeframe
Developing a multi-dimensional and gender-sensitive measure of poverty through the Individual Deprivation Measure (International Women's Development Agency, Australian National University, and the Fiji Bureau of Statistics)	Applying the Individual Deprivation Measure tool to measure the gendered aspects of poverty in communities. The provision of gender sensitive data aims to inform national policy and decision makers on programs and services for women and vulnerable groups.	\$346,659	2013–2017
Support to Ministry of Women (Ministry of Women)	Supporting the Ministry of Women's implementation of the National Gender Policy and Monitoring & Evaluation capacity.	\$434,334	2015–2017
Feasibility study on establishing a women's fund to support women focused organisations in Fiji (Consultant)	Completed a study that built on recommendations of a DFAT commissioned civil society analysis that included a focus on the situation of women focused CSOs in Fiji and how DFAT could best support their work in line with its commitment under <i>Pacific Women</i> .	\$60,612	2015–2016 (Complete)

KIRIBATI

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome: Ending Violence Against Women			
Support for the Ministry of Women, Youth and Social Affairs to undertake work to support ending violence against women (Ministry of Women, Youth and Social Affairs, Women's Development Division)	Providing funding to employ project staff to support the Government of Kiribati's implementation and monitoring of gender equality activities, including the Shared Implementation Plan on EVAW, the UN Joint Program on EVAW and the Respectful Relationships initiative.	\$483,996	2013–2019

Project Name and Partner	About this Project	Total Funding	Timeframe
Strengthening Peaceful Villages in Kiribati (UN Women)	Providing funding through UN Women to implement the 'Strengthening Peaceful Villages in Kiribati' program. This program is aimed at changing community and individual behaviours to prevent violence.	\$1,647,984	2017–2020
Extension of Kiribati Police Domestic Violence and Sexual Offences office based in Betio to provide a safe place and referral centre for survivors of violence (Kiribati Police Domestic Violence Unit)	Providing survivors of violence with temporary shelter and comfort while awaiting referral to relevant services. This funding is also supporting the training and capacity development of over 200 outer island police officers, special constables and village wardens.	\$143,725	2014–2017
Judiciary enabling rights outreach to the vulnerable (Magistrates Court)	Supported consultations on the Family Peace Act and training on issues related to human rights and sexual and gender-based violence for lay magistrates on Tarawa and outer islands. This project also supported the community and outer islands to improve understanding of the court system and services in relation to ending violence against women as well as to improve services provided by lay magistrates and court clerks.	\$125,398	2014–2017
Support the implementation of the Kiribati Women and Children's Support Centre's (KWCS) Strategic Plan through the Kiribati Family Health Association (KFHA) and technical assistance for development of the strategic plan through <i>Pacific Women</i> Support Unit (KFHA)	Supporting establishment of the first formal support centre in Kiribati for women and children survivors of violence, including funding for recruitment and training of staff. Technical assistance was also provided to the Kiribati Family Health Association to facilitate the finalisation of a three-year strategic plan for the KWCS. Establishment of the KWCS commenced in 2017.	\$321,880	2014–2018

Project Name and Partner	About this Project	Total Funding	Timeframe
Improved infrastructure and training for Ministry of Health staff (Ministry of Health)	Supported 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. Also, supported training of frontline officers working with survivors of sexual violence.	\$150,000	2014–2016 (Complete)
Outcome: Enhancing Agency			
Supporting women's organisations (Ministry of Women, Youth and Social Affairs, Women's Development Division)	Supporting the restoration of AMAK (Kiribati's national women's umbrella organisation) through recruitment of technical assistance to assess the current status of AMAK and provide recommendations on the way forward.	\$26,200	2017–2018
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 such as stage performances, dancing, singing and marches.	\$6,800	2015 (Complete)

NAURU

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome: Leadership and Decision Making			
Increasing women's political participation (UN Women)	Transformational leadership training for potential women candidates, male allies and community representatives; and training on CEDAW and human rights to MPs.	\$200,000	2016–2017 (Complete)

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome: Ending Violence Against Women			
Improve the health sector response and services to reduce domestic violence (PACTAM, Ministry of Health)	Strengthening the role of the health sector to identify and support survivors of violence by training health workers, improving access to counselling services and raising awareness of domestic violence.	\$530,000	2014–2019
Pacific Community Health and Wellbeing Education Project (University of New England)	Strengthening social skill and qualifications of Nauruans.	\$594,734	2015–2017

PALAU

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome: Ending Violence Against Women			
Regional support on male advocacy (Fiji Women's Crisis Centre and Government of Palau)	Supported for Palau participants to attend the Regional Fiji Women's Crisis Centre Training Program.	\$18,018	2016 (Complete)
Outcome: 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)	Providing support to the Government through funding for a national Gender Analyst position to be based within the Ministry of Culture and Community Affairs to support the development and implementation of a gender mainstreaming policy.	\$91,956	2017–2019

PAPUA NEW GUINEA

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome: Leadership and Decision Making			
PNG Women in Mining (Consultants)	This project is working with the Mineral Resources Authority and extractive industry partners to strengthen women's participation in negotiation and agreement processes for major extractive industry projects.	\$1,500,000	2017–2019
Women in Leadership Support Program (Australian National University/State Society and Governance in Melanesia Program)	The project is improving women's leadership and political participation by enhancing competitiveness of women candidates contesting PNG's 2017 and 2022 national elections and the 2018 local level government elections.	\$1,937,592	2016–2021
Inclusive Development in post-conflict Bougainville (World Bank)	Supports an approach to planning that works to ensure women are involved in decision-making at community and district levels regarding allocation of funds and direct delivery of projects.	\$2,500,000	2015–2018
Support to the PNG Women's Forum (US State Department and Department for Community Development and Religion)	The annual Women's Forum brings diverse women from across PNG together to discuss issues of gender equality and national development.	\$99,921	2016–2017
Young Women's Leadership Project (International Women's Development Agency and Bougainville Women's Federation)	This activity provides leadership and mentoring opportunities for young women in South and Central Bougainville. The program supports a Young Women's Leadership Forum, a Women's Leadership Caucus and Male Advocacy sessions.	\$646,320	2016–2018
Voter Education Project (International Women's Development Agency and Bougainville Women's Federation)	The project is providing civic education about voting rights and responsibilities to people across Bougainville, focusing on the historically disenfranchised cohort of people who grew up during the Crisis, known as the 'lost generation'.	\$451,888	2016–2017

Project Name and Partner	About this Project	Total Funding	Timeframe
Women in political leadership design (UN and consultant team)	The design provided recommendations for ways to support women's political leadership from local level upwards. The design included a workshop in partnership with UNDP drawing together eminent leaders from across the Pacific to discuss temporary special measures for women in Parliament. The design drew on consultations in four provinces across PNG with women and men.	\$184,157	2015–2016 (Complete)
Strengthening Women's Advocacy in Community Mining Agreements (Consultants)	The design provided recommendations to strengthen women's participation in negotiation and agreement processes for major extractive industry projects in PNG.	\$136,000	2015–2016 (Complete)
Increased women's representation in local government (Centre for Democratic Institutions)	Supported training for prospective women candidates in the 2013 local level government elections. Developed a media information and talk-back radio campaign and compiled a register of candidates.	\$350,000	2012–2013 (Complete)
Outcome: Economic Empowerment			
Financial Literacy Training for women and men in Yangoru-Saussia (Asian Development Bank delivered through the Microfinance Expansion Project)	The Microfinance Expansion Project will deliver training on budgeting and savings for 13,000 additional men and women with a target of reaching 10,000 women and 5,000 men.	\$316,500	2017
Kirapim Kaikai na Maket, Tsak Valley (Community Development Workers Association Inc.)	The project helps women in the Tsak Valley to increase crop production resilience to reliably produce surplus which they may be able to collectively market.	\$40,000	2016–2018
Coffee Industry Support Project (CARE International in PNG)	This project supports women's participation and advocacy in the coffee industry to increase opportunities for women farmers to benefit from the industry.	\$4,507,131	2013–2019

Project Name and Partner	About this Project	Total Funding	Timeframe
Strengthening Business Coalitions for Women and Economic Empowerment Partnership with the Private Sector (International Finance Corporation)	This project supports the Business Coalition for Women to improve the status and safety of women in workplaces. The project is working to empower women economically and improve businesses.	\$3,400,000	2014–2018
Increasing economic opportunities for women smallholder and their families 'Family Teams' (University of Canberra)	This project works with women and men to change gender roles at family level so that women have more access and control of income from family farming activities.	\$3,000,000	2015–2018
Creating an entrepreneurial ecosystem for women in PNG to enable women's economic empowerment This involves two grants that are co-financed by the US State Department (Center for International Private Enterprise and StartUp Cup, Inc.)	This project supports the establishment of an environment supportive of women's entrepreneurial ambitions. It includes establishing a Women's Business Resource Centre, an accelerator business model competition, mentoring for women entrepreneurs and working with universities to strengthen the content and teaching of relevant curriculums.	\$635,071	2015–2018
Women's Needs Analysis – Tsak Valley, Enga Province (Consultant)	The needs analysis recommended activities to support women's economic empowerment in the Tsak Valley, Enga Province.	\$40,355	2015 (Complete)
Ginigoada Project Design (Consultant)	The design recommended extending Ginigoada's learning programs and development of new modules to new geographical areas to benefit more poor women.	\$48,470	2015 (Complete)
Outcome: Ending Violence Against Women			
Family and Sexual Violence Case Management: Building on Success for National Impact (Femili PNG)	Femili PNG's vision is to provide effective client case management services and foster strong partnerships to address family and sexual violence in Papua New Guinea.	\$2,723,967	2017–2020
Port Moresby: A Safe City for Women and Girls Program (UN Women)	Improving women's safety at markets in Port Moresby and supporting women market vendors to advocate with local government to meet their ongoing needs.	\$4,200,000	2013–2017

Project Name and Partner	About this Project	Total Funding	Timeframe
<p>Responding to Gender Based and Sorcery Related Violence in the Highlands (Oxfam in PNG with Highlands Women's Human Rights Defenders' Network)</p> <p>* Previously called: support to Highlands Women's Human Rights Defenders' Network and repatriation research</p>	<p>This project is preventing violence against women by challenging traditional community attitudes to sorcery, implementing behavioural change activities with communities and conducting research on the effectiveness of repatriation of survivors.</p>	\$3,294,517	2013–2019
<p>Support for strengthening national coordination, implementation and monitoring mechanisms to prevent and respond to Family and Sexual Violence (United Nations Development Programme)</p>	<p>Supporting the Government of PNG to lead a coordinated response to support survivors of violence, including development of a national strategy, developing a national database and mobilising community champions.</p>	\$3,500,000	2014–2017
<p>Building the capacity of PNG's Family and Sexual Violence Action Committee (Institute of National Affairs and consultant)</p>	<p>This project provides financial and technical support to strengthen the sustainability and capacity of the Family Sexual Violence Action Committee National Secretariat.</p>	\$920,588	2014–2018
<p>Safe Public Transport for Women, Girls and Children (UN Women)</p>	<p>This project is connected but separate to the Safe City project. It focuses on the provision of a safe, reliable and affordable public transport that enables women and children to move freely and safely around Port Moresby.</p>	\$3,000,000	2015–2017
<p>Komuniti Lukautim Ol Meri (FHI 360)</p>	<p>This project is addressing violence against women and girls in selected sites in Western Highlands and Sandaun provinces. The project has four pillars: prevention, response, empowerment and monitoring and evaluation.</p>	\$2,500,000	2015–2018

Project Name and Partner	About this Project	Total Funding	Timeframe
From Gender Based Violence to Gender Justice and Healing (International Women's Development Agency and Nazareth Centre for Rehabilitation)	This project provides crisis support services for women and children and men, across all regions of Bougainville, particularly within rural and remote communities. It also works to prevent violence against women and developed a network of human rights defenders and male advocates.	\$1,693,366	2015–2018
Partnerships for Positive Parenting (UNICEF)	This project is developing an evidence-based approach to training parents on strategies that promote child development. It is building on the strength of the church to deliver a parenting program within communities and is developing and testing locally appropriate resources and monitoring and evaluation tools.	\$1,787,760	2015–2017
End Violence against Children Campaign (UNICEF)	This project is increasing public awareness and understanding of the impact of violence against children and improving access to support services whilst campaigning against violence.	\$1,995,000	2015–2017
Highlands Sexual, Reproductive and Maternal Health Project (CARE International in PNG)	This project draws on community-based analysis of local gender and power issues to address underlying and intermediate causes of sexual, reproductive and maternal health-related morbidity and mortality, including family and sexual violence. The project is increasing civil society advocacy for sexual, reproductive and maternal health to provincial and national actors.	\$1,000,000	2015–2017
Creating a movement to end violence against women in PNG: The SASA! pilot and Family Support Centre assistance project (Population Services International PNG)	This project supports the work of the Port Moresby General Hospital's Family Support Centre through effective community outreach and awareness and intra-hospital referrals. It also works with communities in National Capital District and Central Province to end gender-based violence and ensure provision of services to survivors of violence.	\$3,479,000	2015–2017

Project Name and Partner	About this Project	Total Funding	Timeframe
Establishment of Family Support Centres at Arawa Hospital, Bougainville and Daru Hospital, Western Province (Health and Education Procurement Facility and the Health and HIV Implementing Services Provider)	This project supported the construction of a Family Support Centre Building at Arawa and Daru hospital and procurement of basic clinical equipment. Funding also contributed to the development and piloting of a Gender Based Training Manual for the PNG National Department of Health.	\$1,200,000	2015–2017
Refurbishment of Lifeline (Lifeline)	The refurbishment of Lifeline refuge enabled them to provide emergency accommodation to survivors of violence.	\$88,261	2016–2017 (Complete)
Support to Family Support Centres and Health clinics in Southern Highlands (International Committee of the Red Cross)	This support purchased medical equipment for eight health centres in Southern Highlands to assist women survivors of violence.	\$38,714	2016–2017 (Complete)
Construction of Koki market transit centre (Koki Market)	This infrastructure support complemented the UN Women Safe City project and built a transit centre and other market upgrades to increase the safety of market vendors who stay overnight to sell their produce.	\$492,508	2016–2017 (Complete)
Increase in Family Support Centres (Port Moresby General Hospital)	This project rebuilt the Family Support Centre at Port Moresby General Hospital in accordance with the Family Support Centre guidelines, and provided transport for survivors.	\$187,057	2015–2017 (Complete)
Family and Sexual Violence Case Management Centre 'Femili PNG' (Oxfam in PNG with Australian National University)	Established the first case management centre to support survivors to access emergency medical care, access emergency shelter of an adequate duration and standard, provide counselling support and assistance to obtain police, legal and social services if requested.	\$3,096,186	2014–2017 (Complete)
Family Support Centre at Eastern Highlands hospital (Eastern Highlands Provincial Health Authority)	This project strengthened the governance and operations of the Eastern Highlands Family Support Centre to provide crisis services to survivors of violence.	\$283,028	2013–2015 (Complete)

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome: Learning and Understanding²⁴			
Research Training Program (Australian National University / State Society and Governance in Melanesia Program)	The project will enhance existing research skills and develop new gender research skills of <i>Pacific Women</i> partner organisations and practitioners with a specific focus on research addressing gender inequality in PNG and working with <i>Pacific Women</i> funded partners.	\$695,458	2017–2019
Developing communication strategies for social change against sorcery related violence (Queensland University of Technology)	This research project integrates communication for social change and audio-visual media approaches in developing communication strategies. Communication products will support attitudinal and behavioural change through the development of materials that are contextually relevant.	\$719,801	2016–2019
Improving the impact of state and non-state interventions in overcoming sorcery accusations related violence in PNG (Australian National University / State Society and Governance in Melanesia Program)	This research project investigates different interventions by state and non-state actors and institutions (such as customary and local organisations, churches, and civil society) in overcoming the violence associated with accusations of sorcery in PNG. These research insights will assist partners to develop training packages to implement the Government's National Action Plan on Sorcery and Witchcraft Accusation related violence.	\$1,059,240	2016–2020
Gender Stocktake of Australian Government Aid Program in PNG (Consultant)	This consultancy took stock of all gender and women's empowerment work occurring across the Australian Government in PNG; including diplomatic engagement, whole of government partners, Defence and aid.	\$89,584	2015 (Complete)

²⁴ In the PNG Country Plan, Learning and Understanding replaces Enhancing Agency as an intended outcome.

REPUBLIC OF THE MARSHALL ISLANDS

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome: Ending Violence Against Women			
<i>Iden Mwekun</i> (Place of Life) Program (Women United Together Marshall Islands - WUTMI)	Providing core funding and organisational strengthening support to WUTMI to improve governance and operations. This project also provides funding to WUTMI's ending violence against women program, which includes the first domestic violence support centre in RMI.	\$414,649	2015–2017
Technical assistance to WUTMI (PACTAM, WUTMI)	Provided technical assistance through an Adviser who supported the design of a domestic violence support service for women and girls in RMI and delivered capacity building for WUTMI staff to enable them to provide rights-based support to women and girl survivors of violence.	\$200,558	2015–2017 (Complete)
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 RMI.	\$80,000	2014–2016 (Complete)
Outcome: Enhancing Agency			
Organisational capacity development and strategic planning (<i>Pacific Women Support Unit</i>)	Undertook a capacity assessment of WUTMI to identify organisational capacity development needs and explore future opportunities for partnership.	\$7,970	2015–2016 (Complete)

SAMOA

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome: Leadership and Decision Making			
Increasing Political Participation of Women in Samoa (UNDP)	Providing support in the implementation of the 2013 Constitutional Amendment to introduce a 10 per cent quota of women representatives in Parliament.	\$500,000	2015–2016 (Complete)
Outcome: Enhancing Agency			
Samoa Women Shaping Development Program (Ministry of Women, Community and Social Development (MWCSDD))	Supporting the MWCSDD to implement the gender components of the Community Development Sector Implementation Framework in the key outcomes areas of: increasing women’s economic empowerment; advancing gender equality in decision-making and political governance; and reducing violence against women. This project enables MWCSDD to fund multiple activities with national NGO’s and women’s organisations in Samoa.	\$3,800,000	2015–2020
Samoa Gender Adviser (Consultant)	Providing technical assistance to support the implementation of Samoa Women Shaping Development. The Adviser provides mentoring, coaching and training to support capacity strengthening within the Ministry and provides support to enable gender mainstreaming of DFAT sector programs in Samoa.	\$331,283	2015–2017

SOLOMON ISLANDS

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome: Economic Empowerment			
Empowering Women is Smart Business (International Finance Corporation)	Supporting engagement with the private sector in Solomon Islands to address gender inequalities in the labour market.	\$2,300,000	2016–2020
Markets for Change (UN Women)	Improving market governance, management, infrastructure and access to financial services to increase women's economic empowerment and ensure markets are more sustainable, accessible and safe for women vendors.	\$4,098,741	2014–2019
Support to Solomon Islands Women in Business Association (Solomon Islands Women in Business Association (SIWIBA))	Supporting SIWIBA to establish a business development centre with facilities and training for members to gain skills to establish and run profitable businesses in the formal and informal sectors.	\$485,000	2014–2017
Pacific Partnership (International Finance Corporation)	The program aims to enhance women's economic empowerment through new employment opportunities, improved labour conditions, and improved access to financial services.	\$2,400,000	2016–2019
Outcome: Ending Violence Against Women			
Responding to violence against women and girls in Solomon Islands (International Women's Development Agency)	The program will provide core funding, technical support and capacity building to the Family Support Centre and Christian Care Centre to provide quality services to women and children survivors of violence.	\$2,800,000	2017–2021

Project Name and Partner	About this Project	Total Funding	Timeframe
Channels of Hope for Gender (World Vision Solomon Islands)	Reducing violence against women in the Solomon Islands by working with religious and community leaders to challenge gender inequitable attitudes, beliefs and behaviours of men and women.	\$2,438,717	2013–2017
Let's Make our Families Safe (Solomon Islands National Council of Women, <i>Vois Blong Mere</i> Solomon, International Women's Development Agency, Pacific Leadership Program, Oxfam Australia and IOD PARC)	Supporting community-level action to address violence against women and help to establish coalitions between civil society groups, services providers, churches and government agencies that are working to prevent family violence.	\$5,642,461	2014–2017
<i>Red Cardim Vaelens</i> (Live & Learn Solomon Islands)	Working with selected sports clubs in Honiara and Auki to address gender-based violence through sports.	\$557,810	2015–2017
Youth alcohol and violence reduction against women and children (Save the Children)	Working with young people to address causes of gender-based violence.	\$800,000	2015–2017
Outcome: Enhancing Agency			
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.	\$450,827	2013–2016 (Complete)
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	\$200,000	2014 (Complete)

TONGA

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome: Ending Violence Against Women			
Support to Women and Children Crisis Centre (WCCC) Tonga (WCCC and the Fiji Women's Crisis Centre)	Supporting existing violence against women service providers to increase the quality, coverage and awareness of services.	\$1,550,000	2014–2019
Funding to government for key ending violence against women events (Government of Tonga Women's Affairs Division)	Supporting the Women's Affairs Division to coordinate media and events for key celebration days (International Women's Day, White Ribbon Day etc.) and provide core funding to the Tonga National Centre for Women and Children.	\$359,460	2014–2017
Families Free of Violence Tonga (Famili Fiefia 'Oua Vatamaki) (Australian Federal Police)	The program works across multiple sectors to strengthen the response to family violence in Tonga and increase community awareness of the impacts of family violence.	\$2,646,000	2017–2019
Outcome: Enhancing Agency			
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. The adviser also works with the Government of Tonga and sectoral program managers to improve outcomes for women.	\$312,000	2014–2017
Research on impacts of seasonal migrant worker scheme on women and men (World Bank)	Completed research to investigate the social and economic impacts of the seasonal migrant worker scheme and develop recommendations to enhance benefits of the scheme for women and men in Tonga.	\$100,000	2014–2016 (Complete)

TUVALU

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome: Enhancing Agency			
National Disability Study (Consultant)	Conduct the first National People with Disability Study, which collects data and information to better understand the situation of people with disabilities in Tuvalu and identify strategies to improve support provided to them.	\$103,680	2016–2017
Gender and Social Inclusion Adviser (Consultant)	Provision of technical assistance through an adviser to support the implementation of the <i>Pacific Women Tuvalu Country Plan</i> . The Adviser provides mentoring, coaching and training to support capacity strengthening within the Gender and Development Division. The Adviser also supports coordination between the Gender and Development Division and other government ministries to enable the implementation of the <i>Family Protection and Domestic Violence Act</i> .	\$284,597	2016–2018

VANUATU

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome: Leadership and Decision Making			
Support the introduction of reserved seats for women at Provincial Council level (Pacific Leadership Program and the Department of Women's Affairs, Ministry of Justice and Community Services)	Supporting the development of alternative approaches to increase women's participation in politics. This project is providing adaptive leadership training to women councillors to increase skills in advocacy and policy reform.	\$220,000	2014–2017

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome: Economic Empowerment			
Markets for Change (UN Women)	Improving market governance, management, infrastructure and access to financial services to increase women's economic empowerment and ensure markets are more sustainable, accessible and safe for women vendors.	\$3,429,077	2014–2019
Improving training and employment outcomes for women and girls (Vanuatu Technical and Vocational Education and Training Sector Strengthening Program)	Providing training for women with a focus on tourism and agribusiness, individual coaching to women to improve business skills and increase women's opportunities for paid employment.	\$1,486,397	2013–2019
Outcome: Ending Violence Against Women			
Preventing violence against women (Vanuatu Women's Centre)	Supporting collaboration between the Vanuatu Women's Centre and the Department of Women's Affairs, this project focuses on exploring ways to prevent gender-based violence, support the implementation of the Family Protection Act and conduct research on the crisis service needs of rural women.	\$6,800,000	2014–2021
Film series on women's empowerment and domestic violence (Wan Smolbag Theatre)	Funding provided to Wan Smolbag Theatre to develop a film series on women's empowerment for community awareness.	\$260,000	2016–2019
Response to tropical cyclone Pam (Vanuatu Women's Centre)	Providing funding to the Vanuatu Women's Centre to ensure that women's needs are adequately addressed in recovery planning in Vanuatu.	\$500,000	2015–2016 (Complete)

Project Name and Partner	About this Project	Total Funding	Timeframe
Research on improved access to justice for women and children (Policing and Justice Support Program)	Completed research that maps 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.	\$200,000	2015–2016 (Complete)

REGIONAL

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome: Leadership and Decision Making			
Pacific Women Parliamentary Partnerships (PWPP) Project (Australian International and Community Relations Office, Department of the House of Representatives)	Building the capacity of Pacific women parliamentarians and their staff to ensure gender equality issues are better addressed in parliament.	\$2,850,037	2013–2018
Support for Women's Groups and Coalitions (Pacific Leadership Program)	Funding provided to Pacific Leadership Program to deliver adaptive leadership training for women leaders and coalition members. The project also carried out research contributing to improved knowledge of entry points for women's leadership and structural empowerment to inform future programming.	\$254,062	2015–2017
Gender Equality in Political Governance (UN Women)	Contributed to the improvement of governance mechanisms, through increased women's transformative political participation in informal and formal systems.	\$200,000	2013 (Complete)

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome: Economic Empowerment			
Technical and vocational training opportunities for women in the Pacific (Australia Pacific Technical College)	This project leveraged DFAT's existing partnership with the Australia Pacific Technical College, to provide technical and vocational training to women in the Pacific to increase and formalise their skills and open up employment opportunities.	\$500,000	2013–2014 (Complete)
Private Sector Development Initiative (Asian Development Bank)	This project focused on reducing barriers to women's economic empowerment, with a focus on formal market places.	\$500,000	2013–2015 (Complete)
Building Women Entrepreneurs – Building Nations (Pacific Islands Private Sector Organisation)	This project promoted women's economic empowerment in the Pacific Islands through a Women in Business Conference.	\$142,203	2014 (Complete)
Outcome: Ending Violence Against Women			
Pacific Fund to End Violence against Women (UN Women)	Supporting CSOs and governments to prevent violence and provide services for survivors of violence, including for counselling, paralegal aid, shelter and referral services. The Fund also builds the capacity of organisations working to end violence against women through training in advocacy, law reform, women's human rights, community education and counselling services.	\$1,500,000	2014–2017
UNICEF Pacific Child Protection Program (UNICEF)	Supporting governments in 14 Pacific Island countries to strengthen the protection of children from violence, abuse and exploitation.	\$7,000,000	2014–2018
Support to Pacific Community Regional Rights Resource Team	Funding to provide policy advice, technical support and training on human rights, elimination of violence against women, governance, democracy and the rule of law. Partners include governments, regional organisations and CSOs.	5,750,000	2015–2020

Project Name and Partner	About this Project	Total Funding	Timeframe
Partnering Women for Change (Uniting World)	Supporting 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.	\$370,000	2015–2018
Women’s Crisis Centre Programs to Eliminate Violence against Women in Fiji and the Pacific (Fiji Women’s Crisis Centre (FWCC))	The regional program funds FWCC’s activities that have a regional focus, including: FWCC’s Regional Training Program; the Male Advocates Program; and the Pacific Women’s Network Against Violence Against Women.	\$2,250,000	2016–2020
Outcome: Enhancing Agency			
Last Taboo Research (WaterAid, Burnet Institute and the International Women’s Development Agency)	This research aims to undertake formative research in three Pacific countries (Fiji, Papua New Guinea and Solomon Islands) on barriers to women and girls’ effective menstrual management, and potential impacts on their participation in education and income generation.	\$500,000	2016–2017
Improving women’s leadership, political participation and decision-making in the Pacific (Australian National University, State, Society and Governance in Melanesia Program)	Conducting research that identifies the success factors and pathways to women’s leadership and decision-making at political and community levels across the Pacific.	\$313,000	2014–2017
Support research on the relationship between women’s economic empowerment and violence against women in Melanesia (Australian National University, State, Society and Governance in Melanesia Program)	Conducting research that covers PNG and the Solomon Islands and seeks to answer the question of how to empower women economically and improve their livelihood and security without compromising their safety (through increased violence from jealous husbands).	\$533,150	2013–2016

Project Name and Partner	About this Project	Total Funding	Timeframe
<i>Pacific Women Support Unit</i>	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.	\$25,000,000	2015–2022
Gender Adviser for the North Pacific (Pacific Community)	The Adviser supports the work of SPC's Gender, Culture and Youth Programme, and through DFAT's Post in Pohnpei, supports the implementation and monitoring of <i>Pacific Women</i> activities in the North Pacific.	\$373,140	2015–2018
Partnerships For Health and Rights: Working for Sexual and Reproductive Health and Rights for all in the Pacific (International Planned Parenthood Federation)	Supporting the expansion of access to sexual and reproductive health services in Cook Islands, Fiji, Kiribati, Samoa, Solomon Islands, Tonga, Tuvalu and Tonga.	\$1,500,000	2015–2018
We Rise Coalition (a partnership between the Fiji Women's Rights Movement, Diverse Voices and Action (DIVA) for Equality, femLINKPACIFIC and the International Women's Development Agency)	Supporting a coalition of four women's rights organisations committed to a Pacific where there is gender justice, ecological sustainability, peace, freedom, equality and human rights for all.	\$2,000,000	2015–2019
Progressing Gender Equality in the Pacific (Pacific Community)	Conduct stocktakes and support for the strengthening of government capacity to integrate gender equality and women's empowerment into policies, legislation and programs and improve the collection and analysis of data to better track outcomes.	\$3,941,712	2013–2018
Women's Leadership Research (Developmental Leadership Program, La Trobe University)	Funding to the Developmental Leadership Program to undertake research on women's leadership programs at a community level in the Pacific and to assess how working politically and through coalitions can contribute to program outcomes.	\$250,000	2014–2017



Project Name and Partner	About this Project	Total Funding	Timeframe
Right to Decide: economic and social equality through children by choice (UNFPA)	This activity will design the pilot for a social marketing approach to accelerate the update of modern contraceptives in a selected country in the Pacific (excluding PNG), targeting 15-24 year olds. If successful, additional countries may be included.	\$500,000	2016–2017
Gender Equality and Climate Change in the Pacific	Supports the Protection and Pacific (ProPa) Network, established by government officials from Fiji, Solomon Islands, Tonga and Vanuatu. The Networks mandate includes raising awareness of the nexus between gender equality and climate change, and generating more informed decision making in this space to ensure women's voices influence decision making, and that climate agreements implemented in a gender-responsive way in the Pacific.	\$500,000	2015–2017
Pacific Gender Research Scoping Study (University of the South Pacific, Fiji Women's Rights Movement, UN Women, Pacific Islands Forum Secretariat, Pacific Community, DFAT, and the University of Auckland)	Carried out a mapping and gap analysis to assess gender-responsive evidence-based research that has been undertaken on and by Pacific Island Countries. This project brought together research practitioners and academics from across the Pacific, Australia and New Zealand and resulted in recommendations to improve the quality of gender research carried out in the Pacific.	\$133,564	2015–2016 (Complete)
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.	\$110,000	2014–2015 (Complete)

Project Name and Partner	About this Project	Total Funding	Timeframe
Review of programs aimed at ending violence against women in the Pacific (International Centre for Research on Women)	Conducted an independent review of six Australian-funded initiatives in the Pacific that represent different approaches to addressing violence against women.	\$408,000	2013–2014 (Complete)
12th Triennial Conference of Pacific Women (Government of Cook Islands)	Supported the Government of Cook Islands in hosting the Triennial and enabling women’s groups to showcase and sell products.	\$30,000	2013 (Complete)



ENDNOTES

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- ⁱⁱ Pacific Islands Forum Secretariat (2016) Pacific Leaders Gender Equality Declaration Trend Assessment Report 2012–2016
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- ^{iv} World Bank (2011). World Development Report 2012: Gender Equality and Development. Washington.
- ^v Kiswahili, also known as Swahili, is a language spoken in parts of eastern and south-eastern Africa
- ^{vi} Pacific Women in Politics as at September 2017
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- ^{viii} Ibid
- ^{ix} SPC (2015) Cook Islands 2012 Gender Profile
- ^x Asian Development Bank (2015) The Cook Islands: Stronger Investment Climate for Sustainable Growth
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- ^{xii} United Nations, Human Development Indicators 2015
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- ^{xiv} FSM Department of Health and Social Affairs (2014), Family Health and Safety Study (2014)
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- ^{xviii} Pacific Women in Politics as at September 2017
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- ^{xxxi} Pacific Women’s Nauru Country Plan 2017–2019 (draft)
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- ^{xxxvi} Pacific Islands Forum Secretariat (2016) Pacific Leaders Gender Equality Declaration Trend Assessment Report 2012–2016
- ^{xxxvii} Pacific Islands Forum Secretariat, Gender Profile Niue
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- ^{xxxix} Pacific Women (2015) Palau Country Plan Summary (2015–2019)
- ^{xl} Palau Ministry of Health (2014) Belau Family Health and Safety Study
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