

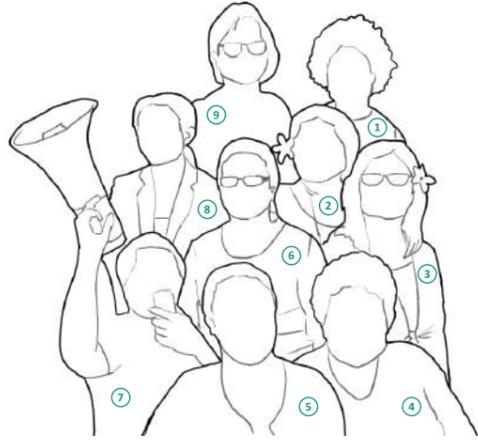
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**PACIFIC WOMEN**  
SHAPING PACIFIC DEVELOPMENT

# FINAL REPORT 2012-2021



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1. **Rachel Lume** – Adolescent Girls Advisory Group (AGAG) member of CARE Vanuatu's Laef blo mi, vois blo mi project, supported by Pacific Girl. Photo credit: CARE Vanuatu
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6. **Betty Blake** – Chair of FI-E-FI-A 'a Fafine Tonga, a women's network and platform for women and girls to promote and advocate for equal contributions and access to equal opportunities and results. Photo credit: Balance of Power
7. **Agnes Titus** – Advocacy Coordinator of the Nazareth Centre for Rehabilitation in the Autonomous Region of Bougainville, Papua New Guinea. Photo credit: International Women's Development Agency (IWDA) / Harjono Djoyobisono
8. **Roselyn Sidal** – graduate of the Fiji Women's Rights Movement's GIRLS program. Photo credit: *Pacific Women* / First Fighter
9. **Daisy Alik-Momotaro** – Executive Director of Women United Together Marshall Islands (WUTMI). Photo credit: *Pacific Women* / Chewy Lin

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## Pacific Women

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# PACIFIC WOMEN SHAPING PACIFIC DEVELOPMENT (PACIFIC WOMEN)

# FINAL REPORT 2012–2021



**PACIFIC WOMEN**  
SHAPING PACIFIC DEVELOPMENT

# Forewords

By Virisila Buadromo  
Advisory Board Co-chair

Since 2012, we've been on a journey – a collaborative, connected journey towards gender equality.

The *Pacific Women* program was announced at a time when some of this work was just emerging.

Ten years ago, several organisations were just starting up, while some Pacific Island countries were in their early days of developing laws and policies to protect the rights of women and girls.

There has been so much progress since, and *Pacific Women* has been able to facilitate some of that work.

But in all cases, we have been connected by the idea that the Pacific must be a place where women and men are equal citizens. Where they have equal political, economic and social opportunities. *Pacific Women* has been an unprecedented long-term commitment to achieving this vision.

Since joining the *Pacific Women* Advisory Board in 2020, I've had the pleasure of working alongside sisters from the movement and other organisations in providing strategic direction for the program.

As a member, and subsequently co-chair, the board has been actively involved in the process of determining 'what's next' to embed a Pacific-led approach for the new Pacific Women Lead program. There has been so much gained by the work of the 160 plus partners in the region in the lifetime of the program and Pacific Women Lead is well-positioned to build on these successes.

There remains work still to be done to realise the vision set by the Pacific Leaders' Gender Equality



Declaration, as well as national and international gender commitments.

Rates of violence against women remain high in the Pacific. While there has been a steady increase in the number of women in Pacific parliaments,<sup>1</sup> our region still has the lowest levels of political representation of women in the world. Despite women playing a central role in Pacific economies, they still face unacceptable workplace discrimination, much higher unpaid labour burdens, financial abuse and a lack of equity at many levels of economic decision making.

But steady gains are being made against this seemingly insurmountable task of advancing gender equality. *Vinaka vakalevu* to the partners of the *Pacific Women* program. It has been through your courage, strength and passion that we are one step closer to achieving a truly equal Pacific.

By Danielle Heinecke  
Advisory Board Co-chair

Gender transformative change is happening in the Pacific.

This is the result of many years of tireless, dedicated work by governments, civil society, private sector, disabled persons' organisations, coalitions, international non-government organisations (INGOs) and others in the Pacific.

Gender equality is an important shared priority between Australia and the Pacific Islands region. It is also a priority to be addressed for the region's COVID-19 recovery.

While much has been achieved and should be celebrated, there is still much more to be done.

Through its *Pacific Women* program, Australia is proud to have supported more than 190 partners to implement over 180 gender-related initiatives. This includes pivoting support to many partners adapting to COVID-19, such as women's crisis centres in the North Pacific expanding their services to include phone counselling for clients unable to visit.

The emphasis on strong partnerships and locally-driven approaches will continue with *Pacific Women's* transition to the new Pacific Women Lead program.

Pacific Women Lead also brings an increase in support for regional gender equality with AUD170 million committed over five years, focusing on women's leadership and women's rights including safety, health and economic empowerment. It complements, and is additional to, gender programs delivered through Australia's bilateral programs.

This follows more than 30 years of aggregate support from Australia to improving gender equality in the



Pacific, continuously investing in partners driving local solutions and building on progress achieved.

*Pacific Women* does not work in isolation. It complements Australia's broader aid programs and plays an important role in delivering the Australian Government's Partnerships for Recovery response to support Pacific Island countries to address the impacts of the COVID-19 pandemic on women and girls.

I thank all of the dedicated Advisory Board members and partners working with us to achieve better outcomes for women, men, girls and boys across the Pacific. I also take a moment to reflect on this historic occasion, as *Pacific Women* ends its tenure of nearly 10 years, and transitions to Pacific Women Lead.

Together we have made progress but there is still a long way to go.

<sup>1</sup> From 4.7 per cent in 2013 to 8.6 per cent in 2021.

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# Overview

*Pacific Women* is one of the largest global commitments to gender equality.

It connects more than 180 gender equality initiatives funded by the Australian Government and implemented by over 190 partners across 14 Pacific Island countries.<sup>2</sup> New and existing initiatives supported by *Pacific Women* are demonstrating that gender transformative change is happening in the Pacific.

Over nearly 10 years, *Pacific Women* has reached an estimated 1.45 million women, men and children in the Pacific.<sup>3</sup>

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

Providing technical, knowledge sharing and convening support to the portfolio of partners is *Pacific Women's* Support Unit, with offices in Fiji and Papua New Guinea.

## Four outcomes for gender equality

*Pacific Women* Shaping Pacific Development (*Pacific Women*) was announced during the Pacific Islands Forum Leaders' Meeting in 2012, following leaders' commitment to the Pacific Leaders' Gender Equality Declaration. *Pacific Women's* outcomes reflect the commitments made:

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

**14** Countries | **182** Initiatives | **192** Partners | **1.45m** People<sup>3</sup>

## Wide-reaching partnerships create impact

*Pacific Women* partners reach Pacific Island women, men and children with projects to promote gender equality and women's empowerment, and to prevent violence against women and girls. Cumulative figures, from the start of program, show crisis services have been provided for 130,306 women and children experiencing violence.<sup>4</sup> A further 1,201,480 women, men and children have participated in community awareness raising, advocacy and outreach activities about ending violence against women. Support for women's leadership includes training and skill-building workshops for 20,754 women. Women's economic empowerment is supported with an estimated 28,806 women accessing financial literacy services and information.

<sup>2</sup> As of 30 June 2021, *Pacific Women* has funded 182 initiatives. This includes 144 bilateral and 38 regional of which 114 are completed and 68 are underway.

<sup>3</sup> The estimate of 1.45 million Pacific people reached is an aggregate of data gathered across the program's four outcomes, relying on validity of data provided by partners and projects. Cumulative reach numbers to 30 June 2021 may include people that have been reached through more than one activity and accessing multiple services.

<sup>4</sup> Cumulative data from 2012 to June 2021. All other data in this report is to December 2020 unless otherwise indicated.

## Connecting Pacific people and ideas

*Pacific Women* does more than simply fund individual projects. Through its Support Unit, it provides extensive technical support, capacity development and convening ability bringing diverse partners together to share and learn. Through convenings, partners determine valuable ways to collectively resolve issues, learn from lessons, and ensure exceptional ideas are replicated or adapted. It has convened a range of forums to spark debate and enhance understanding about gender equality programming in the Pacific, including:

- **Pacific Women country reflection and learning workshops** across most partner countries, including annual events in Fiji and Papua New Guinea, connecting hundreds of implementing partners and stakeholders attending the *Pacific Women* Learning Workshops and regular 'lunch and learn' sessions. Convenings have been hosted since 2013.
- The **Regional Pacific Women Research Symposium** bringing together 50 researchers and stakeholders to discuss ways to prioritise and build capacity for relevant, quality gender research in the Pacific. The 2016 symposium directly led to the establishment of the Toksave Pacific Gender Resource (portal) through The Australian National University and its Department of Pacific Affairs.
- The **Pacific Women Regional Learning Forum on Women's Economic Empowerment** connecting 240 Pacific Islands researchers, policy makers and program implementers from nine countries in 2019 – a first of its kind in the Pacific. As a result, recommendations are paving the way to advance women's economic empowerment beyond participation to empowerment by addressing social norms change, creating enabling environments, and by ensuring interventions and research are inclusive of women.
- The **Pacific Girl Inception Workshop** comprising a one-day Girls *Pawa Toktok* with adolescent girls from Fiji, Papua New Guinea, Tonga and Vanuatu; a two-day meeting with implementing partners; and the Pacific Girl Regional Learning Network meeting all held in 2019.



The Nazareth Centre for Rehabilitation (NCfR) is one of the many partners that attended the program's Papua New Guinea convenings. Pictured is the NCfR Male Advocate Forum team in Chabai, Autonomous Region of Bougainville. Photo credit: IWDA / Harjono Djoyobisono



Women of Delailasakau Women's Group from Naitasiri received a grant to help them with livelihoods projects. The women were able to set up a canteen which is run by the group and share the profits. Photo credit: Women's Fund Fiji / Rob Rickman

## Programs initiated through *Pacific Women*

Drawing on evidence of women's experiences and what works well in Pacific contexts, *Pacific Women* designed and launched three significant, dedicated programs:

- The **Fiji Women's Fund (renamed Women's Fund Fiji in September 2021 after localisation)** has committed AU\$10.5 million from 2017–2022 for funding and capacity development support to women's groups, networks and organisations to expand and enhance their work on women's empowerment and gender equality. Initiated through *Pacific Women*, the Fund is working toward being independently managed by 2022.
- The regional **Balance of Power** initiative commenced in Vanuatu and Tonga in 2019, seeking a better balance in women's and men's leadership roles and opportunities. Balance of Power promotes women's role as leaders from community to political level while addressing harmful norms, attitudes and perceptions of women and leadership.
- The **Pacific Girl** program has been supporting adolescent girls to achieve their potential across the Federated States of Micronesia, Fiji, Papua New Guinea, Solomon Islands, Tonga and Vanuatu since 2019. Pacific girls identified key issues of importance to them that are now the priorities for Pacific Girl partners working with girls, governments and service providers.

## Key achievements

While *Pacific Women* completes its program tenure by the end of 2021, the Australian Government will continue its commitment to gender equality in the Pacific through Pacific Women Lead, a new AUD170 million, five-year program. Pacific Women Lead will be Pacific-led, drawing on the successes and lessons learned from nearly ten years of implementation of *Pacific Women*.

Key achievements across the life of *Pacific Women* include:

- Positive gender transformative change is happening in the Pacific as a result of long-term Australian Government support including through *Pacific Women*.<sup>5</sup> There is increasing momentum for changing gender relations and norms. Multiple project evaluations have found transformative changes in attitudes and behaviours are taking place within families, communities and organisations leading to reduced tolerance of violence against women and improved women's empowerment. For example, a reduction of violence against women was reported by 90 per cent of community participants in the Responding to Gender-Based and Sorcery-Related Violence in the Highlands project in Papua New Guinea; marital rape and physical assault within marriage is reducing as a result of *Kommuniti Lukautim Ol Meri*; while the Gender Justice and Healing project in Bougainville is changing people's attitudes and behaviours with reductions in sorcery accusation-related killings, family and sexual violence, teenage pregnancy and early marriage.<sup>6</sup>
- Three countries now have crisis centres for survivors of violence for the first time, enabled through ongoing technical support through the Support Unit coupled with *Pacific Women* funding over many years. The services for survivors of violence are: Women United Together Marshall Island's *Weto in Mour* (2016); **Kiribati Women and Children Support Centre** (2018); and Chuuk Women's Council's **Tongen Inepwineu Counseling Center** (2019) in the Federated States of Micronesia. The targeted support for the North Pacific builds upon the significant crisis centre work by Pacific led organisations in other countries across the region over several decades. Additionally, Papua New Guinea has two new case management centres established through *Pacific Women* support in Lae and Port Moresby.
- Since the *Pacific Women* program began in 2012, it has supported the **Markets for Change** (M4C) project in Fiji, Solomon Islands and Vanuatu, and **Port Moresby: A Safe City for Women and Girls and Safe and Prosperous Districts** in Papua New Guinea.<sup>7</sup> These projects are part of its commitment to women's economic empowerment. This long-term support has led to women having a greater voice in marketplace decision making, access to safer market infrastructure, and increased financial skills to successfully operate their marketplace businesses. The projects are also extending beyond empowerment to include leadership, inclusive infrastructure development, and improved access to services. Markets for Change supports more than 7,000 members (90 per cent women) across 17 market vendor associations – 13 of those associations having women elected as presidents. In Papua New Guinea, 20 market vendor associations have been registered, with more than 4,500 members (approximately 80 per cent of women) of which over 77 women hold executive positions.
- Family-based approaches to agriculture have been successfully trialled in Papua New Guinea through CARE's **Coffee Industry Support Project** and the University of Canberra's **Family Teams** project. This has increased household incomes while at the same time improving the way women and men share family workloads, decision making and assets equally. The successful model is now being adapted and adopted in other parts of the region. The evidence-based success of these projects is resulting in their planned expansion and the adoption of similar approaches by other partners supported by *Pacific Women* and the Australian Government in countries such as Solomon Islands, Timor Leste and Vanuatu.

<sup>5</sup> For more detailed information refer to the Pacific Women Six-Year Evaluation Report. Available at <https://pacificwomen.org/key-pacific-women-resources/pacific-women-six-year-evaluation-report-management-response/>

<sup>6</sup> Alison Barclay (July 2020). Oxfam in PNG Gender Justice Program Learning Paper.  
FHI 360 (2019), *Kommuniti Lukautim Ol Meri: Survey on Family Wellbeing in Western Highlands and West Sepik Provinces, Papua New Guinea* <https://fhi360.org/sites/default/files/media/documents/resource-png-klom-survey.pdf>  
Ann Braun (2019), *From Gender Based Violence to Gender Justice and Healing Phase 1: 2015-2018 Final Evaluation* <https://iwda.org.au/resource/from-gender-based-violence-to-gender-justice-and-healing-project-phase-1-evaluation-report/>

<sup>7</sup> The Markets for Change project is implemented by UN Women in partnership with UNDP and the Governments of Australia, Canada and New Zealand.

- By taking a long-term approach, *Pacific Women* partners have assisted Pacific Island countries to implement national gender equality strategies and international commitments. This includes the Pacific Community's (SPC) **Progressing Gender Equality in the Pacific** project and the work by the **Regional Rights Resource Team** to develop an evidence-base of statistics and data. This has helped drive support to governments to introduce legislation for gender equality and ending violence against women, including for domestic violence. Since 2008, 14 Pacific Island countries or states have endorsed national strategies and passed laws that criminalise domestic violence or establish services to support survivors of violence. *Pacific Women* partners are taking the next step to implement these strategies and laws. This includes developing referral pathways for coordinated, quality survivor-centred response and support services.
- A long-term approach also assisted women in leadership. Nineteen of the 22 women candidates in the 2021 Samoan elections were supported by the Women in Leadership Samoa leadership program of which five were elected.
- Quality gender research contributes to a better understanding of the complex, multi-layered nature of women's rights and equality. To better connect policy and programming to gender commitments, *Pacific Women* has strategically supported research to develop an evidence base to drive continuous improvement in gender equality approaches. Research includes the Do No Harm Research Project Reports on women's economic empowerment as it relates to violence; IFC research on safe workplaces; Research on Women's Leadership and Decision Making in the Pacific (including Papua New Guinea); Adolescent Unplanned Pregnancy in the Pacific; and the FSM National Report: Assessment of EAW Services and Gaps in Services. In just one example of how this research is used, FSM's Assessment of EAW Services provided the evidence base enabling *Pacific Women* to directly support the establishment of a crisis support centre in Chuuk, FSM.

These, and many more of *Pacific Women's* initiatives are showcased in this final report for *Pacific Women*. They form just one more chapter in the story of the pursuit of gender equality in the Pacific, which continues to be written by extraordinary Pacific women, as it has for generations.



Counsellors and caseworkers at Chuuk Women's Council and its Tongen Inepwineu Counseling Center (TICC) regularly travel by boat to reach women and children in remote and outer island locations. Photo credit: Pacific Women / James Benito

## Special Focus: Long-term learning, sharing and adapting

*Pacific Women* has supported its 164 partners to learn, share and adapt their approaches to promote a Pacific where women can participate fully in social, economic and political life. Together, these partners have developed new ways of working while forging long-term collaborative partnerships. This is leading to more effective gender transformative programming.

The long-term nature of the *Pacific Women* program and the opportunities it has facilitated for partners to come together have been central to this outcome.

Ten years has given time to pilot approaches, learn from implementation and then put those learnings into practice. *Pacific Women* has been able to support partners to trial and nurture methodologies for women's empowerment. Then, if they are showing promise, the program has supported partners to share the models with others so that they can be adapted and expanded.

*Pacific Women* has provided intensive technical support to partners, particularly small civil society organisations, to help them take up promising practices. This support has included specialist advice on topics such as gender mainstreaming, counselling, leadership and economic empowerment, as well as organisational support for operational, financial and monitoring activities.

Complementing this, *Pacific Women's* Support Unit curates networks of people and organisations working in similar fields and across countries to work collaboratively on priority issues. Learning forums, roundtables, communities of practice and other convenings showcase the work of national and regional initiatives to improve gender equality. This includes events such as the *Pacific Women Annual Reflection Workshops* (in Fiji and Papua New Guinea), the regional **Research Symposium** and the **Learning Forum on Women's Economic Empowerment**, and other south-south learning exchanges, have provided the space for partners and stakeholders to exchange ideas to develop more effective gender equality programming that is suited to the Pacific context. Behind it all, *Pacific Women* has also had a willingness to support innovative and adaptive programming. In many cases, *Pacific Women* partners were trying approaches in the region for the first time.



A staff member, Tomiko Maddison, busy at home after her day's work at Women United Together Marshall Islands and its Weto in Mour counselling service. Photo credit: Pacific Women / Chewy Lin

### How the North Pacific benefitted from crisis centre research, learning and sharing

Developing an evidence-base through strategic, quality research contributes to a better understanding of the complex, multi-layered nature of women's rights and equality. Driven by research, and supported by learning and sharing opportunities, three countries now have crisis centres.

- *Pacific Women* commissioned research into available counselling and crisis centre services in the Pacific, including the Review of Counselling Services in the Pacific and the FSM National Report: Assessment of EAW Services and Gaps in Services. The research found a significant gap in services available to women survivors of violence, particularly in the North Pacific. This evidence-base prompted *Pacific Women's* funding and technical support to civil society organisations in Kiribati, Chuuk State in the Federated States of Micronesia, and the Republic of the Marshall Islands to establish those countries' first ever crisis counselling services.
- With support from *Pacific Women*, these new services benefited from participating in south-south learning exchanges. For example, experts from the Fiji Women's Crisis Centre mentored the staff from the Kiribati Women and Children's Support Centre. In turn, the Executive Director of Kiribati Women and Children's Support Centre spent 10 days with the Chuuk Women's Council as they developed their Tongen Inepwineu Counseling Center.
- When the COVID-19 pandemic hit, limiting women's movement, training from *Pacific Women* counselling and gender-based violence advisers helped to build the telephone counselling skills of counsellors in the North Pacific centres.
- The best-practice lessons from providing telephone counselling in Pacific contexts have been packaged into a telephone counselling toolkit, to support the provision of high-quality services into the future.

The program is now transitioning to the next iteration of Australian Government Pacific-led gender equality programming – Pacific Women Lead. This transition provides a unique opportunity to dedicate resources to capture and strategically share the lessons from *Pacific Women* to guide future programming.

The *Pacific Women* Support Unit is working with scores of partners across 12 working groups to develop a suite of knowledge products. These share best-practice approaches arising from *Pacific Women* programming and supported initiatives. These products include a new Pacific practice note series, stories of change, impact assessments, videos, slideshows, partner convenings and webinars. These will ensure that the lessons from nearly 10 years of *Pacific Women* programming are readily accessible, disseminated widely and can influence future Pacific gender equality practice and policy action.

The transition to Pacific Women Lead also involves nurturing the long-term relationships with and between Pacific partners. There is increasing evidence that women's collectives are key to achieving sustainable attitude and behaviour change. The importance of providing long-term, core support to women's groups has been recognised, with the Office of Development Effectiveness recommending that long-term, core support continues for partners that provide holistic care.

Through movement building and challenging harmful social norms over time, Pacific women are creating, convening and leading platforms for action – in government, in communities and in workplaces. With the transition of support to Pacific Women Lead, these women and organisations will continue to be at the heart of progressing change towards gender equality in the Pacific.

# Our Story

2012



**Pacific Leaders' Gender Equality Declaration endorsed and Pacific Women Shaping Pacific Development announced (August)**

At the **Pacific Islands Forum Leaders' Meeting** (August 2012), leaders of the 16 Pacific Island Forum member states committed to efforts to lift the status of women in the Pacific and empower them to be active participants in economic, political and social life. This commitment is outlined in the **Pacific Leaders' Gender Equality Declaration**.

During the Forum Leaders Meeting, the Australian Government announced the **10-year Pacific Women program** to support Pacific Island countries meet the commitments they made in the Pacific Leaders' Gender Equality Declaration. It is the **largest investment** addressing gender inequality in the Pacific region.

2014



**Pacific Women Design Document finalised (April)**

The **Pacific Women Design Document** was finalised in April 2014. It summarised the rationale and strategy of the program and identified the program's short-term, medium-term and long-term outcomes.

2013



**Pacific Women Advisory Board established (April)**

The **Pacific Women Advisory Board** of eminent leaders from Pacific Island countries was established in April 2013. It provides advice on the strategic direction of **Pacific Women**, assists in connecting the program with influential leaders in the Pacific and advocates to support gender equality in the Pacific.

2016



**Regional Pacific Women Research Symposium (June)**

At the **Regional Pacific Women Research Symposium** (June 2016), 50 Pacific researchers and stakeholders discussed ways to prioritise and build capacity for relevant, quality gender research in the Pacific. They identified ways to take the recommendations of the Pacific Gender Research Scoping Study forward to strengthen gender-responsive policy making, development planning and programming.

To implement these recommendations and provide advice on the strategic direction of **Pacific Women's** research program, the **Advisory Group on Research** was established in April 2017. The group was formed by specialists in gender research, with an interest in the Pacific, and guided by the **Pacific Women Research Strategy**.

2015



**Pacific Women Support Unit mobilised and regional convenings begin (April–May)**

The **Pacific Women Support Unit** is mobilised in April 2015. It works to improve the impact of gender equality initiatives across the Pacific by providing the program with logistical, technical and convening support.

Over the life of the program, the Support Unit (based in Fiji and Papua New Guinea) has facilitated a range of learning events – the largest being the **Papua New Guinea Annual Learning Workshop**, first held in May 2015. These events bring **Pacific Women**-funded and non-funded partners together to discuss their work and research and to share lessons about what is working, the challenges, and the opportunities for promoting gender equality.

2018



**Pacific Girl regional design workshops (May)**

In a historic event, the Pacific's first regional dialogue dedicated to adolescent girls and gender equality was hosted by **Pacific Women** in May 2018. Through the dialogue, series of workshops and focus groups in six countries, more than 220 adolescent girls set the priorities and program design for **Pacific Girl**.

2017



**Fiji Women's Fund commenced (May)**

The **Fiji Women's Fund** (renamed Women's Fund Fiji in September 2021 after localisation) is the first women's fund in the Pacific, established in May 2017. It provides funding and capacity development support to women's groups, networks, and organisations in Fiji to expand and enhance their work on women's empowerment and gender equality. Incubated by **Pacific Women**, it is working toward independence and assisting emergent women's funds in the region.

**Pacific Women Roadmap launched (November)**

The **Roadmap**, launched in November 2017, informed **Pacific Women's** regional and multi-country investments. It included insights and recommendations from the **Pacific Women Three-Year Evaluation** released in July 2017. At the bilateral level, **Pacific Women's** investments were guided by Country Plans developed in close consultation with local women and men, civil society organisations and national governments.

2020



**Support for gender-inclusive COVID-19 responses**

To encourage gender inclusive COVID-19 responses, **Pacific Women's** Support Unit has been supporting its partners across the portfolio of gender equality initiatives in the region, complementing the Australian Government's Partnerships for Recovery policy.

Government, civil society, private sector, development and other partners working on gender equality and women's empowerment in the Pacific are driving incredible COVID-19 response initiatives and advocacy approaches.

2021



**Pacific Women Lead announced (April)**

Australia's Minister for Foreign Affairs and Minister for Women, Senator the Honourable Marise Payne announced **Pacific Women Lead** at the 14th Triennial Conference of Pacific Women in April 2021. The new program will have an emphasis on partnering with Pacific organisations and with Pacific women. It will build on the strength of close to 10-years of **Pacific Women** partnerships.

2019



**Pacific Girl program commenced (May)**

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

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

The largest regional convening for women's economic empowerment was hosted by **Pacific Women**. From across the region, 240 development practitioners, researchers and policy makers gathered at the **Pacific Women Regional Learning Forum on Women's Economic Empowerment**. They discussed how social norms influence Pacific women's economic empowerment; how to ensure women's economic empowerment interventions and research are inclusive of all women; and the enabling environments needed for genuine women's economic empowerment.

**Balance of Power program commenced (August)**

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

# What We Do

*Pacific Women* supports gender equality work across its four outcomes. Over the life of the program so far (from 2012 until June 2021), it has supported partners to reach people across the Pacific.

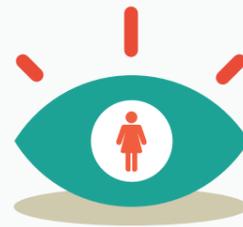
## Ending Violence against Women

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



**130,306**

women and girls to access crisis support services (includes counselling, health and justice services), from 2012 to June 2021.



**1,201,480**

people to participate in community awareness, outreach and advocacy since the program began, to June 2021.

## Economic Empowerment

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



**28,806**

women to access financial literacy training and financial services.



**2,464**

women to attain formal qualifications.

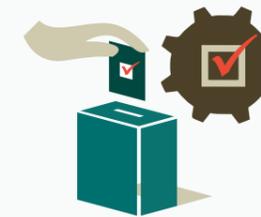
## Leadership and Decision Making

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



**20,754**

women to take on leadership roles at the community, provincial and national level (includes women participating in market decision making).



**46,906**

people to participate in civic and voter education.

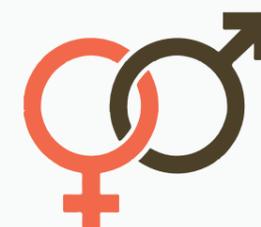
## Enhancing Agency

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



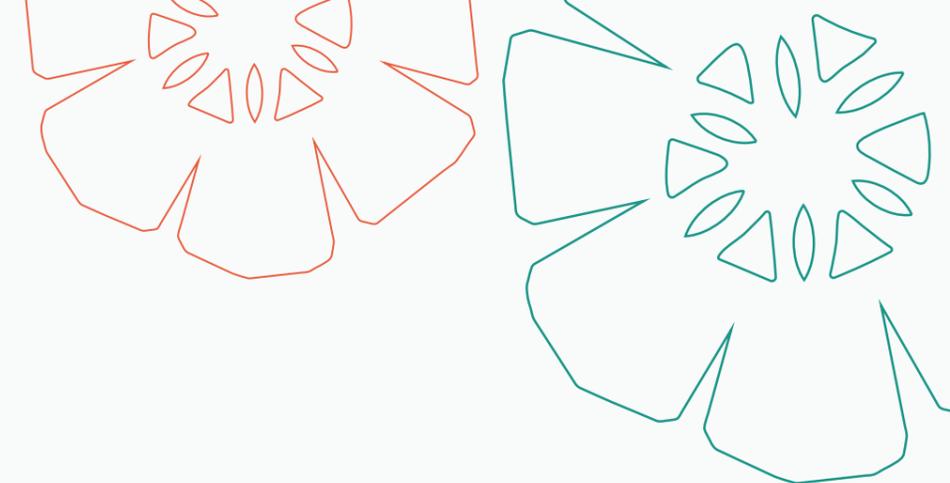
**8,828**

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).



**15,115**

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



# Where we work

## As of 30 June 2021



### 1 The Cook Islands

- Projects: 4 (4 completed)
- Partners: 3

### 4 Kiribati

- Projects: 10 (9 completed, 1 ongoing)
- Partners: 7

### 7 Palau

- Projects: 4 (4 completed)
- Partners: 2

### 10 Samoa

- Projects: 5 (2 completed, 3 ongoing)
- Partners: 11

### 13 Tuvalu

- Projects: 7 (5 completed, 2 ongoing)
- Partners: 5

### 2 Federated States of Micronesia

- Projects: 8 (3 completed, 5 ongoing)
- Partners: 5

### 5 Niue\*

- Projects: n/a
- Partners: n/a

### 8 Papua New Guinea

- Projects: 51 (29 completed, 22 ongoing)
- Partners: 55

### 11 Solomon Islands

- Projects: 18 (12 completed, 6 ongoing)
- Partners: 22

### 14 Vanuatu

- Projects: 10 (5 completed, 5 ongoing)
- Partners: 10

### 3 Fiji

- Projects: 18 (12 completed, 6 ongoing)
- Partners: 54

### 6 Nauru

- Projects: 6 (4 completed, 2 ongoing)
- Partners: 7

### 9 Republic of the Marshall Islands

- Projects: 6 (4 completed, 2 ongoing)
- Partners: 2

### 12 Tonga

- Projects: 9 (3 completed, 6 ongoing)
- Partners: 6

### Regional

- Projects: 37 (24 completed, 13 ongoing)
- Partners: 44

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

\* Map not to scale

## Looking Ahead

This is *Pacific Women's* final report. Looking ahead, the Australian Government's commitment to improving gender equality in the Pacific will continue through the new Pacific Women Lead program.

Australia's Minister for Foreign Affairs and Minister for Women, Senator the Honourable Marise Payne, announced the AUD170 million, five-year commitment for Pacific Women Lead at the 14th Triennial Conference of Pacific Women in April 2021. This investment complements Australia's existing bilateral gender partnerships.

Building on the almost 10-year long-term *Pacific Women* program, the new Pacific Women Lead program will be one of the largest global commitments to gender equality.

Pacific Women Lead's goal is that 'Pacific women and girls, in all their diversity, are safe and equitably share in resources, opportunities and decision making, with men and boys.' It will work toward achieving three end of program outcomes:

- Women's leadership promoted.
- Women's rights realised.
- Pacific regional partners increase the effectiveness of regional gender equality efforts.

Gender equality continues to be a shared priority for Pacific Island countries and Australia. As suggested by the name of the new program, Pacific women will lead, define the problems and create solutions. They will drive strategy through a Governance Board with a strong and diverse membership from across the region, at least two thirds of whom will be Pacific women.

Australia's Pacific Step-up emphasises 'how we engage is just as important as what we do' while its Partnerships for Recovery prioritises gender equality in Australia's COVID-19 development response. Given this, Pacific Women Lead will work to ensure that all women and girls across the Pacific have the right to safety and to participate fully in social and economic opportunities.

Pacific Women Lead will enable Australia and its partners in the Pacific region to continue working together to strengthen regional gender equality efforts, building on more than 30 years of Australian engagement and support in this area.



A plant grower sells plants at the Suva's foreshore in Fiji. Photo credit: Women's Fund Fiji / Rob Rickman

## Ending Violence against Women



The 16 Days of Activism Against Gender-Based Violence (25 November 2019) street march in Fiji. Photo credit: Pacific Women

# Ending Violence against Women

For the two thirds of Pacific Island women who experience physical or sexual violence in their lifetime, *Pacific Women* has made crisis support services more available and ensured they are delivering better quality assistance.<sup>8</sup>

Since it commenced in 2012, *Pacific Women* has invested heavily on work to prevent violence against women and ensure response services are available. Until women are free from violence in their homes, workplaces and communities, they are unable to participate fully in other aspects of social, economic and political life. The negative impact of violence on women's ability to participate in education, employment and civic life results in lost employment and productivity. It drains resources from social services, the justice system, healthcare agencies and employers.

*Pacific Women* supports **15 crisis service partners across eight countries** and assisted the Federated States of Micronesia, Kiribati and the Republic of the Marshall Islands to establish their first crisis centres.<sup>9</sup> In Papua New Guinea, *Pacific Women* has established two new case management centres in each of the main cities; Lae and Port Moresby.

*Pacific Women's* collaboration with **Chuuk Women's Council, Kiribati Women and Children Support Centre and Women United Together Marshall Islands (WUTMI)** to commence their crisis services responded to foundational research commissioned by *Pacific Women* in 2017. The **Review of Counselling Services in the Pacific** assessed the quality, reach and accessibility of counselling services for survivors of violence in 14 countries. Through questionnaires, interviews, focus group discussions and country visits, the review identified 85 counselling service providers, 35 per cent of which were based in Fiji or Papua New Guinea.

The review found that the most successful organisational models combine counselling services with community outreach, active case management and other integrated services such as economic, shelter and legal support. This evidence base supported the design of the three new crisis centres.

Since 2012, these 15 partners have supported 127,060 women and girls with safe accommodation, counselling, medical and legal support.



Counsellors and caseworkers at the Tongen Inepwineu Counseling Center (TICC) operated by the Chuuk Women's Council in the Federated States of Micronesia. Photo credit: Pacific Women / James Benito

<sup>8</sup> Office of Development Effectiveness (2019). Ending Violence Against Women and Girls: Evaluating a Decade of Australia's Development Assistance. <https://www.dfat.gov.au/sites/default/files/evawg-final-report-nov-19.pdf>

<sup>9</sup> As at 30 June 2021, *Pacific Women* is supporting the following crisis service partners: Fiji: Fiji Women's Crisis Centre, Medical Services Pacific (funded directly through *Pacific Women* from 2014–2017 and then transferring to the Fiji Women's Fund); Federated States of Micronesia: Tongen Inepwineu Counseling Center (Chuuk Women's Council); Kiribati: Kiribati Women and Children Support Centre; Papua New Guinea: Bel isi PNG, Femili PNG, Nazareth Centre for Rehabilitation; Republic of the Marshall Islands: Weto in Mour (Women United Together Marshall Islands); Tonga: Tonga National Centre for Women and Children, Women and Children Crisis Centre; Solomon Islands: Christian Care Centre and Family Support Centre; Vanuatu: Vanuatu Women's Centre. Cook Islands: From 2013–2017, *Pacific Women* also supported Punanga Tauturu Inc, with funding ending with the Cook Islands' classification as a developed country.

Every day, on average, *Pacific Women* crisis service partners:

- Provide 73 counselling sessions for new clients and 43 counselling sessions for repeat clients in Fiji, the Federated States of Micronesia, Kiribati, Papua New Guinea, Republic of the Marshall Islands, Tonga and Vanuatu.
- Support seven women with case management services in Papua New Guinea and Solomon Islands.
- Welcome two new survivors of violence (including children) into safe accommodation.
- Arrange medical assistance for two clients.
- Support six clients to access justice, including through referrals to police to report domestic violence and sexual assault.
- Assist five women to apply for family protection orders through the courts.<sup>10</sup>

The focus and priority for all crisis centres is on providing quality services for survivors of violence. In some centres, where services are well developed, staff are turning their attention to violence prevention activities. Improving referral pathways led by government has been another important focus over recent years, to ensure survivors of violence are linked to all the services they need – counselling, accommodation, medical and legal.

Crisis centres have adapted and expanded over the lifetime of *Pacific Women* to include other services such as health, women's economic empowerment and disaster risk response within their mandates. While supporting clients remains at the core of what they do, they are working with new partners, finding new ways to support clients and embedding humanitarian response into their planning.

## Incorporating humanitarian response work in crisis centres

In Fiji in early April 2020, eight civil society organisations, including the **Fiji Women's Crisis Centre**, formed the Fiji Civil Society Alliance for COVID-19 Humanitarian Response.<sup>11</sup> The Alliance coordinated COVID-19 response efforts, information and analysis for the Fijian Government. The CSO Alliance made two Fijian budget submissions, urging for a Fijian national COVID-19 budget that focused on the plight of rural women and girls, including their food, health and economic security.

The **Vanuatu Women's Centre's** branches have expanded networking and collaboration with provincial governments and other NGOs. Its 32 active committees against Violence against Women perform a range of functions to support survivors in the most remote parts of Vanuatu, including through involvement in humanitarian distributions. The committees enable Vanuatu Women's Centre and its branches to maintain a presence and relationship with very remote communities and act as first responders to violence and a link to the broader network of counselling and legal services.

When Cyclone Gita hit Tonga in 2018, destroying over 800 homes and damaging 4,000 more, the **Women and Children Crisis Centre** rolled out a long-term recovery Psychosocial Support and Resilience project. The centre increased its mobile counselling staff from three to five and conducted site visits and assessments and provided psychological first aid for women and children whose homes had been affected.

In Papua New Guinea, *Pacific Women* is providing support to its partners to protect women, children and vulnerable populations during the COVID-19, and future, emergency responses. *Pacific Women* provided financial resources, support to partners to develop COVID-19 safe house operating guidelines, training and protective equipment so that funded and other crisis service providers continued to operate safely.

<sup>10</sup> These 24-hour figures have been calculated as an average, based on the total numbers recorded by *Pacific Women's* crisis centre partners during 2020.

<sup>11</sup> Members of the Fiji CSO Alliance for COVID-19 Humanitarian Response are: The Foundation for Rural Integrated Enterprises and Development; Fiji Women's Crisis Centre; Diverse Voices and Action for Equality; Citizens' Constitutional Forum; Social Empowerment and Education Programme; femLINKpacific; and Rainbow Pride Foundation.

Survivors' access to justice has increased over the past decade with the roll out of family violence legislation across the region. The **Regional Working Group on Violence Against Women** has been instrumental in building political will to support the legislation. To address the gap in capacity and resources to implement legislative reform, *Pacific Women* has invested in complementary programs.

At a regional level, this has involved sustained awareness raising and capacity building on domestic violence legislation and gender mainstreaming through the Pacific Community's **Regional Rights Resource Team (RRRT)** and **Progressing Gender Equality in the Pacific project**.<sup>12</sup>

At a country level, *Pacific Women* investments are helping to ensure that duty bearers under the legislation are equipped to perform their roles.

*Pacific Women* partners have succeeded in expanding the notion of 'safe spaces' into environments such as markets, workplaces and transport. Partners highlight the security concerns for women in these spaces and the barriers presented by the threat of violence.

UN Women develops safer marketplaces through its **Markets for Change** project in Fiji, Solomon Islands and Vanuatu; and the **Safe Cities** and **Safe and Prosperous Districts** projects in Papua New Guinea.

Women vendors often travel from rural areas and sleep at markets for three to four days providing time to sell their produce, but this exposes them to higher risks of violence and theft. At Namaka Market in Fiji and the Koki Market in Port Moresby, Papua New Guinea, the women now have a safe place to stay in newly built accommodation centres. Funding for bathrooms in accommodation for rural women in Suva, Fiji means that women no longer walk outside at night to use facilities. Women report being safer as a result of these infrastructure improvements.

In Papua New Guinea's two biggest cities, Port Moresby and Lae, an estimated 141,902 women and girls have travelled to work and school free from violence and harassment on women-only buses through the **Ginigoada Foundation's** and **UN Women's** safe transport projects.<sup>13</sup>

Several *Pacific Women* partners have contributed to increased workplace awareness of men's violence against women and the flow-on impacts for employers. This is making working life better for women, after they have safely arrived at their places of work.

Research is providing evidence to encourage the private sector to better support employees who are experiencing domestic and family violence, including research by the **International Finance Corporation** in Fiji and Solomon Islands, and recently with the **Business Coalition for Women (BCFW)** in Papua New Guinea.<sup>14</sup> Fifteen of the largest companies in Solomon Islands – employing a combined 6,000 staff – have committed to introducing policies to support respectful workplaces through the **Waka Mere** project. The **Bel isi PNG** public-private partnership has delivered family and sexual violence awareness training to 3,961 employees (more than half of all employees) across its 15 subscribing companies.

*Pacific Women* supported projects are also working through schools to engage students, teachers, parents and communities to reinforce and sustain changes in attitudes, behaviours and social norms. Partners work with young people and their coaches through sport as well, with reports of transformative change in attitudes toward violence against women and girls.<sup>15</sup>

<sup>12</sup> In September 2020, RRRT and the Social Development Programme of the Pacific Community merged to form the Human Rights and Social Development Division.

<sup>13</sup> Between August 2015–December 2020, 782,803 trips were taken in Port Moresby and between May 2019–March 2020, 43,830 trips were taken in Lae. The estimated number of women and girls using the buses has been calculated assuming each woman uses the bus twice a day, three days a week and each student uses the bus twice a day, five days a week.

<sup>14</sup> The International Finance Corporation and the Business Coalition for Women are conducting research measuring the impacts when workplaces implement actions to positively respond to domestic violence. This research builds on the Overseas Development Institute's research on the cost of gender-based violence to businesses in Papua New Guinea in 2015: <https://odi.org/en/publications/gender-violence-in-papua-new-guinea/>

<sup>15</sup> For example, Get into Rugby Plus coaches have acknowledged the transformative influence of the program on them.

<sup>16</sup> A. Barclay (2020). Oxfam in PNG Gender Justice Program Learning Paper. Oxfam in Papua New Guinea.

## Bridging the gap: from protective laws to real change for women

Solomon Islands became the first Pacific Island country to launch guidelines and support for domestic violence counsellors, released in 2020.

'These guidelines will contribute to strengthened domestic violence counselling skills at national and regional levels,' shared Vaela Ngai, Director of the Women's Development Division of the Ministry of Women, Youth, Children and Family Affairs.

'[They support] domestic violence counsellors working with many of the 64 per cent of the nation's women experiencing physical or sexual intimate partner violence,' Ms Nagi said.

More than double the global average of women in Solomon Islands experience violence from an intimate partner. It is a national priority to support the women to recover while preventing such violence from impacting the next generation.

Essential to this process is legislation to criminalise domestic violence and provide support to develop quality national counselling, casework and other support services.

Solomon Islands' domestic violence counselling guidelines are required by the *Family Protection Act 2014*, but until now, have not been in place. Introducing legislation to criminalise domestic violence is an important first step to addressing violence against women, but those legislative commitments need to be implemented. Converting the words of the law into positive change in a woman's life involves significant and ongoing resourcing and systemic change.

Solomon Islands' *Family Protection Act* is just one of a dozen acts that have been implemented by Pacific Island governments in the past decade to address family violence.

Solomon Islands' domestic violence counselling guidelines require organisations providing domestic violence counselling services to achieve national accreditation, meet registration standards and comply with the code of ethics and practice standards. The guidelines also provide clarity around training requirements for counsellors.



At the launch of the Pacific Partnership to End Violence Against Women and Girls in Solomon Islands, Vaela Ngai, Director of the Women's Development Division of the Ministry of Women, Youth, Children and Family Affairs. Photo credit: UN Women

With support from UN Women's **Pacific Partnership to End Violence Against Women and Girls** (Pacific Partnership), the ministry will use the guidelines to support the implementation of the legislation. The staff are now well on the way to rolling them out in all nine provinces.

'When you go to the community and ask around, you have people from the churches or community leaders that offer counselling help. These people say they are counsellors but they do not have the correct qualifications to prove they have gone through the right training to become a counsellor,' said Koisa Sade, the ministry's Eliminating Violence against Women Coordinator.

'The ministry's concern is this kind of help could be more damaging to a domestic violence victim or survivor. It's a measure that has been made to ensure that counselling services are of a high standard for domestic violence survivors and victims,' Ms Sade said.

Counselling services are one of the essential responses for survivors of violence. In Solomon Islands, service providers have formed the referral network SAFENET. Partners, including *Pacific Women* partners the **Christian Care Centre** and **Family Support Centre**, work together to ensure survivors can access counselling and casework, safe accommodation, health and legal assistance.

Similar SAFENET models are also developing in Fiji, Chuuk State in Federated States of Micronesia, Kiribati, Samoa and Tonga, with programs in place to support duty bearers to perform their roles.

The **Kiribati Ministry of Youth, Sports and Social Affairs** is transforming the national school curriculum with a respectful relationships program and teachers' guide. With support from **Regional Rights Resource Team**, 767 teachers (647 women and 120 men) are now empowered to teach the curriculum. The majority of teachers have demonstrated increased knowledge of human rights, gender equality, and ending violence against women. They have also shown improved gender sensitivity in their attitudes.

In Papua New Guinea, Equal Playing Field's **Safe Schools, Strong Communities** project operates an eight-week program. It supports students to change their attitudes and behaviours related to violence against girls, complemented by teacher training and the establishment of safe school committees. The project is also piloting work with teachers' colleges to adapt the respectful relationships and child protection content for teachers' pre-service and other training courses.

Get into Rugby PLUS' life skills program has been developed and trialled in Fiji through the **Pacific Partnership** and its success led to its expansion to Samoa in 2021. The program is making a positive impact on players and coaches, with girls and boys proactively promoting gender equality and reducing the use of violence in their lives. They now have greater knowledge and support to identify, reduce and report harassment and violence. Many coaches have become proactive change agents for gender equality and ending violence.

In Goroka, Lae and Port Moresby in Papua New Guinea, young women and men are active champions of Oxfam's **Inap Nau** (enough now) and UN Women's **Sanap Wantaim** (stand together) campaigns. Using sports, arts and other creative activities, they engage their peers with 'new norms' that help to address gender-based violence, sorcery accusation-related violence and promote non-violent conflict resolution. A 2019 evaluation found that high levels of community participation in prevention activities has increased understanding of key gender and violence prevention messages.<sup>16</sup> One change is that communities are less accepting of violence in public places. There are also now many incidences where men stand up against other men who are hitting their wives in public or at home.

Through advisory and technical support, *Pacific Women* builds the capacity of individuals and groups to engage with national governments. This has been a long journey for partners in Tuvalu, who started at a time when domestic violence was taboo to mention. Today, national leaders collectively speak out on mainstream media platforms for the 16 Days of Activism and ending violence against women is a forum topic at the Traditional Leaders Forum.

Partners play a key role in including violence against women on the national agenda. They call for law reform, policy implementation, support services and justice for survivors of violence. When the World Health Organisation declared COVID-19 a global pandemic, crisis services were not initially categorised as essential in all Pacific Island countries. Advocacy by *Pacific Women* partners – such as lobbying the State of Emergency Controller in Papua New Guinea – ensured that they were classified as essential, so that survivors of gender-based violence could continue to access services in a time of heightened risk. The *Pacific Women* Support Unit worked closely with crisis service partners to ensure that surge funding was successfully used to adapt services to include Facebook and telephone services.

Whole of government approaches to ending violence are escalating. In 2020, despite facing COVID-19 and tropical cyclone related challenges, Fiji became the first Pacific Island country, and one of the only two countries globally along with Australia, to have a whole of government, evidence-based approach with its National Action Plan (NAP) to Prevent Violence Against Women and Girls.<sup>17</sup>

*Pacific Women* partners use various strategies for involving men. For more than 30 years, the Australian Government has provided core funding for the **Fiji Women's Crisis Centre**. This support has stepped up

<sup>17</sup> The Fiji Ministry of Women, Children and Poverty Alleviation (MWCPA) developed the NAP guided by a Technical Working Group of which UN Women is a key member (and technical partner), along with the FWCC.

## Crisis centre campaigns for 16 Days of Activism

Each year, Pacific Women crisis centre partners are instrumental in organising advocacy campaigns during the 16 Days of Activism against Gender-Based Violence. Pacific region crisis centres have been involved in the global campaign since the beginning, with **Fiji Women's Crisis Centre's** Coordinator, Shamima Ali, participating in the first Women's Global Leadership Institute event in 1991 where the idea was conceived.

The **Tongen Inepwineu Counseling Center** successfully carried out its first 16 Days campaign in 2020, despite facing the challenge of a global pandemic. The campaign included outreach programs to communities and schools, participating in the state leadership summit, launching a COVID-19 'safety at home' video animation and supporting a family planning workshop.

The region's first woman head of state, the Honourable Dr Hilda Heine, highlighted the important role **WUTMI** played in providing counselling, health and legal support and referrals at the opening of 16 Days of Activism events in the Republic of the Marshall Islands in 2018. WUTMI supported campaign activities including a walk-a-thon and the screening of videos that featured strong Marshallese women.

In Papua New Guinea, 20 Days of Activism are observed starting with World Children's Day on 20 November. Crisis support providers and others host activities including: **Bel isi PNG** in collaboration with the National and National Capital District Family and Sexual Violence Action Committees, **UN Women** and other development partners, government and stakeholders. In 2018, an estimated 2,000 people participated in the International Day to End Violence Against Women and Girls walk in Port Moresby. Fundraising efforts that year, including at the walk raised AUD170,000 in funds for essential repairs to keep two Port Moresby safe houses running safely.

During the 16 Days of Activism campaign in Tonga in 2017, seven men completed the **Women and Children Crisis Centre** Male Advocacy Program. To mark the occasion, they reflected on what they had learned through the program: each underscoring the value in advancing gender equality in Tonga, including increasing women's participation in decision making.

In 2016, **Punanga Tauturu Inc** in the Cook Islands collaborated with government and NGO partners to create a locally developed and led campaign. Events commenced on 25 November with White Ribbon Day and 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.

In 2019, **Fiji Women's Crisis Centre** organised a nationwide march for the first time to mark the beginning of 16 Days of Activism, with more than 1,000 participants. Shamima Ali, Centre Coordinator, explained that the 16 Days of Activism campaign is a time to bring the stories of women and girls to light and demand for continuous action against gender gaps and injustices.

'Through campaigns like this,' said Ms Ali, 'the voices of survivors and activists have reached a crescendo that cannot be silenced anymore.'



The Vanuatu Women's Centre has a key role in organising street marches to commemorate the 16 Days of Activism against Gender-Based Violence. Photo credit: Vanuatu Women's Centre

## Dialling up services in response to COVID-19

During lockdowns, curfews, states of emergency; the incidence of violence against women increases but women's ability to visit crisis centre counsellors is restricted.

Existing gender inequalities are magnified during a crisis, with women having considerably less autonomy and mobility leading to increases in men's violence against women. To combat this serious challenge created by the COVID-19 pandemic, *Pacific Women* supported newer crisis centres in the North Pacific to move quickly and adapt their models of service provision to include telephone counselling.

Chuuk Women's **Council's Tongen Inepwineu Counseling Center** (TICC) in the Federated States of Micronesia and Women United Together Marshall Islands' (WUTMI) **Weto in Mour** are the only crisis support centres for survivors of violence against women and children in their countries. It is essential these services continue to provide counselling to existing and new clients during a time of heightened risk.

The *Pacific Women* Support Unit developed specialised telephone counselling training and worked with counsellors to upskill them in telephone counselling. The six-part training series combined expert technical advice from *Pacific Women's* gender-based violence and counselling advisers with opportunities from the TICC and *Weto in Mour* counsellors to learn from each other and participate in role plays.

'Not only have I had the pleasure of meeting new partners and beautiful women from other neighbouring islands via Zoom but, more importantly, [I am] able to pick their brain and learn about their ways of counselling and areas I can improve on,' said Daniya Note, counsellor and caseworker with *Weto in Mour*.

*Weto in Mour's* program coordinator, Candida Kaious, said 'understanding the differences between phone and face-to-face counselling' makes her excited. 'Now we, as counsellors, know and understand why it is different.'

It was an early pivot to service provision for Chuuk Women's Council, which only opened the doors to



*Women United Together Marshall Islands operates the Weto in Mour counselling and support service for women survivors of violence, with staff including Cindy Wase. Photo credit: Pacific Women / Chewy Lin*

TICC in March 2020, just before the pandemic hit. 'Basically, everything is new to us,' explained Marivic Preciado, TICC Assistant Counsellor/Caseworker, who embraced the opportunity to learn. 'The only challenge we face is the technical issues. I feel excited about learning more,' she said.

Staff at TICC also worked with the *Pacific Women* Support Unit to develop the COVID-19 Staying Safe at Home video animation. It promoted telephone, online and walk-in counselling and referral services. This animation was translated into Chuukese and distributed by the Chuuk Women's Council. Similar animations were also produced for Nauru, the Republic of the Marshall Islands and Tuvalu.

*Pacific Women* supported **UN Women** and partners to produce an online series featuring crisis centres' telephone hotlines and counselling contacts on social media, in eight countries at the start of the pandemic.

More established crisis centres in Solomon Islands, Tonga and Vanuatu already had experience in telephone counselling. Seeing an opportunity for peer learning and additional support during the pandemic, the **Family Support Centre, Tonga National Centre**

**for Women and Children, Tonga Women and Children Crisis Centre and Vanuatu Women's Centre** joined in an online telephone counselling exchange.

'We were excited to be able to draw on such a wealth of experience that these crisis centres already had in delivering telephone counselling services,' said co-facilitator Hannah Jay, **Pacific Women's Gender Equality and Social Inclusion Adviser to Tonga and Nauru**. 'They have been really proactive in setting up telephone counselling services in advance and in response to this COVID-19 pandemic.'

Counsellor and caseworker participants agreed the skills needed for phone counselling are different from face-to-face counselling. The learning exchange sessions enabled them to further develop those unique skills for their organisations' COVID-19 response.

The exchange was timely, with the first COVID-19 cases in Vanuatu announced during the first days of the exchange. In fact, demand for services at the Vanuatu Women's Centre was very high. From July–November 2020, the centre provided 3,665 counselling sessions for 1,022 new clients; and 2,643 sessions for repeat clients. A key contribution to the rise in clients in the second half of 2020 was the centre's new toll-free telephone hotline.

Like other crisis centres in the Pacific, the Kiribati Women and Children Support Centre is increasingly active.

UN Women's **COVID-19 Protection Project** partnered with ChildFund to expand access to telephone counselling in Papua New Guinea. From November 2020, the *1-Tok Kaunselin helpim lain* became available 24 hours, seven days a week. By January 2021, the helpline counsellors had supported 433 survivors of violence and provided information on gender-based violence to even more callers.

*Pacific Women* partners were also actively involved in advocacy that resulted in crisis centres being classified as essential services during COVID-19. This enabled them to keep their doors open. In Papua New Guinea, staff were prioritised as frontline workers for COVID-19 vaccination prioritisation.

Telephone counselling is ensuring that contextually relevant services are available for women who experience violence, and ensuring they are able to access the support they need. The benefits extend beyond crises. In the context of island states, telephone counselling is making services more available to women living in rural and remote areas.

*Pacific Women's* 2017 review of counselling services in the Pacific identified just 19 organisations in the region offering telephone counselling services at the time. This extension in the quality and availability of telephone counselling services is ensuring more women can report and receive support when they experience violence.

'Because of this training, I am more confident about going into telephone counselling,' said TICC's Ms Preciado.



*A counsellor and caseworker during a session at the Tongen Inepwineu Counseling Center (TICC), operated by Chuuk Women's Council. Photo credit: Pacific Women / James Benito*

over the last eight years through *Pacific Women*. The centre's work in providing Male Advocacy for Women's Human Rights and Against Violence against Women training for men from influential institutions, such as police and military officers, community workers, chiefs and religious leaders, is recognised internationally as best practice.<sup>18</sup> The male advocates stand up for women's rights and ending violence against women in their communities and organisations.

Male advocates trained by the **Nazareth Centre for Rehabilitation** in Bougainville partner with women human rights defenders to implement community activities. This follows the approach of the **Nazareth Centre, Fiji Women's Crisis Centre** and other leading Pacific women's organisations that male advocates should support the work of, and be accountable to, women working to address violence against women, rather than working separately.

The Tonga **Women and Children Crisis Centre**, runs the Male Advocacy Talatalanoa program with support under the **Pacific Partnership**. These intensive trainings have built 29 male advocates' skills and capacity to lead violence prevention activities in their communities and open up conversations for men to address their own power, control and privileges to see the impacts these have on their wives, partners and families.

Chiefs and leaders have referred or accompanied clients to the **Vanuatu Women's Centre** after hearing about the centre's services through male advocates and the centre's awareness activities. There are examples from communities in Shefa and Penama where chiefs attempted to conduct custom reconciliations, but other chiefs or the survivors' families opposed this on the grounds that sexual offences are the domain of the law.

Pacific crisis centres have developed their own models for male advocacy that work for them. Through the **Pacific Women's Network Against Violence Against Women**, these centres have come together to agree and identify shared principles for male advocacy programming, which is supporting future action when working with men to end violence against women.<sup>19</sup>

*Pacific Women* partners also work cross-regionally to share best practice and expertise. The Male Advocacy Resource Guide developed by the **Family Sexual Violence Action Committee** in Papua New Guinea is based on a **Fiji Women's Crises Centre** resource. It was adapted and developed for the Papua New Guinean context. *Pacific Women* advisers draw on their experience with established services in the region to support emerging gender-based violence programs in the North Pacific.

*Pacific Women's* funding to Pacific-based NGOs and country-level activities that focus on ending violence against women is responding to the needs of the region. *Pacific Women's* structure and approach mean that support is provided to a range of partners from newly emerging services through to multi-country programs implemented by regional and global agencies.

Women's organisations supported by *Pacific Women* to end men's violence against women were recognised in the 2019 Office of Development Effectiveness evaluation of development assistance to end violence against women and girls. The report stated that core support through the *Pacific Women* program 'to current partners providing holistic care for VAWG [violence against women and girls] ... is a key strength' and recommended ensuring long-term support to local women's organisations.<sup>20</sup>

In some Pacific Island countries, the prevalence of violence against women is more than twice the global average.<sup>21</sup> Violence against women and girls is recognised as a violation of human rights, a global health problem of epidemic proportions and a problem with significant social and economic costs for women, communities and countries.

However, as a result of *Pacific Women's* long-term commitment to partners' efforts, there is evidence that gender transformative change is happening; families, communities and businesses are exploring gender roles and relationships and how these impact daily life and work. By understanding this better, individuals and groups have identified behaviours which have been harmful to women and girls – along with their costs – and made decisions to act differently.



The Kiribati Women and Children Support Centre (KWCSC) provides counselling and casework support to survivors of violence against women and children. Photo credit: Pacific Women / Victor Itaea

18 Fiji Women's Crisis Centre (2014). Programs to Eliminate Violence Against Women: Annual Report 6 July 2014, p. 66. <https://www.dfat.gov.au/sites/default/files/fiji-womens-crisis-centre-annual-report-2014.pdf>

19 The agreed principles, known as the Warwick Principles, can be downloaded from the Fiji Women's Crisis Centre website: <http://www.fijiwomen.com/wp-content/uploads/2020/12/Warwick-Principles-FINAL-17.11.20.pdf>

20 Office of Development Effectiveness (2019), Ending Violence Against Women and Girls: Evaluating a Decade of Australia's Development Assistance, pages 3 and Recommendation 4 on p. 5: <https://www.dfat.gov.au/sites/default/files/evawg-final-report-nov-19.pdf>

21 Office of Development Effectiveness (2019), Ending Violence Against Women and Girls: Evaluating a Decade of Australia's Development Assistance: <https://www.dfat.gov.au/sites/default/files/evawg-final-report-nov-19.pdf>

## Faith communities say no to violence

'Ninety per cent of people in Solomon Islands believe in God,' observed Pastor Lima Tura. 'When a message about women comes from the Bible, their eyes are open, they feel it has more weight. And that's why we will see a reduction in gender-based violence and increased respect for women in our society.'

Pastor Tura is the first female lecturer at Seghe Theological College in Solomon Islands. Using materials developed by UnitingWorld, she is teaching 'gender equality theology' to her students. With *Pacific Women's* support, UnitingWorld is rolling out its **Gender Equality Theology – Institutional Transformation** project in Kiribati, Solomon Islands and Vanuatu.

Addressing violence against women requires both support for survivors coupled with prevention activities to change the attitudes, behaviours and beliefs that allow violence to occur. *Pacific Women* partners are trialling a range of innovative approaches to help women and men, girls and boys reject the idea that violence against women and girls is acceptable in their families and communities. These approaches recognise that all parts of society need to take action for long-term attitude and behaviour change to occur.

Faith-based approaches are crucial entry points for changing hearts and minds in the Pacific. *Pacific Women* partners also work strategically with male leaders, duty bearers (such as police officers and teachers), family members, businesses, politicians, and adolescent girls and boys in targeted approaches to reduce family and community tolerance of violence against women.

Crisis centres also play a vital role in preventing violence against women. They use their evidence base from working with survivors of violence to develop powerful prevention activities and campaigns. A report by the Office of Development Effectiveness on ending violence against women programming in the Pacific clearly described how important it is to provide long-term support to crisis services. Changes in attitudes and behaviours toward violence against women can take generations and these services need to be available to respond to, serve, support and empower the women affected.

Church leaders are becoming increasingly prominent advocates for gender equality and ending violence



*House of Sarah's campaign featured leaders from nine faith denominations proclaiming: 'My faith says no to violence against women and children.' Photo credit: Collage of posters by House of Sarah.*

against women and children through partnerships at national and regional levels.

The House of Sarah's **Preventing Violence in Fiji's Faith Settings** project collaborates with faith leaders from many religions. Its 2018–2019 national television campaign featured leaders from nine faith denominations – from priests to imams – quoting from their respective religious texts and proclaiming: 'My faith says no to violence against women and children.'

Denouncing violence against women and girls in this type of united fashion represents a powerful public condemnation that reaches deeply into the different faith communities in Fiji.

Regional media campaigns and outreach activities are also underway, such as through the Pacific Conference of Churches (PCC) with more than 30 member churches and nine National Councils of Churches across 15 Pacific Islands reaching over 30,000 people. This approach is being supported by UN Women through the Pacific Partnership.

The Fiji Women's Fund's publication *Promising Practices in Preventing and Eliminating Violence against Women and Girls in Fiji* highlights that the most effective violence prevention programs need to work at multiple levels. They need to be grounded in the local knowledge and context, address social norms to tackle violence at the collective level, while engaging men and boys to prevent violence at the individual level. *Pacific Women* partners' approaches are doing just this, to ensure family and community tolerance toward violence reduces and more families and communities say no to violence.

# Economic Empowerment



*Skaila Samuel, a representative for Ward Development committee and coffee farmer, carries a bag of coffee in Simbari, Eastern Highlands, as part of CARE Papua New Guinea's Coffee Industry Support Project (CISP). Photo credit: CARE Papua New Guinea*

# Economic Empowerment

Through 28 economic empowerment projects supporting more than 30,000 women and girls, *Pacific Women* is enabling the trial and adaptation of approaches for women's economic empowerment. This is contributing to the Pacific region's fundamental shift in focus from women's economic participation to economic empowerment.

*Pacific Women* partners have worked together to define what women's economic empowerment looks like in the Pacific, since the beginning of the program in 2012. They evaluated 'what works' in addressing women's economic disempowerment through ongoing support and long-term funding. This has resulted in some breakthrough approaches to economic empowerment programming.

Women play a central role in Pacific economies and contribute to both the formal and informal sectors as farmers, fishers, vendors, entrepreneurs, suppliers, employees and business owners. Yet women face workplace discrimination, much higher unpaid labour burdens, financial abuse and a lack of equity at many levels of economic decision making. The gap in earning between women and men persists across all forms of economic activity. Workplace rights and policies (such as equal pay and parental leave) are slow to progress in many countries. Women and girls in the Pacific are also being disproportionately affected by the economic impacts of COVID-19 responses.

Women's economic empowerment requires men to share the burden of care work at home and avoid increasing women's overall work burden. **Vanuatu Skills Partnership**, the **Tonga National Centre for Women and Children** and the **Women's Business Resource Centre** in Papua New Guinea have demonstrated the enabling potential of providing childcare to women when accessing training. In Fiji, the **International Finance Corporation** documented a business case that showed employees missed an average of 12.7 days of work each year due to parental responsibilities. This led to the Fijian Government allocating funding for an exploratory committee to establish day-care centres near major hubs of employment.

## About empowerment

Women's economic empowerment involves the transformation from economic participation to economic power. Women's economic empowerment means women have equal opportunity with men to control income and assets, access decent and secure work, receive social protection, control their time and have equal consideration and participation in economic decision making.

There is also documented evidence of men sharing household responsibilities after participating in *Pacific Women* projects, particularly in Papua New Guinea. **The Oxfam-led Responding to Gender-Based and Sorcery-Related Violence in the Highlands** project is resulting in men increasingly performing household duties previously thought of as women's responsibility; and men being more supportive of their wives participating in public life including in leadership roles and shared household decision making. In an example from another country, participants in projects funded through the **Fiji Women's Fund** are finding that their husbands, sons and partners are taking on some of the care tasks that were previously left to the women.

A key learning for *Pacific Women* has been the critical importance of supporting collectives and cooperatives as a means of increasing both women's income and empowerment. Showcase examples include:

- The empowerment of market vendor associations under UN Women's **Markets for Change** project, and similar market based projects in Papua New Guinea, which are influencing the design and operations of the marketplaces they work in.
- The thriving of collectives under the **Fiji Women's Fund**, which are not only helping women to improve their skills, capabilities and assets, but are also influencing the way families think about what it means to be a woman or a man and the possibilities available.
- The opening of international export markets for rural women producers who are members of **Alternatives Communities Trade in Vanuatu (ACTIV)**.

The significance of these collectives in the lives of women was highlighted when the COVID-19 pandemic hit. Members of the village savings and loan associations established through the **CARE Coffee Industry Support Project** in Papua New Guinea reported that the associations were their only avenue for loans to support their families during the lockdown periods and to restart their activities when restrictions were lifted. In Fiji, the members of the **Udu Point Women's Initiative** turned a challenge into an opportunity. After the pandemic greatly affected their sales of shellfish and large mats, the women used their bi-monthly Women's Group Collective Meeting to share ideas on alternative income-generating initiatives. They decided to create smaller handicrafts such as baskets, fans, earrings and small mats. Now receiving more orders from family members overseas and customers in Suva through social media, the women's monthly earning has increased from FJD 40 to FJD 250.

## How COVID-19 disproportionately impacts women

Women's livelihoods, and therefore the lives of their children and families, are disproportionately affected by the COVID-19 pandemic. Eighteen months after the World Health Organization declared it a global pandemic, they are experiencing higher rates of unemployment and economic insecurity.

Women overall earn less than men and are more likely to work in low-paying, informal and precarious work, with greater and often increasing care responsibilities.

The COVID-19 pandemic is a prolonged crisis, and women in the Pacific remain particularly vulnerable to the long-term economic impacts of the pandemic.

Across the region, *Pacific Women* activities also ensured the economic needs of women and girls were included in government COVID-19 response and recovery measures.

In Tuvalu, the Gender Affairs Division conducted a rapid gender equality and social inclusion assessment with support from the **Tuvalu Gender Equality and Social Inclusion Adviser**. The assessment focused on the potential loss of income of small entrepreneurs and income generating activities; and the experience of families who relocated to outer islands following government encouragement. The Minister of Health, Social Welfare and Gender Affairs used the findings to inform other ministers about emerging COVID-19 response plans. It resulted in the Government of Tuvalu focusing financial support on the most vulnerable families who had lost income as a result of the state of emergency.

Similarly, **Gender Equality and Social Inclusion Advisers** in the Federated States of Micronesia and Samoa designed surveys to assess COVID-19 impacts on women and girls, with data then influencing government responses. In the Federated States of Micronesia, Nauru and Tuvalu, *Pacific Women* advisers also supported Australian High Commission and Embassy staff and national counterparts participating in COVID-19 social and economic responses with talking points, factsheets and other tools.

**In Papua New Guinea, markets in the capital city remained open and operational throughout the initial state of emergency lockdown.** Informed by rapid market assessments through the **Protection for Women and Girls during the COVID-19 Emergency** and **Safe and Prosperous Districts** projects, UN Women supported city authorities to develop minimum standards to keep markets clean and to prevent the spread of COVID-19. These were adopted nationally in June 2020.

The **Fiji Women's Rights Movement**, supported by the **We Rise Coalition**, contributed to the COVID-19 Response Gender Working Group's rapid assessment on the gendered impacts of COVID-19 on women in Fiji.<sup>22</sup> The Government of Fiji accepted the assessment as an official report. Fiji Women's Rights Movement also initiated several original research projects to respond to information gaps, including research on women's economic status during the COVID-19 pandemic.

Supported through the **Balance of Power** program, *FI-E-FI-A 'a Fafine* Tonga (under its former name Women in Leadership Coalition) was instrumental in supporting and representing 564 women from the informal sector, who were affected by the COVID-19 lockdown, to receive government grants.

<sup>22</sup> Diverse Voices and Action (DIVA) for Equality, Fiji Women's Rights Movement, UN Women Fiji Multi-Country Office, Asian Development Bank and the Ministry of Women, Children and Poverty Alleviation (2020). Gendered Impacts of COVID-19 on Women in Fiji. [http://www.fwrm.org.fj/images/Gender\\_and\\_COVID\\_Guidance\\_Note\\_Rapid\\_Gender\\_Analysis.pdf](http://www.fwrm.org.fj/images/Gender_and_COVID_Guidance_Note_Rapid_Gender_Analysis.pdf).

## Putting the ‘empowerment’ back into ‘women’s economic empowerment’

The word ‘empowerment’ is often used as a stand-in for ‘economic participation’ in income generating activities. While economic participation has the potential to greatly enhance women’s quality of life, sometimes it also has negative effects such as increased workloads for women now balancing paid work in addition to unpaid household work. For economic development initiatives to meaningfully address the empowerment element of women’s economic empowerment (WEE), it is critical to address gendered power dynamics. Women not only need to earn more than they do but they need to also be empowered to make decisions about themselves and their income.

*Pacific Women* partners in Papua New Guinea – using family-based approaches – are demonstrating how working with women and men in their family units can improve economic outcomes and bring a better balance to decision making in homes.

Families in CARE’s **Coffee Industry Support Project** (CARE Coffee) have achieved a 22 per cent increase in income from their coffee production, while participants in the University of Canberra’s **Family Farm Teams** project reported eight-fold increases in income.

As well as these financial boosts, the projects have resulted in a more equal division of farming and household workloads for women and men in families. These family-based approaches build families’ economic security, business management and crop farming skills. At the same time, participants develop a new appreciation of women’s workloads and the value of shared work. This strategy aims to increase equality between women and men by gradually shifting gender roles to be more equal.

The result is greater, fairer sharing of workloads and financial decision making in families, for both women and men.

The proportion of households where women and men perform labour and household tasks equally increased by 11 per cent over three years for those households in which the women received training through the



*The WEE snakes and ladders game developed by Pacific Women helps educate players about the importance of economic empowerment versus economic participation. Photo credit: Pacific Women / Tui Ledua*

CARE Coffee project. Family Farm Teams families were observed to work as a team with greater unity around a shared goal and there was evidence of women having more control over family income and assets.

‘We know that strong cultural and economic norms around women’s and men’s roles often disadvantage women in their homes, in their communities, and also at work,’ shared Elsie Mongoru, Program Manager for the CARE Coffee project. ‘That’s why we work with corporations, individuals, as well as families to change perceptions, behaviours and practices. It is important to work with both women and men on changing social norms in households,’ she said.

Another *Pacific Women* partner, **Vanuatu Skills Partnership**, has developed a *Better Balance Strategy*’ to ensure that its technical and vocational education and training (TVET) programming challenges gender stereotypes and offers fairer opportunities for women and men. This involves understanding the different expectations that families and communities place on women versus men.

‘We work to make visible the role women contribute in household livelihoods. We encourage men to take up a fair share of the responsibilities in their homes and to support the participation of their wives in decision making,’ explained Fremden Shadrack, Director of the Vanuatu Skills Partnership.

‘When women are able to realise their full potential, our nation as a whole benefits.’

*Fremden Shadrack, Director, Vanuatu Skills Partnership*

Ms Mongoru and Mr Shadrack shared lessons from their projects in their presentation *From participation to power: mapping economic pathways to women’s empowerment* at a side event convened by *Pacific Women* during the 14th Triennial Conference of Pacific Women in April. More than 650 participants registered to participate in the session, which also included an interactive snakes and ladders activity that illustrated some of the multiple challenges (snakes) and enablers (ladders) on the journey towards women’s economic empowerment.

Over eight years of programming, *Pacific Women* has promoted the importance of using forums like this one to share lessons about a Pacific understanding of women’s economic empowerment.<sup>23</sup>

The relevance and applicability of strategies and approaches to women’s economic empowerment that originate outside of the region is limited given the unique geography, economies and cultures of Pacific

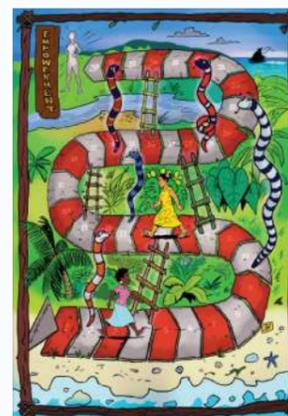
Island countries. Understanding and sharing Pacific approaches to women’s economic empowerment are, therefore, doubly important to inform successful economic development and gender equality initiatives.

To support this, *Pacific Women* convened the first ever **Regional Learning Forum on Women’s Economic Empowerment** in 2019. More than 240 Pacific Islands researchers, policy makers and development practitioners from nine countries gathered to share ideas and lessons learned. They contributed to the knowledge base about Pacific women earning an income, accumulating economic assets and making decisions about their finances.

There was considerable discussion around the difference between economic advancement and economic empowerment – for women to not just earn an income but to have decision-making control around how that money is spent. Ideas for supporting the “E” in WEE ranged from the work with families through to the changes needed at an institutional level.

‘Economics assumes women and men make decisions in the same way and that they react to economic stimuli in the same way,’ explained Dr Vijaya Nagarajan, Professor of Law at Macquarie University in her keynote address at the forum. ‘But they don’t. We need to include women’s experiences in developing policies and creating laws,’ she said.

And transformation is starting to happen. Just ask Ms Mongoru, who said, ‘Our programs prove that practices that discriminate and disadvantage women can change.’



Your husband is increasingly violent because you are earning more income than him

SLIDE DOWN THE SNAKE!

You can report your abusive employer because the government of your country has introduced laws against sexual harassment in the workplace. You keep your job and he is prosecuted

CLIMB THE LADDER!

*Pacific Women Support Unit’s snakes and ladders boardgame enables players to address challenges (snakes) and enablers (ladders) on the journey towards women’s economic empowerment. Photo credit: Pacific Women / Tui Ledua*

<sup>23</sup> The snakes and ladders game can be downloaded and played here: <https://pacificwomen.org/resources/from-participation-to-power-journeys-through-womens-economic-empowerment-the-game/>.

## COVID-19 burden of care falling on adolescent girls

'With our younger siblings not being able to go to school ... we were given the role to take care of them and, at the same time, there were more house chores to do with more activities around the house,' shared Roselyn Sidal, young feminist and gender equality activist with **Pacific Girl** partner, the **Fiji Women's Rights Movement**.

'We had a little more to carry on our shoulders [because of COVID-19],' said Ms Sidal, who is also a first-year student at the University of the South Pacific.

The COVID-19 pandemic has increased the burden of care on women and girls. In normal circumstances, caring for siblings and children in the community and additional household work often falls on adolescent girls as they are typically expected to assist their mothers and female relatives undertake the vast majority of unpaid domestic labour and childcare. Since the onset of the pandemic, adolescent girls are saying that this burden has significantly increased.

Pacific Girl partners acted quickly to ensure that adolescent girls' experiences of the pandemic were heard and taken into account in community and national responses. In a rapid assessment by Fiji Women's Rights Movement, 20 per cent of girls and young women surveyed experienced compounded challenges in balancing gender role expectations with education and work during the pandemic. Similarly, the **Talitha Project** in Tonga reported that girls participating in their activities had challenges balancing domestic and care work with schoolwork while at home.

The *Pacific Women* Support Unit conducted the **Pacific Girl Speak Out: COVID-19 Survey** in June 2020, to hear from Pacific girls about how they are feeling, what they are doing and how they are being affected by the COVID-19 pandemic.

Three in five adolescent girls responding said they sometimes or always looked after younger children in



The *Pacific Girl* program's 'Webinar on Adolescent Girls and COVID-19' provided a space for adolescent girls' voices to be heard. Pictured (left to right) are: Roselyn Sidal, webinar panellist; Mia Kami and Anna Vea; and Tara Chetty, *Pacific Women* Partnerships Lead. Photo credit: *Pacific Women*

their families and communities, while one in six said they could not do their schoolwork as they had to work to help support their family. While a small survey sample, these important findings along with partners' reports of the situation in communities, were promoted through a targeted thematic brief on the impacts of the COVID-19 pandemic on adolescent girls in the Pacific.

*Pacific Women* also provided a space for adolescent girls' voices through the **Pacific Girl Webinar on Adolescent Girls and COVID-19** on 15 October 2020. Panellists from Fiji, Papua New Guinea and Australia discussed the issues facing adolescent girls and how to support them. The webinar featured poetry by Anna Vea and music by Mia Kami (two young Tongan women) and a video with messages of solidarity and encouragement from adolescent girls and gender equality advocates around the region.

'So what happens is now we have shifted a few steps back,' explained Ms Sidal, who participated in the webinar. 'We will have to touch on their [girls'] confidence... and do more in order to move forward,' she said.

### Exchanging ideas to improve Women's Economic Empowerment approaches

*Pacific Women* helps to connect partners and create an evidence base on women's economic empowerment issues by convening roundtables and forums.

*Pacific Women* hosts the quarterly **Women's Economic Empowerment Roundtable** gathering, which brings together stakeholders working on women's economic empowerment projects across the Pacific. They share learnings and discuss topical issues and develop ideas for other convening events. In 2021, the group has unpacked the need for more gender-inclusive responses in all crisis planning and response actions to enable economic recovery.

*Pacific Women* has worked with its partners to implement recommendations arising from the largest ever Pacific women's economic empowerment forum. More than 240 researchers, policy makers and program implementers from nine countries came together in May 2019 for the three-day **Regional Learning Forum on Women's Economic Empowerment**, organised by *Pacific Women's* Support Unit. The Forum provided an opportunity for *Pacific Women* partners, both those funded by the program and other stakeholders, to recognise and plan adaptive, Pacific-specific approaches to women's economic empowerment. They contributed to the knowledge base about Pacific women earning an income, accumulating economic assets and making decisions about their finances. The event connected diverse efforts to improve women's economic empowerment and also promoted Pacific and global research and good practice on the subject.

Even in Pacific Island countries where there have been few or no cases of COVID-19, the national responses to the pandemic, such as lockdowns and restricted movement, are having a disproportionate impact on women's economic activities and their control over the income they earn. Recognising the importance of sharing regional lessons panellists from Fiji, Papua New Guinea and Tuvalu presented at ***Pacific Women's* Webinar on Women's Economic Empowerment and COVID-19 in the Pacific**.

Since 2012, *Pacific Women* has supported more than 27,512 women to access financial literacy training and financial services. Through this work, *Pacific Women* has demonstrated the important link between financial training and women having more decision-making abilities. Financial training builds women's confidence and assists them to manage their incomes.

Building on this, *Pacific Women* supported projects give women opportunities to make decisions about how and when to use their income and savings.

Following this model, members of village savings and loan associations established through the **CARE Coffee Industry Support Project** report increased acceptance within families and communities of women as money managers and equal decision makers.<sup>24</sup> One participant stated: 'Now we both do the decisions together. My husband helps me to do the work and we get things done. This has changed now because we now see the importance of working together.'

Another project in Papua New Guinea, known as **Family Farms Teams**, has also seen success in the communities they work in. The project trained with women and men farmers who did 'very little' decision making about money with their partners before the start of the program. After participating, a majority reported they now 'always' make joint decisions.<sup>25</sup>

UN Women's **Markets for Change** continues to improve market vendors' economic decision making in Fiji, Solomon Islands and Vanuatu. In Kadavu, Fiji, the project held market business fairs and raised awareness of financial services. As a result, 196 market vendors opened bank accounts, including those on mobile banking platforms. In addition, 78 vendors registered for either a superannuation card or a Taxpayer Identification Number or both.

24 Josie Huxtable (2020). Sharing the Harvest: Creating a gender-equitable coffee supply chain in Papua New Guinea Coffee Industry Support Project. End-of-Project Evaluation Phase 1 Report. CARE International in Papua New Guinea, p.23.

25 Pamphilon, Mikhailovich, Gwatarisa and Harri (2017). Highlands Hub Report: Developing farming families through training and development activities, pp.15-16.

## Tourism, handicrafts, dairy farming – Fijian business women are everywhere

More women in Fiji are running businesses as a result of participating in women-led collectives supported with small grants through the **Fiji Women's Fund**.

Fund grantee **Talanoa Treks** is a social enterprise working with three communities to increase women's entrepreneurship through hiking tourism.

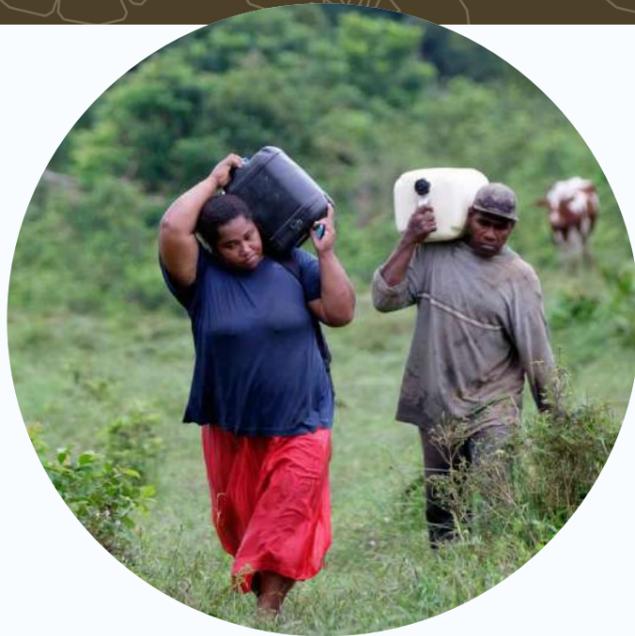
'We started by trying to support women to be contracted as guides by their village enterprises and to be involved in the governance and management arrangements of their tourism enterprises,' said Marita Manley, co-founder of Talanoa Treks. '[This] is slowly showing results in terms of increasing numbers of female guides and in ensuring that women are involved in key decisions,' she said.

Up until early 2020, the women's groups working with Talanoa Treks hosted guests and provided meals, accommodation, and guiding services. Each community was earning FJD10,000–16,000 a year in income during regular tourism operations.<sup>26</sup>

Income earned by rural, remote women typically goes back into the community. **Rise Beyond the Reef** is helping members of its collectives in 10 communities to develop business decision-making skills in ecologically sustainable handicrafts. Their products are now being sold to an international market, with the profits helping families in their villages. One such village is Saioko Village in Ra province.

'We are so happy that Rise Beyond the Reef came to visit us after TC [tropical cyclone] Winston - we're [now] making orders for the Rise Beyond the Reef,' shared Lanietia Tuinakau, the coordinator for Saioko Village. 'We are making *tabe* [tablecloths] and *vau* tassels, tassel shells, and we are making coconuts [for candle shades] .... We are working as a group; we have three groups in Saioko Village.'

Rise Beyond the Reef's strategy during COVID-19 has been to identify supply opportunities within Fiji's aid sector. This is sustaining a steady source of income for its artisans, with 158 women from Ra, Ba, Nairai and



*With support from Women's Fund Fiji (formerly Fiji Women's Fund), Naitasiri Women in Dairy Group has diversified its offering to include mushroom farming. Photo credit: Women's Fund Fiji / Rob Rickman*

Macuata collectively earning more than FJD62,000 during 2020 through the sale of arts and crafts.

Since receiving a grant from the Fund in 2018, membership of the **Naitasiri Women in Dairy Group** has grown from 26 to about 40 members. The women have also successfully diversified into oyster mushroom farming, earning around FJD120 per six-kilogram harvest. At the request of the Ministry of Agriculture, Naitasiri Women in Dairy Group continues to engage with piggery and horticulture groups in their communities to share best practices from their *solesolevaki* model – a collective, Fijian way of working. On a rotational basis, each woman receives help from the other group members on an assigned day to assist with her farm.

'We feel more confident to lead other women and also speak out. We are doing work that men do, running dairy farms,' said Susan Pocock, the group's president at the time. 'I think there is about two per cent of women who are in the dairy industry throughout Fiji and we are happy that the Fiji Women's Fund has come to help our group.'

The women in the group who owned or managed family-run dairy farms with an average of 10–13 cows have increased their milk production from 80–85 litres per week to 85–100 litres per week.<sup>27</sup> They increased their weekly earnings from FJD577 to FJD679.

In Papua New Guinea, following financial training and connecting them with financial institutions, women market vendors increased their savings by over 500 per cent and men increased savings by 50 per cent. The inclusive market governance approach tested and refined in these projects have been included in the Australian Government-funded Market Economic Recovery and Inclusion Program expanding the reach to markets from 1 to 11 Papua New Guinean provinces.

*Pacific Women* partners engage with multiple levels of government and are influencing policies and regulations to enable the safe and secure participation of women in the workplace.

Fiji was the second country in the world in June 2020 to ratify the International Labour Organization Violence and Harassment Convention, 2019 (No 190), which provides a framework for eliminating violence and harassment in the workplace. Through the **We Rise Coalition, Fiji Women's Rights Movement** conducted a study in 2016 on the national prevalence of sexual harassment in the workplace (a follow up to its 2002 study). The findings informed a sustained national advocacy campaign to stop workplace harassment, which contributed to the government's ratification of the convention.

Sexual harassment is a key barrier to women in the workplace. In Tonga, the **Women and Children's Crisis Centre** made a submission to the Parliamentary Standing Committee on the Employment Relations Bill 2020 to address sexual harassment in the workplace, establishing 15 years as the minimum age for employment and ensuring workers aged 15–18 years are not exposed to hazardous conditions. The centre also provided input into the proposed sexual harassment policy for the public service and produced a full translation from English to Tongan of the draft policy.

The **Pacific Organic and Ethical Trade Community** (POETCom) is working with the Palau Bureau of Agriculture to mainstream gender equality and social inclusion in Palau's Organic Policy. POETCom also developed a toolkit to deepen knowledge and skills in mainstreaming gender and social inclusion during organic value chain analysis or assessment activities.

Working conditions for women in the private sector have improved as a result of research into the costs of family and sexual violence by the **International Finance Corporation** in Fiji and Solomon Islands, and with the **Business Coalition for Women** (BCFW) in Papua New Guinea.<sup>28</sup> These studies provide evidence to encourage businesses to take action to support employees who are experiencing violence in their homes and their workplace.

The BCFW's 55 members in Papua New Guinea collectively have over 55,000 employees. Since 2014, 54 businesses or organisations have adopted policies or practices based on tools developed and provided by BCFW. These include conducting gender-smart safety audits that seek out women's perspectives on workplace safety; implementing family and sexual violence and workplace anti-harassment policies; and addressing constraints to increased participation of women in non-traditional sectors.

Demand for the BCFW's Certificate IV in Leadership and Management remains high. By February 2021, 100 organisations had invested in 221 women as supervisors and managers by sponsoring them to undertake the course. Participants and managers confirm that course graduates are more confident, productive and able to take on additional responsibility. In 2021, a 12-month follow up survey with graduates discussing their experiences post-graduation found 68 per cent of respondents received pay rises and almost half were promoted.

*Pacific Women's* multidimensional and long-term approach to women's empowerment and gender equality over nearly 10 years has driven change at the household, community and national levels. Partners are using context-specific strategies to build enabling environments for women's economic participation and empowerment by engaging a wide array of actors and decision makers, from industry and government through to communities, families and cooperatives.

<sup>26</sup> Following the impacts of COVID-19 on tourism in Fiji, Talanoa Treks has been supporting the women's groups to adapt and reach other markets. This includes: upgrading kitchens to use to make jams and chips for local markets; and buying FJD 1,500–3,000 of produce from each community.

<sup>27</sup> This data reflects the group's production before the impacts of COVID-19 on their farm operations. For more, visit: <https://fijiwomensfund.org/naitasiri-women-share-their-covid19-struggles/>

<sup>28</sup> The International Finance Corporation and the Business Coalition for Women are conducting research measuring the impacts when workplaces implement actions to positively respond to domestic violence. This research builds on the Overseas Development Institute's research on the cost of gender-based violence to businesses in Papua New Guinea in 2015: <https://odi.org/en/publications/gender-violence-in-papua-new-guinea/>

## Safe working conditions make markets a happy, healthy place

Between 75–90 per cent of all market vendors in the Pacific region are women. The hours are long, and vendors often travel from rural areas to sell their products to a larger market. Markets provide significant opportunities for women and men to participate in the country's economic growth. However, vendors work informally and, historically, this has meant limited regulation and few protections to ensure safe working conditions.

UN Women is working in four countries to ensure markets are safer workplaces for their vendors. The Markets for Change project covers Fiji, Solomon Islands and Vanuatu; while the **Port Moresby: A Safe City for Women and Girls and Safe and Prosperous Districts: Linking Communities to Markets for Secure Livelihoods** projects work in Papua New Guinea. These programs and projects are supporting markets to develop and implement policies that make them safe and inclusive for those who work there.

These projects have shown that to make marketplaces safer for women vendors, it is necessary to undertake interventions aimed at updating local and municipal government systems and regulations. The program supports local government agencies to set up inclusive market management and operations systems. It works with market vendor associations to increase their knowledge and skills to engage actively with market management; and to advocate for their rights and interests for safe markets to improve their businesses.

The projects improve safety for vendors by developing physical infrastructure that is safer and accessible, ensuring women vendors inform designs. This means they include considerations important to women: improved hygiene, sanitation, disability access, amenity facilities and safe accommodation for vendors who travel from far away to sell in the markets.

The onset of the COVID-19 pandemic resulted in concerns for health and safety and socio-economic impact.



*Jamie Wartovo, Sanap Wantaim male youth advocate, and Jacinta Kasozi, international United Nations volunteer, engaging in discussion with a market vendor in Papua New Guinea. Photo credit: UN Women*

UN Women's rapid assessments revealed that the closure of markets and public transport and movement restrictions in response to the COVID-19 pandemic resulted in reductions of more than 82 per cent in household income levels for informal economy workers, most of whom are women. Market vendors reported over 51 per cent reduction in daily market earnings.

In Papua New Guinea, as a result of UN Women's advocacy on the importance of food security and family livelihoods, **markets in Port Moresby remained open and operational throughout the initial state of emergency lockdown**. UN Women developed guidelines for local authorities with a set of minimum standards and operational actions to keep markets clean and prevent the spread of COVID-19. The State of Emergency Controller issued these guidelines to apply nationally in June 2020.

'I think small changes can make a big difference,' said Rose Starlyn, a Solomon Islands market vendor. 'We can make a market that is a happy place for everyone, that is healthy for everyone, where more people can come, and market vendors can earn more money.'

# Leadership and Decision Making



*Participants march at the Bougainville Young Women's Leadership Forum. Photo credit: IWDA / Harjono Djoyobisono*

# Leadership and Decision Making

There is increasing recognition of the need to support women's leadership at all levels – from the household and community through to parliament – in order to shift widespread negative attitudes that silence women's voices in decision making.

From adolescent girls setting the direction of development programming, through to women parliamentarians enhancing their leadership skills, *Pacific Women* has supported 20,754 women to take on leadership roles at the community, provincial and national levels since 2012.

Women demonstrate leadership in the Pacific in many ways, through both formal and informal roles, from their homes through to the parliament. In many Pacific Island countries there are matrilineal cultures in which women are chiefs and leaders, but these traditions have often eroded or not transferred to modern-day formal leadership roles such as parliamentary representation.

Women's groups have been active at national and community levels for many decades and women have held senior public sector positions since at least the 1970s.<sup>29</sup> However, women's representation in political and organisational leadership positions remains low throughout the region.

## Lowest levels of political representation

Pacific Island countries have the lowest level of political representation by women in the world – but there has been a steady increase, with numbers of women national members of parliament nearly doubling over eight years.<sup>30</sup>

Significant achievements toward women's decision making over the past eight years have been at the subnational level, such as in Vanuatu and Bougainville where temporary special measures have been adopted.



Under *Pacific Women*, the dedicated women's leadership program **Balance of Power** has supported research on the cultural contexts and deep-seated social norms that continue to influence perceptions of women as leaders, particularly in the political sphere. Balance of Power was designed to contribute to a 'better balance' in women's and men's leadership roles and opportunities. It is a Pacific Islander-led initiative that is shifting attitudes and building coalitions of influence in support of women's leadership by incentivising power holders to change gender norms regarding women's leadership.

For decisions to reflect the needs and interests of women and girls, women and girls must be involved as decision makers. This requires women to be community and national leaders and for women's leadership to become the norm. This is because women's perspectives are essential for development that serves all people in the community.

Major challenges remain in removing biases against women as leaders. Studies in the region have found that women may not be perceived by both women and men as effective leaders.<sup>31</sup> Additionally, women may be unable to participate in decision making roles due to a high burden of work in the home.

29 E. Howard (2019). Effective Support for Women's Leadership in the Pacific: Lessons from the Evidence. Department of Pacific Affairs. [http://dpa.bellschool.anu.edu.au/sites/default/files/publications/attachments/2019-04/dpa\\_dp20191\\_howard\\_revised.pdf](http://dpa.bellschool.anu.edu.au/sites/default/files/publications/attachments/2019-04/dpa_dp20191_howard_revised.pdf). These statistics do not include Australia and New Zealand

30 Pacific Women in Politics website (May 2021). <https://www.pacwip.org/women-mps/national-women-mps/>. These statistics do not include Australia and New Zealand

*Pacific Women* partners have demonstrated considerable progress driving community recognition of women's needs and interests and challenging attitudes and perceptions. **Vanuatu Skills Partnership** and **Balance of Power** together rolled out a number of targeted adaptive leadership workshops, focusing on influencing mindsets and attitudes around the legitimacy of women's leadership and promoting the broad-based value of women's inclusion in decision making. In another example, CARE Vanuatu trained male family members to support young women leaders through its **Young Women's Leadership Program**. The training aimed to change norms at household level to enable young women to take up leadership positions; by promoting relationships free of violence, and gender-equitable family financial management.

*Pacific Women* partners are working with both women and men to amplify women's voices in the political sphere. In Papua New Guinea, UN Women's **Women Make the Change** project was one of several partners supporting the government to coordinate the National Gender-Based Violence Summit. The 2020 summit was the initiative of 20 members of the all-male national parliament who formed the Coalition of Parliamentarians to End Gender-Based Violence. In addition to wanting to end violence, the Coalition supports temporary special measures for women to be elected to parliament. Following the summit, the government established a Special Parliamentary Committee on Gender Based Violence that held public inquiries in 2021 with its report and recommendations due to Parliament this year.

Nineteen of the 22 women candidates in the 2021 Samoan elections were supported by the **Women in Leadership Samoa** leadership program. Of those, five were elected and secured seats for Parliament, though one later withdrew. The program consisted of a knowledge exchange programme and two courses, Developing an Effective Campaign Strategy and also 'Vaogagana o Fesootaiga' training on culturally and context specific communication methods to develop women's skills and experience to communicate in the formal Samoan oratory and to use the Samoan proverbs in a correct manner. The success of women in the elections reflects the Samoan proverb "E au le ina'ilau a tama'ita'" translated as "Women's legacy is one of total achievement".

*Pacific Women* is supporting women who hold senior positions in the private sector to get the skills they need to fulfill their roles. Increasing women's representation in senior roles is a long-term process because women face an array of structural obstacles in the workplace: from male-dominated workplace cultures; and discriminatory gender stereotypes that promote men's capacity for leadership; through to harassment, pay gaps, and the burden of women's household workload being greater than men's. Gender norms are therefore a substantial barrier to women's leadership.

Women and girls are disproportionately affected by COVID-19 and climate-change related disasters. Women's leadership has been crucial to the COVID-19 response and will continue to be critical to the efficacy of recovery from the pandemic. The women's movement has been central to including, and advocating for, marginalised groups in humanitarian response forums. In addition, it has mobilised to secure immediate funding and resources from donors for marginalised groups, who face food shortages and have other urgent needs.

*Pacific Women* partners; including the **Fiji Women's Fund**, **Shifting the Power Coalition** and the **International Planned Parenthood Federation**; supported community organisations to provide critical support to at-risk populations. *Pacific Women*-supported coalitions in Fiji and Tonga used their strengthened voices to advocate for government response measures that recognised the economic impact of COVID-19 on women and girls.<sup>32</sup> The **Shifting the Power Coalition** continued to ensure that diverse Pacific women's voices provide leadership in disaster planning and response. Building on training conducted in 2019, Pacific women led responses to COVID-19 and Tropical Cyclone Harold and influenced the Pacific Humanitarian Protection Cluster.

31 Examples of studies from a sample of Pacific Island countries include: Tonga Tupou Tertiary Institute research and training centre (2020); International Women's Development Agency (2015). Bougainville Young Women's Leadership Research. <https://pacificwomen.org/research/bougainville-young-womens-leadership-research/>; Centre for Samoan Studies (2015). Political representation and empowerment in Samoa. <https://pacificwomen.org/research/political-representation-and-womens-empowerment-in-samoa-vol-1-and-2/>; Voters' perceptions of women as leaders in Tonga. International Women's Development Agency (2014); and International Women's Development Agency (2014). Public perceptions of Women in Leadership. <https://iwda.org.au/resource/report-public-perceptions-of-women-in-leadership-fiji/>; Challenges and Critical Factors Affecting Women in the 2017 National Elections: Case of Lae and Huon Gulf (2020). [https://pngnri.org/images/Publications/DPNo178\\_Challenges\\_and\\_critical\\_factors\\_affecting\\_women\\_in\\_the\\_2017\\_national\\_elections\\_-\\_Case\\_of\\_Lae\\_and\\_Huon\\_Gulf\\_.pdf](https://pngnri.org/images/Publications/DPNo178_Challenges_and_critical_factors_affecting_women_in_the_2017_national_elections_-_Case_of_Lae_and_Huon_Gulf_.pdf); and Improving the Electoral Chances of Pacific Women through an Evidence-Based Approach State Society and Governance in Melanesia program. (2016) Australian National University. [http://ssgm.bellschool.anu.edu.au/sites/default/files/publications/attachments/2016-12/ssgm\\_new\\_report\\_series\\_2\\_2016\\_barbara\\_baker\\_online.pdf](http://ssgm.bellschool.anu.edu.au/sites/default/files/publications/attachments/2016-12/ssgm_new_report_series_2_2016_barbara_baker_online.pdf)

32 For more information about FI-E-FI-A 'a Fafine Tonga's advocacy to ensure women from the informal sector, who were affected by the COVID-19 lockdown, received government grants, see page 35 (Economic Empowerment). For more information about the Fiji CSO Alliance for COVID-19 Humanitarian Response's budget submissions to ensure rural women and girls were included in COVID-19 responses, see page 54 (Enhancing Agency).

## Getting a better balance and acceptance for both women and men as great leaders

‘There has been a lot of work around women in leadership at an individual level, giving them training and mentoring. While this has been effective in some instances, it is still not translating into more women in positions of decision making and (political) leadership,’ explained Jennifer Kalpokas Doan, Director Strategy and Programs for the **Balance of Power** program in Vanuatu.

‘So, it’s not about whether women are good leaders, people simply aren’t voting for them. The issue is about people, in Vanuatu and other Pacific countries, recognising women as legitimate leaders – it’s about social norms,’ Ms Kalpokas Doan said.

Supportive community attitudes are essential in improving women’s involvement in leadership and decision making. Initiated through *Pacific Women*, the Balance of Power is a dedicated leadership program aiming to address the deeply entrenched social norms that define and legitimise leadership in the Pacific. It operates in Vanuatu and Tonga, and since late 2021, has expanded to Fiji.

Working to promote women as leaders poses many challenges in the Pacific, a region with the lowest levels of female parliamentary representation in the world underpinned by research that people’s attitudes and social norms largely fail to perceive women as the excellent leaders they are factually proven to be.

‘We are disappointed when we look around and see so few parliamentary seats occupied by women,’ said Executive Director for Balance of Power, Mereani Rokotuibau.

‘Working to promote women leaders is difficult and requires flexibility in programming, addressing women in leadership at every level from the household to community, national, regional and global levels which requires smart political and social navigating,’ Ms Rokotuibau said.

In Vanuatu, Ms Kalpokas Doan and her colleagues employed Balance of Power’s approach of ‘influencing the influencer’ by brokering a partnership with the Sanma Provincial Government and a prominent media production house to produce a video series.



*At the Nation-builders - Celebrating Women in the Public Service’ photo exhibition for Vanuatu’s 40th Independence Day was Juliette Hakwa, Head of Monitoring and Evaluation Unit, Department of Strategy Policy, Planning and Aid Coordination. Photo credit: Balance of Power*

Titled ‘Frontliners in Disaster Response – Acknowledging the ni-Vanuatu Women on the Frontline of Disaster Response,’ the video series was narrated by the high-status male Secretary General of Sanma Province and released on the province’s Facebook page and shared through social media. Leader of the Opposition and former Minister of Foreign Affairs, the Honourable Ralph Regenvanu, shared the video with his advocacy message to support women in elections and promote more representational and inclusive leadership.

Harnessing the power of mainstream media, Balance of Power has also facilitated partnerships between the Pacific Media Assistance Scheme (PACMAS), SBS News Pacific and the Media Association of Vanuatu. The partnership resulted in a workshop focused on improving journalists’ election reporting skills in the lead up to Vanuatu’s 2020 general election, with a specific aim to improve coverage of female candidates. As a result, a high-status male journalist interviewed three of the women who contested the election and drew widespread attention to their challenging journeys, their motivations and commitment. Balance of Power has also formalised its partnership with the Vanuatu Broadcasting and Television Corporation, which has led to increased coverage of women in leadership in prime-time television

Another way that Balance of Power has drawn community attention to the successful leadership roles that women play in Vanuatu was through supporting the ‘Nation-builders – Celebrating Women in the Public Service’ photo exhibition as part of Vanuatu’s 40th Independence Day celebrations. Dorosday Kenneth Watson, former Director General of the Ministry of Justice and Community Services, noted that the exhibition highlighted that government support for the empowerment of women is evident in the number of women who have been appointed to senior management positions and other key roles across the public service. The exhibition was intentionally hosted by the Public Service Commission and its influential Secretary General. The profile and interest generated by the event led to attendance by Vanuatu’s Prime Minister, who publicly endorsed the legitimacy and contribution of women in leadership positions.

Balance of Power is also contributing to the evidence base in understanding people’s perceptions of women in leadership and the persistent blockers and potential entry points for change. In Tonga, this includes supporting research by the Tupou Tertiary Institute in partnership with the Tonga National Youth Congress to explore voter perceptions of women candidates and voter motivation more broadly.

Positively, 80 per cent of respondents felt that a woman staying in her husband’s village could

participate in village meetings if she has been involved in village activities; and 57 per cent believed that both women and men could lead in the workplace. However, the survey also revealed discriminatory beliefs, such as 52 per cent of respondents stating that they would vote for a male candidate over a female candidate with exactly the same qualifications; and 69 per cent of respondents considering that women should stay at home while men attend and participate in village meetings. The findings are now being used as a basis to stimulate locally-led country level and regional discussions, and also to inform the development of targeted advocacy campaigns in Tonga through Balance of Power support. This includes working with the Tonga Broadcasting Commission to develop an ongoing public awareness campaign showcasing the value and benefits of women’s leadership, including in times of crisis.

‘The Pacific has women CEOs, CFOs, pilots and surgeons. Why do we trust a woman doctor to operate on us and save our life, and not to sit in a chair in parliament and make laws?’ Ms Kalpokas Doan challenged. ‘That doesn’t make sense to me. Balance of Power wants to show that it’s not about a woman doing a man’s job, it’s about doing a job that any human being can do. We need to redefine the notions of what is culturally appropriate,’ she said.



*Velma Karabani, Principal Investigator, Vanuatu Ombudsman Office receiving her photo from the Chairman of the Vanuatu Public Service, Mr Simil Johnson. Photo credit: Balance of Power*

### Growing number of graduates for leadership and management

“Workplaces are dominated by men and although we were in decision-making positions, we were timid. But this course has enabled us to be bold, and equipping us with skills to have our say in a professional and proactive manner,” said Amelia Raka, Department of Personnel Management’s Gender Equality and Social Inclusion Officer upon graduating with her Certificate IV in Leadership and Management.

The Certificate IV in Leadership and Management is just one of the programs that the **Business Coalition for Women** in Papua New Guinea is delivering to expand the leadership pathways for women. In partnership with the Asian Development Bank, the coalition offered its first Senior Executive Women Program in 2020. Held over six days, the interactive training program targeted women who were already in management roles and wanted to rise to executive management level. In addition, the coalition also ran its first PNG Directors Course. Facilitated by the Australian Institute of Company Directors, it assisted Papua New Guinean women and men directors, executives and entrepreneurs to better understand finance, governance, strategy and risk.

The popular Certificate IV course continues to grow. In 2019, the coalition delivered it in Bougainville for the first time; and it has been adapted, along with the coalition’s other two courses, to be delivered online starting in 2021 to further expand its reach. Since 2015, 187 women have graduated from the course – with 68 per cent surveyed in 2021 reporting pay rises with almost half promoted following the course.

“We are not just walking out with a certificate, we are walking out of this graduation as a champion, nation builder and we will make a difference,” Ms Raka said.

The Fiji Women’s Fund together with the Australian Humanitarian Partnership and *Pacific Women*, provided urgent funding to Fiji Women’s Fund partner the **Fiji Disabled People’s Federation** to fill a gap left by a cut in government funding and advocated for the federation’s inclusion in pandemic response.

 **Without Australian support and assistance, most of our programs would have come to a standstill, including the livelihoods of the very people with disability that are actually running the organisations, the governance structure within the organisations.**

*Josko Wakaniyasi, Director, Fiji Disabled People’s Federation*

Women’s representation through market vendor associations has also amplified women’s voices in key decision-making roles, including budget discussion, market constitution and policy formation. As a result of UN Women’s **Markets for Change** project, for the first time a woman is the Suva Market Master while women’s leadership in the governance of market vendor associations has increased in Fiji, Solomon Islands and Vanuatu. For example, women now hold 70 per cent of all leadership positions in market vendor associations in Vanuatu and Solomon Islands. In Fiji, all of the market vendor associations are headed by women presidents. In Papua New Guinea, UN Women supported the establishment of market vendor associations through the Port Moresby: A Safe City for Women and Girls and Safe and Prosperous Districts projects. There are now 20 registered market vendor associations with 77 women executives and close to 4,500 (majority women) members across four markets in the capital city and in Wewak, East Sepik Province.

### Enabling environments for women in senior leadership

Over the course of the program, *Pacific Women* partners have been successful in promoting an enabling environment for women’s senior leadership in formal and informal workplaces. In Solomon Islands, 15 of the largest companies in Solomon Islands representing 6,000 employees have committed to promoting women to leadership roles through the International Finance Corporation’s **Waka Mere** call to action. **Vanuatu Skills Partnership** uses its ‘Better Balance Strategy’ to ensure women’s active participation in decision making. The **Fiji Women’s Fund** supported the **Fiji Women’s Rights Movement’s** seventh Emerging Leaders Forum with a cohort of 15 young women in September 2020. Nine of these women had never had the opportunity to participate in formal leadership training, demonstrating that the program has generated interest from a wider and more diverse network than ever before.

The **Women in Leadership** project is building a future generation of women leaders. It delivers a range of learning, networking and development opportunities to Australia Awards scholars from the Pacific who are studying at Australian universities and institutions. The project commenced its COVID-19 Leadership Fund project in June 2020 in Fiji, Nauru, Papua New Guinea, Samoa, Solomon Islands and Tonga. Focusing on topics such as water and sanitation, COVID-19 awareness, economic empowerment and menstrual hygiene management, a mix of 49 participants and alumni worked together to implement 15 projects.

The **Vanuatu Skills Partnership** worked strategically, during the establishment of the Sanma Creative Industries Community Company Ltd, to promote women in leadership and management positions. The success of women-produced headwear for export in Sanma changed perceptions around the status of ‘women’s work’. The approach included engaging male leaders through ongoing leadership coaching for all personnel. As a result, women have been appointed to the key roles of Manager and Chair of the Board.

The **Pacific Girl** program completed its first year of implementation in 2020. **Pacific Girl** program participants report feeling more confident as a result of their involvement in leadership programs. In Papua New Guinea, girls who participated in Equal Playing Field’s **Safe Schools, Strong Communities’** eight-week respectful relationship program report increased confidence and leadership, with girls taking the lead in team games including rugby; and increased instances of girls and boys playing together in the school playground.

Girls who attended YWCA Solomon Islands’ **Girls Rise Up!** school program report that they feel more valued, courageous and confident. They are better able to share their opinions and express themselves, including communicating with each other and with their mothers.

Girls attending the Fiji Women’s Rights Movement **GIRLS Arise!** project report that the leadership skills and confidence gained have improved the way they interact at home and at school. The project has given the girls experience working at national and regional levels.

Girls from the last cohort of the Talitha Project’s **My Body! My Rights!** project took the lead in running discussion forums during National Girls’ Day activities.

With adolescent girls already embracing and excelling at leadership – and as leadership spaces continue to become more inclusive – the future is looking bright for the Pacific.

## Women market vendors making executive decisions

For decisions to reflect the needs and experiences of women, women need to be part of the decision-making process.

Across the Pacific, women comprise 75–90 per cent of market vendors. Yet decisions about markets have historically been made by market management and municipal councils dominated by men. However, market vendor associations are now changing that status quo.

Over the past eight years, women's voices have increasingly been heard in the management and design of marketplaces, through support from the **Markets for Change project** in Fiji, Solomon Islands and Vanuatu; and the **Port Moresby: A Safe City for Women and Girls (Safe City)** and **Safe and Prosperous Districts** projects in Papua New Guinea.

'The focus of the Markets for Change project is to look at the barriers that women face, and to work towards removing them,' explained Sandra Bernklau, Representative for the UN Women Fiji Multi-Country Office at the *Pacific Women Regional Learning Forum on Women's Economic Empowerment* in 2019. 'When women form associations, they develop collective power. A single market vendor has limited power, but forming an association gives the group voice and power to lobby and influence government decisions.'

By influencing market infrastructure, these market vendor associations have supported improvements for women in the design, security, access to amenities and sleeping arrangements at their workplaces.

In Vanuatu, market vendor association representatives have been part of the project steering committee for the government's Port Vila Central Market Hygiene, Sanitation and Amenity Facilities Improvement Project. UN Women lobbied for the vendors' membership on the committee and guided them to ensure that government infrastructure plans involved the vendors.

'The Port Vila Central Market House represents a way of life for the vendors,' said Rachel Merang Silae, President of the Silae Vanua Market Vendors Association. 'We are all looking forward to the improved facilities, which will benefit everyone and be much appreciated.'



*Women market vendors at the ground breaking ceremony for the new Gizo marketplace, Solomon Islands. Photo source: UN Women / Andrew Plant*

Port Vila Market now has new toilet blocks and a wastewater treatment plant, new washing facilities for vendors, an area with more covered seating and an office block for the Port Vila Central Market administration and Silae Vanua Market Vendor Association.

In Solomon Islands, the Western Provincial Government involved market vendor association representatives in planning a new marketplace in the provincial capital, Gizo.

'The organising of vendors is critical as it helps to promote women's voices to ensure they benefit from the economic opportunities arising from the market's reconstruction; and from a clean, safe and healthy working environment,' explained UN Women's Solomon Islands Country Programme Coordinator, Alvina Ereka.

The Western Provincial Government also allocated 20 per cent of its budget to women's development work. The benefits are being publicly recognised:

'The completion of the Gizo market building will contribute immensely to tourism and economic activities in the province, benefiting market vendors, most of whom are women, and the rural population in general,' said the Honourable Premier of Western Province Wyne Maepio at the ground breaking ceremony for the new Gizo marketplace.

In Papua New Guinea, taking the bus to work or to shop at the market, selling goods in the marketplace and walking down the street can be places where sexual harassment and gender-based violence occur. After receiving training from UN Women, women market vendors audited markets and bus stations and provided their findings to market authorities.

At the Safe City project's first site – Gerehu Market – the project supported the renovation of market stalls, provided clean drinking water, improved sanitation and the design of toilets and built a playground for the young children who accompany many women vendors. Lighting was improved and fences that isolated areas of the market were torn down. New police posts were created and police, market controllers and security guards were trained on preventing and responding to violence against women.

The Department of Community Development and Religion has also adopted the market vendor association model developed through the Safe City project as the 'voice strategy' in its draft Informal Economy Strategy. The voice strategy provides a practical and formal means for those in the informal economy to engage with national policy and decision makers about issues affecting their business.

In Fiji, the skills and camaraderie that women vendors have developed through being part of Markets for Change activities has seen them take a leadership role to ensure the safety of their fellow vendors when disaster strikes.

Tropical Cyclone Josie caused severe flooding in the Ba Municipal Market in April 2018. The market flooded overnight with mud and silt damaging market infrastructure, and affecting the livelihoods of more than 300 vendors.

In response, market vendors at Nausori Market started a collection drive. They gathered enough contributions to create 150 ration packs with food and clothing for the market vendors and their families in Ba.

'The pain and hurt that hit the vendors in Ba Market touched our hearts,' shared Venina Vakarusere, President of the Nausori Market Vendors Association. 'The unity in our market moved us to quickly sit down and have a talk about it, and then go to the Market Master. All the markets in Fiji are like one family because we all know each other now, so we should look out for each other.'

Women continue to move into more leadership roles, transforming decision making into a more inclusive process that benefits all members of society equally.



*The Rakiraki Market official opening last year was supported by Markets for Change. Photo credit: UN Women*

## The importance of building women's leadership at all levels

In the early years of *Pacific Women's* programming, a high proportion of the projects to support women's leadership and decision making were focused on women's political leadership. These projects both supported women to develop campaigning skills to increase their chance to win a place in parliament; and also provided opportunities to ensure elected women have the skills and networks needed to lead effectively.

Over the life of the program, lessons arising from leadership and decision-making projects have highlighted that leadership is multi-layered and connected with social norms change. Work to increase women's decision making at all levels is needed to promote women as leaders in national parliaments.

The **Balance of Power** program commissioned a study of voters' perceptions of women as leaders in Tonga. The results demonstrated that the path to leadership for women at national level is underpinned by social expectations of leadership at all levels of society. One of the main themes arising from the research is that the majority of surveyed Tongans believe that men are the 'leaders' of families in a traditional vertical hierarchy. This means men should attend village meetings (*Fono*) and be leaders in other higher decision-making circles, such as parliament. Women are expected to support men in these positions and follow their decisions. The role of women as mothers and carers continues to be viewed as the most appropriate and important role for women.

Perceptions of women as leaders were again addressed by Balance of Power through journalist training it supported in Vanuatu. Working with journalists, media trainers addressed gender-biased language and gender-neutral topics for news stories, with the training resulting in increased and fairer reporting of women candidates before the election.

However, examples from around the region of local level change show how these types of perceptions can begin to change.



*Celestine Tomie the president of the Malasang women's group stands with other members outside their Resource Centre. The women all come from Malasang 1 village, they themselves have received training and also provide training for women across Bougainville working on inclusive development projects. Photo credit: World Bank / Conor Ashleigh*

When both women and men experience women as successful leaders in one sphere of community life, this can lead to them being accepted in other areas of leadership. In the World Bank's **Inclusive Development in post-conflict Bougainville** project, women's groups were responsible for delivering community development projects. Key stakeholders from 82 per cent of the villages involved, reported significant positive changes in their communities' perceptions of the role of women in communities as a result of the project. Also in Bougainville, the Nazareth Centre for Rehabilitation provides training and a network for women human rights defenders through the **Gender Justice and Healing** project. At the 2017 local elections, 34 out of 47 communities elected women (who had been leaders in one or both of these projects) as their woman ward representatives.<sup>33</sup> Two are their community government chairpersons. This indicates women's increased skills and confidence to take on leadership roles and the communities' trust and respect in these women as their representatives.

Also in Papua New Guinea, the **Women in Leadership Support** program conducted studies with women who had been involved in local level government training workshops. Being deeply connected to their constituents and having the support of male local leaders were considered highly important factors to performing well in local level government elections.

<sup>33</sup> In Bougainville, all 47 wards are represented by both a woman and man at the community government level.

# Enhancing Agency



*The Pacific Feminist Forum continues to be a platform for fostering diversity, connection and intergenerational leadership within Pacific feminist movements. Photo credit: Pacific Women*

# Enhancing Agency

When women come together, change happens.

Throughout its lifetime, *Pacific Women* has brought together more than 8,828<sup>2</sup> women to network, learn, research, collaborate and build movements to transform legal and social environments.

Through partnerships, *Pacific Women* has supported work towards enabling environments where a woman's right to make decisions about her own life and body is recognised, where women are economically empowered and where women and children are safe from violence.

## About Enhancing Agency

*Pacific Women* recognises that we cannot achieve gender equality by only supporting individual women's projects or groups. The legal and social environment around women also needs to change to build an enabling environment for greater gender equality. This means working to shift the entrenched social norms and attitudes, along with laws and policies, that give unfair, biased preference to men in leadership, economic decision making and other areas of life.

Women's agency also depends on basic needs being met through critical public services, such as health, transport, water, sanitation and hygiene, and education. Poorly funded and insufficient public services inhibit women's ability to flourish as they rely on services to assist in their care work, are less likely to own a vehicle or assets and are often responsible for their children's education. Lack of access to health and education also inhibits women's rights to make decisions about reproduction and childbearing.

*Pacific Women* supports better balance, working with partners to support women's agency and their ability to influence the decisions that impact on all aspects of their lives. Work to enhance women's and girl's agency underpins all of *Pacific Women's* other outcomes:

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

*Pacific Women* partners are leading the way on collective action to achieve community-level change on gender equality and build the capacity of women's rights organisations. Through consultation and community engagement, *Pacific Women* has been able to identify opportunities for building gender equality programming by working with civil society organisations and women's groups. Some of these (such as many of the **Fiji Women's Fund's** grantees), are receiving Australian Government funding for the first time. *Pacific Women* established the Fund, which is now in the process of becoming an independent entity.<sup>34</sup>

Through the Fund's activities to support the development of its grantees, such as reflection workshops, capacity building sessions and learning events, each grantee now has an increased range of partnerships and collaborations that augment their advocacy work and influence. The mid-term review of the Fund found that women's groups, organisations and networks supported by the Fund are empowered and have improved capacity to contribute to transformative change that improves women's lives. They are more influential across all levels of society including government, private and development sectors, as well as within their own communities.

<sup>34</sup> As of June 2021, the Fund has developed a resource mobilisation strategy and secured funds from Mama Cash, the Global Fund for Women and the Australian Humanitarian Partnership.

Civil society organisations are key to maintaining momentum for social and legislative change for gender equality. For example, the **International Planned Parenthood Federation** uses its extensive network to promote support for sexual and reproductive health and rights, which still face major legal and socio-religious barriers. Its member associations in Pacific Island countries have provided over 101,000 first-time users with contraception. At a county level, the **Kiribati Women and Children Support Centre**, as a member of the country's umbrella organisation for women, **AMAK**, conducted a joint campaign directed at members of parliament focusing on developmental issues related to women. In Tonga, the **Women and Children's Crisis Centre** was successful in lobbying to introduce the Yes I Can campaign, aimed at changing student gender stereotypes and career pathways. The campaign was approved by the Ministry of Education and resulted in the centre being allowed to engage with secondary schools. Previously, the centre had only been allowed to engage with primary schools.

Over the life of the program, *Pacific Women* has also supported collective action for high-level commitment to gender equality, ending men's violence against women and women's economic empowerment. These commitments have been documented at a political level through the Pacific Leaders' Gender Equality Declaration in 2012 and put into action through the Pacific Platform for Action on Gender Equality and Women's Human Rights.

Translating this commitment into legislation and implementation is not easy; but it is critical to address some of the most grievous violations of rights against women and girls.

A range of partners have taken a long-term approach to assisting countries to implement existing national gender equality policies and international obligations, including through the five-year **Progressing Gender Equality in the Pacific** project and the activities of **Regional Rights Resource Team (RRRT)**. A stand-out example is RRRT's long-term support to Pacific Island countries to introduce legislation to combat domestic violence. Since 2008, 14 Pacific Island countries or states have passed laws that either criminalise domestic violence or establish services to support survivors of violence (or do both).<sup>35</sup>

*Pacific Women* advisers also provide support for national-led action to implement gender equality commitments. This includes ongoing support to the Tuvalu CEDAW Committee and developing briefs on national commitments for the Tongan Women's Affairs and Gender Equality Division in preparation for the 64th UN Convention on the Status of Women.

Just some of the examples of *Pacific Women* support to partners for national policies includes their development of the **National Strategy to Prevent and Respond to Gender Based Violence 2016–2025** in Papua New Guinea; Gender Affairs Strategic Plan 2020–2023 in Tuvalu, and the National Action Plan to Prevent Violence Against Women and Girls in Fiji – the first in the Pacific. *Pacific Women* supported interventions have also included addressing sorcery accusation-related violence through Papua New Guinea's Sorcery Accusation-Related Violence National Action Plan; and support to address the high rates of violence against women with disabilities through Tuvalu's participation in the Convention on the Rights of Persons with Disabilities. *Pacific Women* is resourcing the implementation of commitments so that their benefits can be fully realised.

*Pacific Women* partners strategically use opportunities to influence governments in the region. This includes at forums such as the annual, global Convention on the Status of Women and the Triennial Conferences of *Pacific Women*. In 2020, they responded to the Australian Parliamentary Inquiry into the Human Rights of Women and Girls in the Pacific.<sup>36</sup> The inquiry sought to understand the role of civil society in responding to domestic and family violence, groups which advance human rights of women and girls, and the effectiveness of the Australian Aid program in supporting human rights of women and girls.

Submissions were made by **Fiji Women's Rights Movement**, as part of the **We Rise Coalition**, Pacific Community (SPC)'s **Progressing Gender Equality in the Pacific** project (through the Pacific Islands Forum Secretariat and the Pacific Community joint submission) and **Femili PNG**, a local Papua New Guinean organisation, with the Development Policy Centre.

<sup>35</sup> For further information about the passing of domestic violence legislation, see page 17 in the Ending Violence against Women chapter.

<sup>36</sup> Details of these submissions can be downloaded from the Australian Parliament House website: [https://www.aph.gov.au/Parliamentary\\_Business/Committees/Joint/Foreign\\_Affairs\\_Defence\\_and\\_Trade/womenandgirlsPacific/Submissions](https://www.aph.gov.au/Parliamentary_Business/Committees/Joint/Foreign_Affairs_Defence_and_Trade/womenandgirlsPacific/Submissions)

## Diverse voices are stronger together

'We are bringing together our strengths and resources and building a collective voice to effectively advocate and address women's human rights issues in the Pacific,' explained Nalini Singh, Executive Director of **Fiji Women's Rights Movement**, a member of the **We Rise Coalition**.

There are several women's coalitions in the Pacific. We Rise Coalition brings together autonomous, feminist organisations on women's issues. **Shifting the Power Coalition** brings together a network of 13 women-led organisations from seven Pacific Island Forum countries supporting diverse women to use their collective power and leadership to influence and transform disaster management and humanitarian systems.

These coalitions are addressing social norms to create a more equal society for women and men, supported by *Pacific Women*. They are able to harness combined resources and networks to influence decision making and ensure accountability to gender and human rights commitments at local, national and regional levels.

We Rise Coalition directly engaged with 7,125 people from 13 Pacific Island countries through its coalition building, feminist analysis and practice activities between 2015–2019. In 2021, We Rise Coalition welcomed four new partners: **Brown Girl Woke** from Samoa, **Sista** from Vanuatu, **Talitha Project** from Tonga, and **Voice for Change** from Papua New Guinea. They join existing partners in the coalition: **femLINKpacific**, the **Fiji Women's Rights Movement** and **International Women's Development Agency**.

'All of us working on women's rights issues know why we do this work,' said Ms Singh. 'It's because there is a problem we are trying to address.'

We Rise Coalition is the force behind organising two Pacific Feminist Forums, which mobilised diverse women from across the Pacific to share knowledge and experiences, celebrate achievements and strategise for collective action to achieve women's human rights.



*Feminists, women and human rights defenders and gender equality advocates celebrate the Pacific Feminists Charter for Change at the Pacific Feminist Forum in 2016. Photo: Pacific Women / Shazia Usman*

We Rise Coalition also takes women's human rights issues to high-level intergovernmental meetings, such as the annual United Nations Commission on the Status of Women (CSW). This ensures diverse Pacific women and other marginalised groups have their voices heard at some of the most senior forums in the world. This sustains momentum toward gender equality commitments and encourages stronger prospects for funding support and remedial actions.

In a region containing five out of the 15 countries most at risk of disasters in the world, including the top two, Shifting the Power Coalition is supporting women to lead humanitarian action and raise their voices through training, network building and research. It strengthens diverse women's voices, agency and decision making in disaster preparedness, response and recovery through coalition action.<sup>37</sup>

Coalitions are able to bring more people together, advocating for the same issue.

'Often our voices are not heard (but) the Shifting the Power Coalition is a good example of leaving no one behind,' says Angeline Chand of the Pacific Disability Forum, adding: 'particularly in the national networks.'

Ni-Vanuatu leaders of the Coalition were able to work together through *Women I Tok Tok Tugetha (WITTT)* to better protect women and girls in crisis via a localised, women-led response. This resulted in two new WITTT forums of 1,500 women, ensuring young women and women with disabilities play a key role in the process.

Through its Rapid Response Mechanism, Shifting the Power Coalition mobilised resources for six partners in Fiji and Vanuatu to take local actions following Tropical Cyclone (TC) Harold, TC Yasa and the COVID-19 pandemic, including a women-led rapid needs assessment jointly led by partners in Fiji and Vanuatu. These assessments are guiding ongoing support to partners.

In Fiji, the assessments provided direct assistance to 138 women-headed and 17 lesbian, gay, bisexual, trans and intersex (LGBTI) headed households including 65 women with disabilities as well as support women's leadership and decision making in disaster management with a focus on the design and management of evacuation centres.

In Vanuatu, the coalition is also ensuring that women receive information about cyclones and COVID-19 through its *Women Wetem Weta* activities. This includes working closely with the Ministry of Health to develop a simple, non-technical COVID-19 prevention



*Leaders of Women I Tok Tok Tugetha (WITTT) raise awareness about the importance of women-led responses, by presenting live on air in the radio studio. Photo credit: Shifting the Power Coalition.*

SMS in the local language, Bislama, sent to more than 77,148 people across five islands.

'When we are empowered with leadership skills, information and access to decision making and networks, we can transform problems caused by the climate crisis to solutions that contribute to climate security,' says Carolyn Kitone, Regional Young Woman Focal Point of the Coalition



*Ni-Vanuatu leaders were able to work together through Women I Tok Tok Tugetha (WITTT) to better protect women and girls in crisis via a localised, women-led response. Photo credit: Shifting the Power Coalition*

<sup>37</sup> The WorldRisk Report indicates five countries and their rankings are: Vanuatu (1); Tonga (2); Solomon Islands (5); Papua New Guinea (8); Fiji (15). B. Benedikt and others (2020). WorldRisk Report 2018, Bündnis Entwicklung Hilft and Ruhr University Bochum – Institute for International Law of Peace and Armed Conflict, p 7. <https://reliefweb.int/sites/reliefweb.int/files/resources/WorldRiskReport-2020.pdf>

Women have been working for positive change in the Pacific for generations. They have collectively and individually pushed against sexism and discrimination in their fight for gender equality. *Pacific Women* has built on these existing movements by supporting partners to expand their organisations' mandates and resourcing to enable them to broaden their audience and reach.

*Pacific Women's* strategic approach to capacity building is enhancing the skills and confidence of individual women, as well as the capacity of organisations to advocate for the interests and needs of women in their communities. Identifying this as a gap for partners, *Pacific Women* developed a capacity building strategy to provide technical, communications, administrative and logistical support to Australian high commissions and embassies and *Pacific Women's* activities and partners. A community of practice comprising a hub of Australian-funded gender equality, social inclusion and gender-based violence advisers is also dedicated to sharing lessons and supporting in-country partners.

Through long-term adviser placements, south-south partnerships and technical advice, *Pacific Women* is supporting government departments, civil society organisations and gender-based violence response services to enhance their skills in gender analysis and mainstreaming, communications, and monitoring and evaluation. For many of the 164 partners across the program's 14 countries, this translates to direct one-on-one intensive support – sometimes on a daily basis – that is successfully resulting in transformative change and expansion across all aspects of partner organisations' operations.

In particular, *Pacific Women's* support to women's organisations in the Federated States of Micronesia (**Chuuk Women's Council**) and the Republic of the Marshall Islands (**Women United Together Marshall Islands**) has led to significant progress in organisational strengthening and movement building activity in the North Pacific.

These experiences have highlighted the importance of small grants as a critical modality of support for communities to best respond to crises. Intensive and adaptive support from the program was also critical to best support partners respond to the recent spate of severe tropical cyclones and the COVID-19 pandemic.

Several partners worked in coalition to influence humanitarian responses to increase women's voice to influence decision making and access to resources. These include: FI-E-FI-A 'a Fafine, supported by **Balance of Power**, in Tonga; the **Nazareth Centre for Rehabilitation** in Bougainville and the **Fiji CSO Alliance for COVID-19 Humanitarian Response**, a **Fiji Women's Fund** grantee.<sup>38</sup>

The CSO Alliance has been coordinating response efforts, information and analysis, as well as making two national budget submissions urging for a focus on the plight of rural women's and girls' needs for food, health and economic security. It consists of eight organisations (four of whom have received Fiji Women's Fund support), working across different sectors in Fiji.<sup>39</sup> Through the **CSO Alliance**, **femLINKpacific** used its networks' collective voices to influence national policy; and **Fiji Women's Rights Movement** released a research paper on its rapid assessment of the impact of the pandemic on young women and girls in Fiji. Lessons from the paper were shared in Northern, Western and Central Divisions, with the Director of Women and the Fiji National University Registrar in attendance. Through the **We Rise Coalition**, Fiji Women's Rights Movement also conducted a rapid assessment on Fijian Women's perceptions of the COVID-19 vaccine.

### Initiatives for Enhancing Agency

The types of events and activities supported through *Pacific Women's* Enhancing Agency projects are important because women's agency in the Pacific is constrained by formal and informal structures – including perceptions of social norms, tradition and culture – which work to reinforce gendered hierarchies. Structures that discriminate against women include social norms and attitudes, as well as political and economic policy and legislative frameworks

Encouraging grass-roots feminist movement building.	Funding diverse organisations in remote and marginalised geographical areas, communities and sectors.	Using research findings and pilots to inform partners' programming.	Developing tools and research to improve programming and policy.	Creating resources to address gaps in knowledge.	Facilitating the replication of innovative approaches and models through convening knowledge sharing events.
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*Pacific Women* has broken new ground by focussing attention and resources on Pacific adolescent girls by developing and funding the multi-country Pacific Girl program. In 2020, Pacific Girl partners implemented their first full year of programming in six Pacific Island countries to support adolescent girls to achieve their full potential. Pacific Girl partners are working to equip adolescent girls to make informed decisions, while engaging with the boys, parents, carers and communities in their lives to build more supportive environments.

**Pacific Girl** partners, **CARE Vanuatu** and **Fiji Women's Rights Movement** have both established adolescent girl advisory groups to provide direction for their projects. Attendance of adolescent girls and young women at regular Pacific Girl convenings offers a 'safe space' for girls to highlight their experiences and key issues to directly guide the program. This keeps with the consultative approach of the Pacific Girl program and provides leadership experience for the girls; 'Nothing about us without us.'

Enhancing women's agency in the Pacific can be challenging, because social norms and attitudes are based on complex gendered hierarchies that keep women disempowered. *Pacific Women* partners are working on a number of fronts: research and adaptive programming (to better understand the many dynamics contributing to gender inequality); building the capacity of national women's machineries and women's organisations (to support legislative and policy reform); and supporting coalitions and catalytic women leaders (to build local solutions for change). They are demonstrating that positive change is happening.

<sup>38</sup> The Papua New Guinea Demographic and Health Survey (2016 –2018) found that 70 per cent of women and 72 per cent of men believe it is justifiable for a man to hit his wife under certain circumstances.

<sup>39</sup> Members of the Fiji CSO Alliance for COVID-19 Humanitarian Response are: The Foundation for Rural Integrated Enterprises and Development; Fiji Women's Crisis Centre; Diverse Voices and Action for Equality; Citizens' Constitutional Forum; Social Empowerment and Education Programme; femLINKpacific; and Rainbow Pride Foundation.

## Girls are the change makers – just ask them

When Samoa hosted the 84th Session of the UN Convention on the Rights of the Child in March 2020, it was the first time any United Nations treaty body held a regional session outside Geneva or New York – and Pacific adolescent girls were there to lend their unique voices to the discussions.

**Pacific Girl** partners **Fiji Women's Rights Movement**, **Talitha Project** in Tonga and **Equal Playing Field** in Papua New Guinea worked together to influence policy change at the session. While COVID-19 travel restrictions prevented girls from Fiji and Papua New Guinea travelling to the event, 17-year-old 'Ana Malia Falemaka from the Talitha Project was able to represent the group in the side event titled, 'A dive into the Blue Pacific'. 'Ana Malia chose to use the platform to speak about the urgency to take action to stop violence against children including sexual violence and incest.

'We cannot always rely on our leaders, elders and parents to do everything for us, we Pasifika children can be leaders in our own homes, schools and society, our leaders and elders have done so much for us, now it's time for us to do ours,' 'Ana Malia said. Participating in UN forums is just one way that Pacific Girl participants are using their new skills, confidence, experience and agency to effect positive change.

In Pacific Girl's first full year of programming to support adolescent girls (aged 12–19 years) to reach their potential, 351 girls participated in formal opportunities to share ideas and learn from each other; 128 girls were supported to take on leadership roles, 45 girls participated in forums, and a number of girls collaborated on five advocacy initiatives.<sup>40</sup>

'Equal Playing Field has helped us gain confidence by making programs that allows us to stand in front of our own school peers and discuss ideas,' shared Josephine Stanley, a member of one of Equal Playing Field's school action groups.

School action groups build students' knowledge of violence against women and girls, and respectful



Girls from the six Pacific Girl partners united in 2021 for the International Day of the Girl Child campaign. Image credit: Pacific Women / Sian Rolls

relationships. Students from one participating school reported that boys are now beginning to be helpful and show respect to others and that bullying has reduced.

'At first I wasn't so confident to stand in front of everyone. After a year with the program ... then I began to gain my confidence,' Josephine said.

Josephine was one of 10 panelists who shared her journey during the '**Girls Agency: The Pacific Girl Journey**' virtual panel discussion, one of three online sessions led 'by girls for girls' held in mid-2021. To ensure a safe space for open and honest dialogue, the girls chose a closed panel discussion led by adolescent girls and young women involved in the six Pacific Girl initiatives together with members of the Pacific Girl Regional Learning Network.

The convenings brought together more than 60 adolescent girls and young women to reflect on the successes and challenges of the program, and to share ideas to inform the future of Pacific Girl. Ensuring that there is 'nothing about us, without us,' girls have been involved in every stage of developing the program. This includes **CARE Vanuatu** and Fiji Women's Rights Movement establishing adolescent girl advisory groups to provide direction for their projects.

<sup>40</sup> Pacific Girl's first full year of programming was 1 July 2019–30 June 2020.

Graduates from young women's leadership projects are also often engaged as peer-facilitators and mentors to Pacific Girl projects, including Fiji Women's Rights Movement's Girls Arise! and CARE Vanuatu's Laef Blo Mi, Vois Blo Mi (My Life, My Voice) projects. In the Federated States of Micronesia, Jayrene Engichy is the Coordinator for **Chuuk Women's Council's** Young Women's Empowerment Program. A former participant in the program, Jayrene wanted to help other girls in her community, so she became an instructor.

'I wanted to teach ... to a level where the younger girls can understand,' she said. 'They tell me they understood better because of me, so I like helping them out like that and it makes me happy.'

Another Pacific Girl participant who is speaking out to make change is Clera Tengu, an adolescent girl who is deaf. One of 200 girls involved in the Girls Rise Up! project implemented by **YWCA Solomon Islands** (in partnership with CARE), Clera credits her participation in the project with developing the confidence to become an advocate. This has included taking part in a radio talkback segment with the Solomon Islands Broadcasting Corporation to promote support for girls with disabilities and appearing in a promotional clip for the International Day of Persons with Disabilities.



Girls from the six Pacific Girl partners united in 2021 for the International Day of the Girl Child campaign. Image credit: Pacific Women / Sian Rolls

'In sign language, I am very patient and humble,' Clera signed. 'I didn't learn any skills until I joined the Girls Rise Up! program and, as a deaf person, life skills has helped me. Attending trainings, I know that my actions speak louder.'

All girls have the right to realise their full potential and Pacific Girl partners are working to turn girls' aspirations into their lived realities.



The Adolescent Girls Advisory Group (AGAG) coordinated by CARE in Vanuatu contributes to ideas for the Pacific Girl program. Photo credit: CARE in Vanuatu

## Thinking outside the box

A survey of more than 1,400 employees across three of the 15 companies in Papua New Guinea subscribing to Bel isi PNG, found that acceptability of violence was seven times lower than the general population. Only 11 per cent of the surveyed employees agreed that family and sexual violence is sometimes justified, compared with 70 per cent of the general population, the 2020 **Bel isi PNG: Measuring the Business Case** project found.<sup>41</sup>

‘We need to think about how we can change mindsets and behaviour,’ said National Capital District Governor Powes Parkop, speaking at the 2019 Bel isi PNG Leadership Forum in Port Moresby. ‘And in doing so, we need to think outside the box,’ he said.

So, what is the **Bel isi PNG** project doing to change attitudes to violence?

The **Bel isi PNG** initiative aims to inspire the private sector, in partnership with government and civil society. It offers employees case management and safe house services and provides business leaders with transformational tools to support change in the workplace and community. Fifteen companies and organisations currently subscribe to the initiative, representing around 7,500 employees. Since **Bel isi PNG** began in 2018, its workplace awareness sessions have reached over 3,961 employees. This includes executive briefings to secure leadership support and newly developed sessions for managers and supervisors to deepen corporate understanding of the impacts of family and sexual violence. **Bel isi PNG** has created and shared with all subscribers an employee toolkit, with resources available in both English and *Tok Pisin*.

In addition, **Bel isi PNG** operates a case management centre and safe house at which employees of subscribing companies receive priority placement. The increasing number of referrals from subscribing companies indicates increased understanding of the impact of family and sexual violence in the workplace and employees’ increased knowledge of how, and confidence to, seek help.



Governor Powes Parkop leads Bel isi EAW walk in 2019.  
Photo Credit: Bel isi PNG

Stephanie Copus-Campbell was the Executive Director of the Oil Search Foundation when the **Bel isi PNG** initiative began. ‘With the majority of women in Papua New Guinea having suffered from some form of physical or sexual violence, changing mindsets is a major priority – and we’re not going to do that without working in partnership,’ she said.

The partners of **Bel isi PNG** have also been working together to assess the cost of family and sexual violence to employees. Their study of three **Bel isi PNG** subscribing companies estimated that just less than 10 days are lost for every employee each year owing to family and sexual violence. The research team estimated the total lost wage bill for the three participating companies at over PGK7.3 million each year.

Survivors of violence who disclosed their experience through formal channels at **Bel isi PNG** subscribing workplaces have reported positive outcomes. This included receiving support from their employer, such as paid time off, counselling and referral to **Bel isi PNG** case management services. ‘Yes, we have reduced family and sexual violence,’ celebrated Governor Parkop. ‘But we need to stop it.’

<sup>41</sup> The Bel isi PNG survey was conducted in November 2020.

## Financials

### Finance lessons from *Pacific Women*

*Pacific Women* is a long-term commitment working with a large number of partners, from multilaterals through to grassroots NGOs. Over the lifetime of the program, *Pacific Women* has noted the following lessons from its approaches to finance:

- Small grants can have a big impact. Many *Pacific Women* partners are receiving Australian funding for the first time. They have received funding that is commensurate with their current size and capacity. When working with smaller organisations, there is great value in managing the use of funding through a partnership approach – such as through the organisational support provided through the Support Unit. As the capacity of these smaller NGOs increases, there is a strong argument that program funding should be redistributed so that more is implemented by local Pacific NGOs, rather than development agencies and international NGOs.
- The Support Unit hub of technical advisers and specialist enables *Pacific Women* to adjust well in response to disasters that affect program implementation, such as climate events and the COVID-19 pandemic.
- The Support Unit operates on 8.87 per cent of the total *Pacific Women* budget, proving to be a value for money mechanism to continue to adapt program resourcing.
- Where Australian Government systems have allowed it, there has been the opportunity for multi-year grants under *Pacific Women*’s long-term timeframe of nearly 10-years. Longer grants provide implementing partners with more certainty and the opportunity to develop long-term approaches to gender equality programming.

### Commitment to support gender equality

The Australian Government has committed an investment of \$320 million over 10 years for *Pacific Women* program implementation. The financials presented in this Annual Progress Report (2019–2020) provide information on expenditure since the program commenced in financial year (FY) 2012–2013, with specific information on FY 2019–2020.<sup>1</sup>

The program has expensed \$269.66 million between 2012–2020. This comprised:

- \$21,324,085 (8 per cent) on Leadership and Decision Making.
- \$58,219,430 (22 per cent) on Economic Empowerment.
- \$120,212,103 (44 per cent) on Ending Violence against Women.
- \$40,942,910 (15 per cent) on Enhancing Agency.
- \$23,897,400 (9 per cent) on administration and program support.
- \$5,066,412 (2 per cent) on monitoring, evaluation and design.

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

The Enhancing Agency outcome includes activities that contribute to: enhanced knowledge and an evidence base to inform policy and practice; strengthened women’s groups; male advocates and coalitions for change; positive social change towards gender equality and women’s agency; improved gender outcomes in education and health; and research and learning.

Figure 1 below illustrates distribution of total program expenditure by *Pacific Women*’s four outcomes;

<sup>1</sup> Expenditure is expressed in Australian financial years that cover July–June each year.

monitoring and evaluation and design; and administration and program support, for the period from 2012–2013 to 2019–2020.

**Figure 1: Program expenditure by per cent since 2012**

Distribution of total program expenditure by outcomes; monitoring, evaluation and design; and administration and program support, for the period from 2012–2013 to 2019–2020.



During 2019–2020, the program expended \$50.98 million. This comprised:

- \$3,207,186 (6 per cent) on Leadership and Decision Making.
- \$8,704,495 (17 per cent) on Economic Empowerment.
- \$24,027,949 (47 per cent) on Ending Violence against Women.
- \$8,795,445 (17 per cent) on Enhancing Agency.
- \$5,318,462 (11 per cent) on administration and program support.
- \$928,964 (2 per cent) on monitoring, evaluation and design.

Figure 2 below illustrates the distribution of total program expenditure by *Pacific Women's* four outcomes; monitoring and evaluation and design; and administration and program support, both during 2019–2020 and for the preceding period of the program up to this financial year (2012–2013 to 2018–2019).

**Figure 2: Graphic of comparative by outcome since 2012**

Distribution of program expenditure by outcomes; monitoring, evaluation and design; and administration and program support, during 2019–2020 and for the period 2012–2013 to 2018–2019

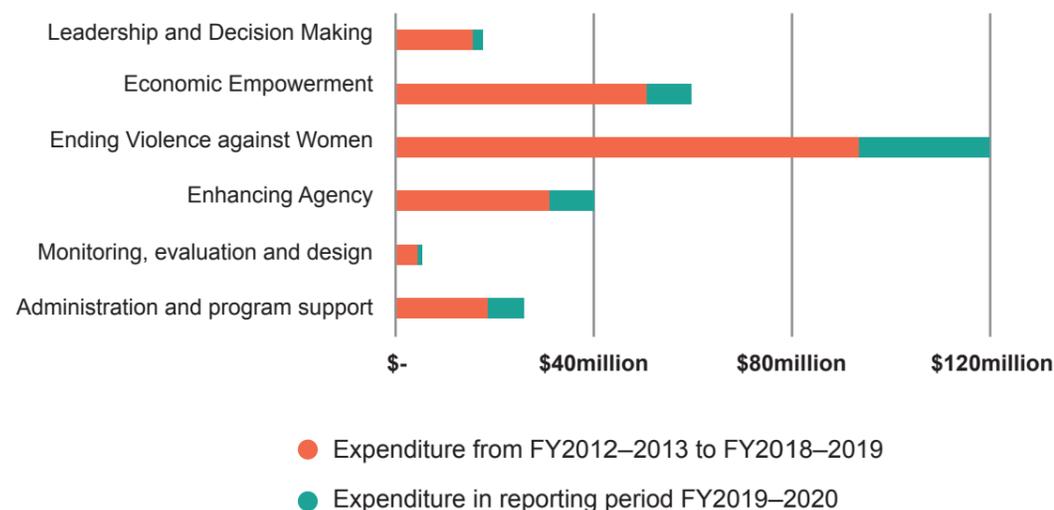


Table 1 below summarises total program expenditure for each country by *Pacific Women's* four outcomes; monitoring and evaluation and design; and administration and program support, for the full period of the program from 2012–2013 to 2019–2020.

**Table 1: List of specific expenditure by outcome since 2012**

Total program expenditure for each country by outcomes; monitoring, evaluation and design; and administration and program support, from 2012–2013 to 2019–2020.

	Leadership and Decision Making	Economic Empowerment	Ending Violence against Women	Enhancing Agency	Monitoring, evaluation and design	Administration and program support	Total
<b>Regional</b>	\$7,316,921	\$22,601,585	\$32,846,003	\$20,892,268	\$1,510,101	\$22,860,796	\$108,027,674
<b>The Cook Islands</b>		\$260,000	\$150,000	\$14,681			\$424,681
<b>Fiji</b>	\$884,043	\$8,509,830	\$6,363,850	\$7,066,664	\$162,443	\$3,688	\$22,990,519
<b>Kiribati</b>	\$16,862	\$157,814	\$2,443,773	\$221,651			\$2,840,101
<b>Palau</b>		\$9,503		\$62,266		\$37,520	\$109,289
<b>PNG</b>	\$8,264,887	\$18,950,995	\$43,515,993	\$8,641,269	\$2,577,942	\$503,886	\$82,454,972
<b>Republic of the Marshall Islands</b>			\$1,353,519	\$52,048		\$7,693	\$1,413,260
<b>Federated States of Micronesia</b>		\$154,600	\$875,313			\$14,965	\$1,044,878
<b>Nauru</b>	\$150,000		\$696,482	\$564,737		\$23,059	\$1,434,278
<b>Niue</b>							
<b>Samoa</b>	\$3,504,112	\$1,063,294	\$604,150	\$776,396	\$12,584	\$17,585	\$5,978,121
<b>Solomon Islands</b>	\$887,260	\$3,284,021	\$21,438,944	\$844,705	\$660,139	\$141,203	\$27,256,272
<b>Tonga</b>		\$81,897	\$4,712,076	\$475,547	\$124,092	\$23,186	\$5,416,798
<b>Tuvalu</b>			\$391,111	\$587,223		\$9,401	\$987,734
<b>Vanuatu</b>	\$300,000	\$3,145,890	\$4,820,889	\$743,455	\$19,111	\$254,418	\$9,283,763
<b>Total</b>	<b>\$21,324,085</b>	<b>\$58,219,430</b>	<b>\$120,212,103</b>	<b>\$40,942,910</b>	<b>\$5,066,412</b>	<b>23,897,400</b>	<b>\$269,662,339</b>

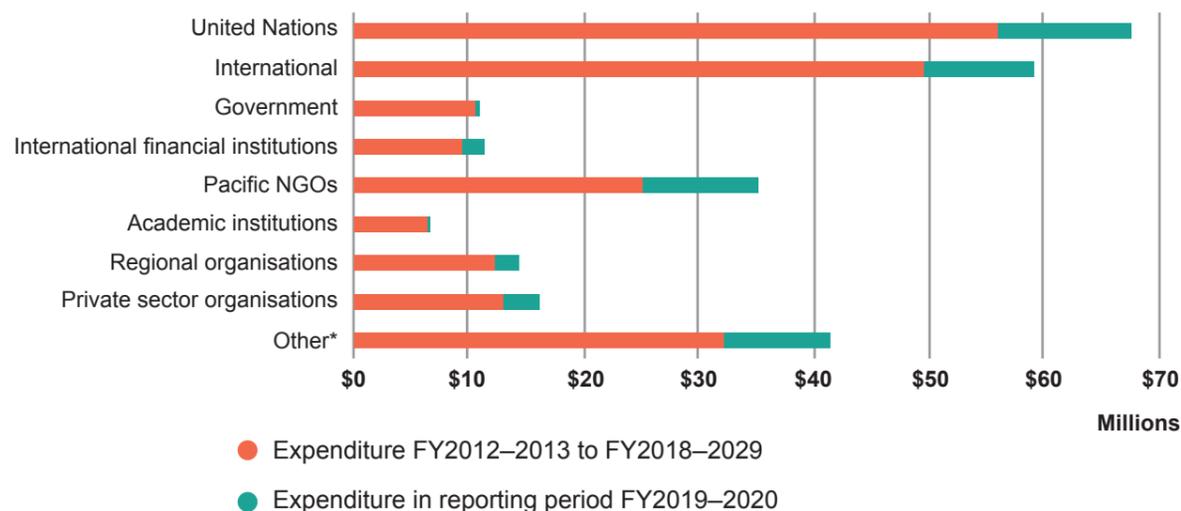
2 Niue is not supported bilaterally, but through regionally funded projects that include Niue.

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

Figure 3 below illustrates the breakdown of funding provided to respective partner categories both during 2019–2020 and for the preceding period of the program from 2012–2013 to 2018–2019.

**Figure 3: Graphic of expenditure across partners since 2012**

Distribution of program expenditure by Pacific Women partners during 2018–2019 and for the period 2012–2013 to 2017–2018.



**Table 2: List of expenditure across partners since 2012**

Partner Category	Expenditure in reporting period FY 2019–2020	Cumulative expenditure to date FY2012–2013 to FY2019–2020
United Nations	\$10,546,753	\$68,513,396
International NGOs	\$8,391,342	\$57,824,622
Government	\$674,298	\$11,515,801
International financial institutions	\$2,196,090	\$11,887,601
Pacific NGOs	\$11,485,842	\$37,420,577
Academic institutions	\$319,101	\$8,046,630
Regional organisations	\$2,950,000	\$15,637,050
Private sector organisations	\$4,327,188	\$17,503,643
Other*	\$10,091,888	\$41,313,019

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

## Annex A

### Advisory Board Members

The *Pacific Women* Advisory Board provides advice on the strategic direction of *Pacific Women*, assists in connecting the program with other influential leaders in the Pacific and advocates to support gender equality in the Pacific. The Advisory Board reflects Australia's commitment to a Pacific-led response to enhance opportunities for the political, economic and social advancement of Pacific women. Australia's Ambassador for Gender Equality (formerly the Ambassador for Women and Girls) attends Advisory Board meetings as an observer.

#### Advisory Board members as at 30 June 2021

**Ms Virisila Buadromo**  
(co-chair)  
Fiji

**Dr Mercy Ah Siu-Maliko**  
Samoa

**Dr Audrey Aumua**  
New Zealand / Regional

**Dr Fiona Hukula**  
Papua New Guinea

**Ms Yoshiko Capelle**  
Republic of the Marshall Islands

**Mr Paki Ormsby**  
New Zealand / Regional

**Ms Savina Nongebatu**  
Solomon Islands

**The Honourable Ms Niki Rattle**  
The Cook Islands

**Ms Ethel Sigimanu**  
Solomon Islands

**Ms Lesieli Taviri**  
Papua New Guinea

#### Former members

**Andie Fong Toy**  
Regional

**Dr Lawrence Kalinoe**  
Papua New Guinea

**Ms Jane Kesno**  
Papua New Guinea

**Ms Natalia Palu Latu**  
Tonga

**Dr Jimmie Rodgers**  
Solomon Islands / Regional

**Reverend Sereima Lomaloma**  
Fiji

**The Honourable Fiame Naomi Mata'afa**  
Samoa

**Ms Maere Tekanene**  
Kiribati

**Dr Colin Tukuitonga**  
Regional

**Mrs Marilyn Tahī**  
Vanuatu

#### Observers

**Julie-Ann Guivarra**  
Australia's Ambassador for Gender Equality (2020–present)

**The Honourable Dr Sharman Stone (Observer)**  
Australia's Ambassador for Women and Girls (2017–2019)

**Natasha Stott-Despoja (Observer)**  
Australia's Ambassador for Women and Girls (2013–2016)

#### DFAT co-chairs

**Ms Danielle Heinecke**  
First Assistant Secretary, Pacific Operations and Development Division (2020–2021)

**Ms Kathy Klugman**  
First Assistant Secretary, Pacific Strategy Division, Office of the Pacific (2019)



# Annex B

## Pacific Women Partners

*Pacific Women* has a strong focus on delivering activities in partnerships and works closely with governments, Pacific and international non-government organisations, regional organisations, United Nations agencies, development banks and the private sector. These partners, together with women and men from the Pacific region, have the opportunity to shape the program. Below is a cumulative list of partners with whom *Pacific Women* has worked since the program started.<sup>1</sup>

### Government Partners

#### Australia

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

#### The Cook Islands

- » Cook Islands Police Service
- » Ministry of Internal Affairs – Gender Development Unit

#### Federated States of Micronesia

- » Department of Health and Social Affairs

#### Fiji

- » Ministry of Women, Children and Poverty Alleviation

#### Kiribati

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

#### Nauru

- » Ministry of Health
- » Ministry of Home Affairs

#### Palau

- » Ministry of Community and Cultural Affairs

#### Papua New Guinea

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

#### Republic of the Marshall Islands

- » Ministry of Foreign Affairs
- » Ministry of Culture and Internal Affairs
- » Ministry of Natural Resources and Commerce

#### Samoa

- » Ministry of Women, Community and Social Development

#### Solomon Islands

- » Ministry of Women, Youth, Children and Family Affairs

#### Tonga

- » Ministry of Internal Affairs, Women's Affairs and Gender Equality Division
- » Ministry of Justice, Family Protection Legal Aid Centre
- » Tonga Police, Domestic Violence Unit

## **Tuvalu**

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

## **Vanuatu**

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

## **Pacific Non-Government Organisations**

### **The Cook Islands**

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

### **Federated States of Micronesia**

- » Chuuk Women's Council

### **Fiji**

- » Diverse Voices and Action (DIVA) for Equality
- » Empower Pacific
- » femLINKpacific
- » Fiji Muslim Women's League
- » Fiji Women's Crisis Centre
- » Fiji Women's Rights Movement
- » House of Sarah
- » Medical Services Pacific
- » Pacific Conference of Churches
- » Ra Naari Parishad
- » Transcend Oceania
- » Women in Fisheries Network
- » Reproductive Family Health Association of Fiji

### **Kiribati**

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

### **Nauru**

- » Unique Lee Violence Prevention Foundation Trust

### **Papua New Guinea**

- » Backyard Farms
- » Baptist Union PNG

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

### **Republic of the Marshall Islands**

- » Women United Together Marshall Islands

### **Samoa**

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

### **Solomon Islands**

- » Christian Care Centre
- » Family Support Centre
- » Live and Learn Solomon Islands
- » Solomon Islands National Council of Women
- » Solomon Island Planned Parenthood Association
- » Solomon Islands Women in Business Association
- » Vois Blong Mere Solomon
- » Young Women's Christian Association Solomon Islands

### **Tonga**

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

- » Talitha Project
- » Tonga Family Health Association

#### **Tuvalu**

- » Fusi Alofa Association
- » Tuvalu Family Health Association

#### **Vanuatu**

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

### **International Non-Government Organisations**

- » ActionAid
- » CARE
- » Center for International Private Enterprise
- » ChildFund
- » FHI 360
- » GriffinWorx (formerly known as StartUP Cup)
- » International Centre for Research on Women
- » International Committee of the Red Cross
- » IOD PARC
- » International Planned Parenthood Federation
- » International Women's Development Agency
- » Oxfam
- » Plan International
- » Population Services International
- » Save the Children
- » The Difference Incubator
- » UnitingWorld
- » WaterAid
- » World Vision

### **Private Sector Organisations**

#### **The Cook Islands**

- » Business Trade and Investment Board

#### **Fiji**

- » South Pacific Academy of Beauty and Therapy

#### **Papua New Guinea**

- » Frieda River Limited
- » Oil Search Foundation

### **Regional and Multilateral Partners**

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

### **Research and University Partners**

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

- » University of Canberra
- » University of Goroka
- » University of New England
- » University of New South Wales
- » University of Queensland
- » University of the South Pacific

## Funding Facilities

### Fiji

- » Fiji Women's Fund

## Program Management Facilities

### Regional

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

### Papua New Guinea

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

### Samoa

- » Civil Society Support Program

### Solomon Islands

- » Solomon Islands Resource Facility

### Vanuatu

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

# Annex C

## Pacific Women Projects

*Pacific Women* began in 2012, supporting the following projects across 14 Pacific Island countries. The following tables indicate the status of projects as of 30 June 2021. Those still ongoing including the many initiatives that will continue as *Pacific Women* transitions to Pacific Women Lead.

### The Cook Islands

Project Name	Partner	Description	Timeframe
<b>Economic Empowerment</b>			
An enabling environment for full participation of women in economic development	Gender and Development Division, Ministry of Internal Affairs	Strengthened the capacity of the Cook Islands Government to identify new economic opportunities for women, promote and support women's businesses in the formal and informal sectors and support women's access to financial services.	2013–2017 (completed)
<b>Ending Violence against Women</b>			
Eliminating violence against women through training, advocacy and support services	Punanga Tauturu Inc.	Supported Punanga Tauturu Inc. women's counselling centre to provide counselling, legal aid and conduct advocacy activities focused on ending violence against women.	2013–2017 (completed)
Strengthening capacity towards the elimination of violence against women	Punanga Tauturu Inc.; Gender and Development Division, Ministry of Internal Affairs; the Cook Islands Police	Strengthened the capacity of the Cook Islands Government to improve legal frameworks, law enforcement, justice systems and services to prevent and respond to violence against women.	2013–2017 (completed)
<b>Enhancing Agency</b>			
Increasing capacity to deliver on the Gender Equality and Women's Empowerment Policy	Gender and Development Division, Ministry of Internal Affairs	Increased the capacity of the Cook Islands Government to progress their Gender Equality and Women's Empowerment Policy and provided secretariat support to the National Steering Committee through a national consultant and project funds.	2017–2018 (completed)

### Federated States of Micronesia (FSM)

Project Name	Partner	Description	Timeframe
<b>Economic Empowerment</b>			
Pacific Women Growing Business	The Pacific Community	Enabled women to start and scale up their businesses by providing business skills and development opportunities, including by partnering with the College of Micronesia for entrepreneurship and business development training and providing mentoring support from a Business Development Counsellor.	2018–2019 (completed)
Women's Economic Empowerment Coordinator	Department of Health and Social Affairs	Providing technical advice and support for local women's groups, and national and state governments to develop and deliver programs relating to women's economic empowerment.	2021

Ending Violence against Women			
Eliminating Violence Against Women Services	Chuuk Women's Council	Strengthening services for survivors of gender-based violence and increasing awareness for the prevention of violence against women and children, including opening a crisis centre.	2019–2022
Capacity Building Adviser: Gender Based Violence	Chuuk Women's Council	Providing technical support to pilot the Chuuk Women's Council's gender-based violence primary prevention and psychosocial support services for survivors of violence and strengthening referral pathways, protocols and services for survivors of gender-based violence.	2019–2022
Support Pohnpei State's Women's Interest Coordinator attending the Regional Training Programme	Department of Health and Social Affairs, Government of FSM; Fiji Women's Crisis Centre	Supported Pohnpei State's Women's Interest Coordinator to attend the Fiji Women's Crisis Centre's Regional Training Programme.	2019 (completed)
Eliminating Violence against Women in Pohnpei and Chuuk <sup>1</sup>	Consultant	Assessed services and gaps in services to end violence against women in Federated States of Micronesia with a focus on Pohnpei State and Chuuk State.	2017–2018 (completed)
Family Protection Adviser	Department of Health and Social Affairs, Government of FSM	Worked with FSM government and non-government stakeholders to strengthen referral pathways and services for victims of violence.	2017–2019 (completed)
		Providing technical support, training and capacity development to Federated States of Micronesia Government service providers to provide safe and quality essential services to survivors of sexual and family violence.	2019–2021

Enhancing Agency			
Pacific Girl project – Young Women's Empowerment Program	Chuuk Women's Council	Reaching marginalised girls in Chuuk through a curriculum focusing on sexual and mental health, healthy relationships and developing future goals.	2019–2021
Supporting CEDAW shadow reporting	FSM non-government organisations	Funded representatives to present the Non-Government Organisation Shadow Report to the 66th session of the CEDAW Convention.	2017 (completed)

## Fiji

Project Name	Partner	Description	Timeframe
<b>Leadership and Decision Making</b>			
Support for Women's Weather Watch Preparedness, Participation and Protection campaign	femLINKpacific	Ensured that disaster preparedness plans, media and information communication systems were gender inclusive.	2013–2018 (completed)
Enhancing women's participation in decision making through strengthened community radio transmission	femLINKpacific	Upgraded community radio infrastructure to increase the reach of FemTALK 89FM's radio transmission (including for damage following Tropical Cyclone Winston). Increased women's awareness and participation in national disaster management response and recovery.	2013–2017 (completed)

<sup>1</sup> This is a strategic direction-setting activity and is not represented in the count of 182 initiatives and projects supported by *Pacific Women*.

Economic Empowerment			
Markets for Change	UN Women	Improving market governance, management, infrastructure and access to financial services to increase women's economic empowerment. Ensuring markets are more sustainable, accessible and safe for women vendors in Fiji. Additional funds provided to enable recovery and response after Tropical Cyclone Winston.	2014–2021
Value Chain Analysis and Market Assessment of Selected Handicrafts in Fiji <sup>2</sup>	Consultant	Researching and designing an economic empowerment project to enhance Fijian cultural industry women producers' access to markets and sustainable incomes.	2019–2020 (completed)
WINvest Fiji (study and report on 'The Business Case for Workplace Responses to Domestic and Sexual Violence in Fiji')	International Finance Corporation	Closing the gender gap in Fiji's private sector through company peer learning, dissemination platforms and advisory engagements.	2016–2020 (completed)
Support for women's economic empowerment	South Pacific Academy of Beauty Therapy	Provided scholarships for women from low socio-economic backgrounds and from rural and remote areas where access to employment is low, to complete the Certificate IV in beauty and spa therapy.	2014–2020 (completed)
Support to community-based women's organisations	Ra Naari Parishad	Supported the establishment of the Ra Naari Centre to enable the organisation to deliver economic livelihood activities.	2015–2016 (completed)
Support for women's civil society organisations	Women in Fisheries Network-Fiji	Assisted with the re-establishment of the Women in Fisheries Network-Fiji. Enabled a platform for knowledge sharing, collaboration and the exchange of information to strengthen the involvement of, and improve the conditions for, women in the fisheries sector.	2015–2016 (completed)
Makoi Women's Vocational Training Centre	Fiji Muslim Women's League	Supported targeted training programs for women to enhance economic opportunities. Funded additional distribution of dignity, hygiene and household kits to women in rural and remote areas of Ba and Ra affected by Tropical Cyclone Winston.	2015–2016 (completed)

Ending Violence against Women			
Fiji Women's Crisis Centre programs to End Violence against Women in Fiji and the Pacific	Fiji Women's Crisis Centre	Regional: Funding the Fiji Women's Crisis Centre's regional activities, including: the Regional Training Program; the Male Advocates Program; and the <i>Pacific Women's Network Against Violence Against Women</i> .  Fiji: Continuing core funding to the Fiji Women's Crisis Centre, the leading crisis and support service for women and girls in Fiji.	2016–2021
Support for women's empowerment through holistic and sustainable service delivery	Empower Pacific	Built skills, enhanced knowledge and increased awareness of community members and other local service providers in addressing social issues that impact women's empowerment, well-being and safety.	2015–2016 (completed)

<sup>2</sup> This is a strategic direction-setting activity and is not represented in the count of 182 initiatives and projects supported by *Pacific Women*.

Support for sexual and reproductive health services for women and youth	Medical Services Pacific	Supported targeted programs to increase access to clinical health care for women and girls and to justice and child protection services for vulnerable children and youth. Funded additional sexual and reproductive health services to rural and remote women affected by Tropical Cyclone Winston.	2014–2017 (completed)
Support for gender equality through ecumenical-based approaches	House of Sarah	Supported increased collaboration between church leaders and clergy on advocacy for ending violence against women.	2014–2017 (completed)
WEAVERS project	Pacific Conference of Churches	Promoted using a rights-based theological approach to eliminating violence against women. Provided communities with rights-based ecumenical messages to support the prevention of violence against women and link women to crisis services.	2016 (completed)
<b>Enhancing Agency</b>			
Pacific Girl project – Girls Arise	Fiji Women's Rights Movement	Building life skills and confidence for 10–12 year old girls living outside of Fiji's capital Suva, sharing Fiji Women's Rights Movement's approach in a toolkit and raising the profile of girls' issues with decision makers.	2019–2022
Support to the Ministry of Women	Ministry of Women, Children and Poverty Alleviation	Supported the Ministry of Women to implement the National Gender Policy and strengthened their monitoring and evaluation capacity.	2015–2017 (completed) 2019–2020 (completed)
Fiji Women's Fund	Not applicable	Supporting local women's groups, organisations and networks in Fiji to expand and enhance their work on women's empowerment and gender equality. Reaching women living in rural and remote locations and those who are marginalised.	2016–2022
Individual Deprivation Measure	International Women's Development Agency; Australian National University; Fiji Bureau of Statistics	Applied the Individual Deprivation Measure tool to measure the gendered aspects of poverty in communities. Provided gender sensitive data to inform national policy and decision makers on programs and services for women and vulnerable groups.	2013–2017 (completed)
We Rise Phase II - Strengthening feminist coalitions and partnerships for gender equality	International Women's Development Agency; Fiji Women's Rights Movement; femLINKpacific; Diverse Voices and Action for Equality	Supported a coalition of four women's rights organisations committed to a Pacific where there is gender justice, ecological sustainability, peace, freedom, equality and human rights for all.	2015–2019 (completed)
We Rise Phase III - Strengthening feminist coalitions and partnerships for gender equality	International Women's Development Agency; Fiji Women's Rights Movement; femLINKpacific	Supported a coalition of three women's rights organisations committed to a Pacific where there is gender justice, ecological sustainability, peace, freedom, equality and human rights for all.	2019–2022

## Kiribati

Project Name	Partner	Description	Timeframe
<b>Ending Violence against Women</b>			
Support to Kiribati Women and Children Support Centre (KWCS) operations	Kiribati Women and Children Support Centre (KWCS)	Supporting the KWCS to continue providing psychosocial support and counselling services to survivors of domestic violence.	2019–2021
Strengthening Peaceful Villages in Kiribati	UN Women	Changing community and individual behaviours to prevent violence through local approaches.	2017–2020 (completed)
Respectful Relationships	Women's Development Division, Ministry of Women, Youth, Sports and Social Affairs	Implementing a school-based program that incorporates a respectful relationships program into the school curriculum.	2016–2020 (completed)
Establishment of the Kiribati Women and Children Support Centre	Kiribati Family Health Association	Kiribati's first formal support centre for women and children survivors of violence. Supported the establishment of the Kiribati Women and Children's Support Centre, including funding the recruitment and training of staff, which opened in 2017. Provided technical assistance to facilitate a three-year strategic plan for the centre.	2014–2019 (completed)
Support for the Ministry of Women, Youth, Sports and Social Affairs to undertake work to support Ending Violence against Women	Women's Development Division, Ministry of Women, Youth, Sports and Social Affairs	Funded project staff to support the Government of Kiribati's implementation and monitoring of gender equality activities. This included the Shared Implementation Plan on Ending Violence Against Women, the UN Joint Program on Ending Violence Against Women and the Respectful Relationships initiative.	2014–2019
Support to the Domestic Violence and Sexual Offences Unit	Kiribati Police Domestic Violence Unit	Supported the extension of the office of the Kiribati Police Domestic Violence and Sexual Offences Unit to provide survivors of violence with temporary shelter and comfort while awaiting referral to relevant services. Trained over 200 outer island police officers, special constables and village wardens.	2014–2017 (completed)
Judiciary enabling rights outreach to the vulnerable	Kiribati Magistrate Court	Supported consultations on the Family Peace Act 2014 and training on human rights, and sexual and gender-based violence for lay magistrates on Tarawa and outer islands. Supported community understanding of the court system and services in relation to ending violence against women.	2014–2017 (completed)
Improved infrastructure and training for Ministry of Health staff	Kiribati Ministry of Health	Funded the extension of an existing gynaecology room in the main hospital in South Tarawa to enable improved access to treatment, care and referral services for survivors of violence. Supported training of frontline officers working with survivors of sexual violence.	2014–2016 (completed)
Restoration of Kiribati women's umbrella organisation – AMAK	Women's Development Division, Ministry of Women, Youth, Sports and Social Affairs	Supporting the revival of Aia Maea Ainen Kiribati (AMAK), Kiribati's national women's umbrella organisation, through technical assistance to assess the current status of the organisation and provide recommendations on the way forward.	2017–2020 (completed)
2015 One Billion Rising Campaign	Kiribati Family Health Association	Supported Kiribati to be part of a revolutionary, global ending violence against women movement where the Kiribati Family Health Association worked with young people to lead the campaign using creative arts, including stage performances, singing, dancing and marches.	2015 (completed)

## Nauru

Project Name	Partner	Description	Timeframe
<b>Leadership and Decision Making</b>			
Increasing women's political participation	UN Women	Provided transformational leadership training for potential women candidates, male allies and community representatives. Trained members of parliament on the Convention on the Elimination of All Forms of Discrimination Against Women and human rights.	2016–2017 (completed)
<b>Ending Violence against Women</b>			
Unique Lee Foundational Grant Ending Violence Against Women	femLINKpacific	Providing foundational support to develop the capacity of an emerging NGO on ending violence against women in Nauru to effectively design and implement a national domestic violence prevention and response program; and establish its governance, management, operational and financial systems.	2019–2020 (completed)
Improve the response and services to reduce domestic violence	Ministry of Home Affairs and Health	Assisting the Government of Nauru and other stakeholders to prevent and handle cases of domestic violence through the provision of a psychosocial counsellor.	2018–2021
Gender Adviser	Consultant	Supporting DFAT Post and partners in Nauru to improve gender mainstreaming and capacity in relation to gender equality activities with technical advice from a gender adviser.	2017–2021
Pacific Community Health and Wellbeing Education Project	University of New England	Funded six staff from the Ministries of Home Affairs, Health and Education to undertake the Diploma in Community Welfare and Wellbeing to improve access to qualified counselling in Nauru.	2015–2017 (completed)
Improve the health sector response and services to reduce domestic violence	Pacific Technical Assistance Mechanism	Strengthened the role of the health sector to identify and support survivors of violence by training health workers, improving access to counselling services and raising awareness of domestic violence.	2014–2019 (completed)

## Palau

Project Name	Partner	Description	Timeframe
<b>Ending Violence against Women</b>			
Review of the Implementation of the Palau Family Protection Act 2012	Government of Palau	Supported the Ministry of Community and Cultural Affairs with a consultant to review progress of the implementation of the <i>Family Protection Act 2012</i> five years after it was enacted and develop a draft implementation plan.	2017–2018 (completed)
Regional support on male advocacy	Fiji Women's Crisis Centre and Government of Palau	Supported two Palauan participants to attend the Regional Fiji Women's Crisis Centre's month-long Regional Training Program on gender awareness and eliminating violence against women.	2016 (completed)
<b>Economic Empowerment</b>			
Palau Women Entrepreneurship Forum	Bureau of Aging, Disability and Gender, Ministry of Community and Cultural Affairs	Supported the Palau Women Entrepreneurship Forum, as part of the government's annual International Women's Day celebrations, to raise awareness and promote discussion on the business of culture and wellbeing.	2020 (completed)

Project Name	Partner	Description	Timeframe
<b>Enhancing Agency</b>			
Support for implementation of the Government of Palau's gender mainstreaming policy and strategy	Bureau of Aging, Disability and Gender, Ministry of Community and Cultural Affairs	Funded a national Gender Analyst position based in the Ministry of Culture and Community Affairs to support the development and implementation of a gender mainstreaming policy. Supported International Women's Day events.	2016–2019 (completed)

## Papua New Guinea

Project Name	Partner	Description	Timeframe
<b>Leadership and Decision Making</b>			
Creative Approaches for Impact in International Development	Queensland University of Technology	Supporting communications to amplify and deliver impact for women's leadership, including candidates in the upcoming 2022 national general election, through creative approaches. Delivered in partnership with the Women Make the Change project.	2021–2022
Women's Empowerment and Voice for Equal Rights in Papua New Guinea	International Women's Development Agency, Wide Bay Conservation Association, and Voice for Change	Expanding women's voices and leadership, and supporting local research into issues important to Papua New Guinean women.	2021–2023
Women Make the Change: Increased voice for women in political processes	UN Women	Supporting women to fully and effectively participate in and have equal opportunities for leadership at all levels of decision making in political and public life.	2019–2022
Papua New Guinea Women and Extractives	<i>Pacific Women</i> Support Unit	A public-private partnership with Frieda River Limited. Improving the representation and participation of women in negotiating mining development agreements and achieving better economic and broader empowerment outcomes for women.	2017–2020 (completed)
Women in Leadership Support Program	Department of Pacific Affairs, Australian National University	Improving women's leadership and political participation by enhancing the competitiveness of women candidates contesting Papua New Guinea's 2017 and 2022 national elections and the 2019 local level government elections.	2016–2021
Women's Forum	United States Embassy in Papua New Guinea with the Department for Community Development and Religion	Brought together annually women in leadership roles in government, the public service, the private sector, community and churches, together with men supportive of gender equality.	2016–2019 (completed)
Young Women's Leadership Project	International Women's Development Agency; Bougainville Women's Federation	Increased young women's leadership effectiveness and provided a safe space in which they could engage and support each other.	2016–2018 (completed)

Voter Education in Bougainville	International Women's Development Agency; Bougainville Women's Federation	Provided education on voting rights and responsibilities and on governance and leadership to women and men across Bougainville.	2016–2017 (completed)
Inclusive Development in post-conflict Bougainville	World Bank	Increased women's decision making and influence at community level and improved social development through community-driven development projects.	2015–2018 (completed)
Increased women's representation in local government	Centre for Democratic Institutions	Support to increase women's representation at the 2013 local government elections through training for prospective candidates, developing a media information and talk-back radio campaign and compiling a register of candidates.	2013 (completed)
<b>Economic Empowerment</b>			
Safe Public Transport – Meri Buses in Port Moresby and Lae	Ginigoada Foundation	Promoting greater safety, reducing fear of violence, and increasing mobility for women and girls accessing public transport in Port Moresby and Lae.	2018–2021
Strengthening business coalitions for women and economic empowerment partnership with the private sector	Business Coalition for Women originally through International Finance Corporation	Helping the private sector recruit, retain and promote women as employees, leaders, customers and business partners.	2014–2021
Safe and Prosperous Districts: Linking communities to markets for secure livelihoods	UN Women	Designed ways to improve women's ability to earn and control income in safe, prosperous markets through improving transport safety and efficiency so that women and girls can access markets and other essential services like health and education, without fear of violence.	2018–2020 (completed)
Financial literacy training for women and men in Yagoru-Saussia District	Asian Development Bank, Microfinance Expansion Project	Delivered financial literacy modules on budgeting and savings to almost 8,000 women and over 7,000 men in the Yagoru-Saussia District.	2017 (completed)
<i>Kirapim Kaikai na Maket</i>	Community Development Workers Association Inc.	Enabling women from the Tsak Valley, Enga Province to increase food production resilience so they can reliably produce a surplus, market through a network of women's associations and increase their income.	2016–2020 (completed)
Creating an entrepreneurial ecosystem for women in Papua New Guinea	Center for International Private Enterprise; the Difference Incubator	Establishing a Women's Business Resource Centre in Port Moresby. Helping women to start and successfully manage their own businesses. Working with four local universities to incorporate entrepreneurship into their curricula.	2015–2022
Increasing economic opportunities for women smallholders and their families ('Family Farm Teams')	University of Canberra	Enhanced the economic development of women farmers by building their agricultural and business skills and knowledge through an action research and development approach. Increased family income through better farm business practices in which women have a significant role as decision makers.	2015–2019 (completed)
WECREATE Challenge	GriffinWorx (Abt PNG Management Services)	Delivered entrepreneurship training and an accelerator program through a business model competition for emerging women entrepreneurs. Increased the connections and skills women need to establish successful companies in their local communities.	2015–2017 (completed)
Coffee Industry Support Project	CARE International in Papua New Guinea	Supporting coffee industry stakeholders to mainstream gender equity in their policies, practices and approaches. Increasing women's access to extension services and improving farming families' business management, with women and men benefiting from coffee production and income.	2013–2021

<b>Ending Violence against Women</b>			
Now is the Time: United for Equality and an End to Gender-Based Violence	UN Women	Supporting the National Capital District Commission and Lae City Authority to design and implement policies and plans to promote safe and universally accessible public spaces for women and girls that are free from harassment, exploitation and abuse.	2021–2022
Scaling up technical assistance to Family Support Centres	FHI 360	Providing technical, financial and advocacy support to seven provincial health authorities to improve the capacity of family support centres to provide essential services to survivors of violence.	2021
Protection for Women and Girls during the COVID-19 Emergency (COVID-19 Protection Project)	UN Women	Ensuring that the protection of women, children and vulnerable populations – and the gendered implications of COVID-19 – are priority considerations as part of the response and recovery planning.	2020–2021
Improving Services and Inspiring Leadership to address Family and Sexual Violence in Port Moresby ( <i>Bel Isi</i> PNG)	Oil Search Foundation	Changing attitudes towards family and sexual violence and improving services for survivors of violence through a public-private partnership.	2018–2023
<i>Mamayo</i>	CARE International in Papua New Guinea	Enhancing family and community support for women's access to reproductive and maternal health and greater participation in economic opportunities and benefits.	2018–2021
<i>Kisim Femili Plenin Strongim Komuniti</i>	FHI 360	Increasing knowledge, acceptance and supply of family planning services, especially for adolescent girls and unmarried women in Aitape-Lumi District, West Sepik and Maprik District, East Sepik Province.	2018–2021
Safe Public Transport for Women, Girls and Children	UN Women with Ginigoada Foundation	Supported the provision of safe, reliable and affordable public transport that enables women, girls and children to move freely and safely around Port Moresby.	2015–2021 (completed)
<i>Gutpela Sindaun bilong ol Meri na Pikinini</i>	UN Women in partnership with UNICEF and UNFPA	Supported the coordinated response to the humanitarian crisis in Hela and the Southern Highlands following earthquakes in February and March 2018. Provided women and children with access to support and protection during the disaster response. Promoted women's voices and leadership during the relief period.	2018 (completed)
Establishment of Family Support Centres in Arawa Hospital, Bougainville and Daru Hospital, Western Province	Health and Education Procurement Facility; Health and HIV Implementing Services Provider	Expanded the number of Family Support Centres to include Arawa in the Autonomous Region of Bougainville and Daru in Western Province, in support of the National Department of Health's commitment to improve the response to family and sexual violence. Complemented infrastructure upgrades funded under the Papua New Guinea-Australia partnership.	2016–2018 (completed)
Refurbishment of Lifeline office	Health and Education Procurement Facility	Refurbished the Lifeline office to enable Lifeline to provide counselling support to survivors of violence.	2016–2017 (completed)
Support to Family Support Centres and Health clinics in Southern Highlands	International Committee of the Red Cross	Provided medical equipment to eight health centres to assist women survivors of violence.	2016–2017 (completed)
Construction of Koki Market Transit Centre	Health and Education Procurement Facility	Constructed a transit centre and made other market upgrades to increase the safety of market vendors who stay overnight to sell their produce.	2016–2017 (completed)

From Gender Based Violence to Gender Justice and Healing in Bougainville	International Women's Development Agency; Nazareth Centre for Rehabilitation	Supporting Bougainville women's human rights defenders to lead responses to, and prevention of, family and sexual violence with government and communities. Enabling women and men to prevent family and sexual violence at community level by promoting shared power and decision making between women and men.	2015–2022
Creating a movement to End Violence against Women and Girls in Papua New Guinea: The SASA! Pilot and Family Support Centre Assistance Project	Population Services International	Supporting the internal and community referrals to the Port Moresby General Hospital's Family Support Centre. Piloting SASA!, a primary prevention model designed to catalyse community-led change in harmful norms and behaviours that perpetuate gender inequality, violence and increased HIV vulnerability for women.	2015–2020 (completed)
<i>Kommuniti Lukautim Ol Meri</i>	FHI 360	Reducing the level of violence against women and girls and supporting survivors of violence in selected communities in East Sepik, West Sepik and Western Highlands provinces through strengthened community systems and service delivery.	2015–2021
Parenting for Child Development	UNICEF and Menzies School of Health Research; Catholic Archdioceses	Supported parents to understand their children's development needs. Enhanced improved family relationships, parenting competencies and reduced the risk of exposure of girls, boys and women to family violence in targeted communities.	2015–2018 (completed)
End Violence against Children Campaign	UNICEF	Increased awareness and commitment by families, communities and children to take individual and collective action to respond to and prevent violence against children.	2015–2018 (completed)
Support to the Family Support Centre in Port Moresby	Port Moresby General Hospital	Rebuilt the Family Support Centre at Port Moresby General Hospital in accordance with the Family Support Centre guidelines. Provided a car to transport survivors safely.	2015–2017 (completed)
Highlands Sexual Reproductive and Maternal Health	CARE International in Papua New Guinea	Piloted women's empowerment approaches to create community-wide demand for sexual, reproductive and maternal health support and to increase the availability and accessibility of these services, including family and sexual violence support.	2015–2017 (completed)
Family and Sexual Violence Case Management: Building on Success for National Impact	Femili PNG	Supporting a local non-government organisation to establish and manage a Case Management Centre in Lae, Morobe Province. Supporting survivors of violence to access emergency medical care and emergency shelter of an adequate duration and standard, provide counselling support and obtain police, legal and social services, if requested.	2014–2022
Responding to Gender-Based and Sorcery-Related Violence in the Highlands	Oxfam in Papua New Guinea	Responding to sorcery accusation-related violence by providing repatriation and crisis services for survivors of gender-based violence. Implemented through four Oxfam partners: Kafe Urban Settlers Women's Association, Kup Women for Peace, Highlands Women's Human Rights Defenders Movement and Family for Change.	2014–2021
Building the capacity of Papua New Guinea's Family and Sexual Violence Action Committee	National Secretariat of the Family and Sexual Violence Action Committee through the Institute of National Affairs	Strengthening the Family and Sexual Violence Action Committee to deliver on its mandate: developing policy; influencing and monitoring government decision making; and developing concrete ways to address problems related to family and sexual violence.	2014–2020 (completed)

Support for strengthening National Coordination, Implementation and Monitoring Mechanism to Prevent and Respond to Family and Sexual Violence	United Nations Development Programme	Supported the Government of Papua New Guinea to lead a coordinated, multi-sector, multi-stakeholder response to improve the identification, delivery and monitoring of family and sexual violence or gender-based violence prevention interventions and services in Papua New Guinea.	2014–2019 (completed)
More support services for women survivors of violence	Eastern Highlands Provincial Health Authority	Strengthened the governance and operations of the Eastern Highlands Family Support Centre to provide high-quality crisis services to survivors of violence.	2014–2015 (completed)
Port Moresby: A Safe City for Women and Girls Program	UN Women	Supported the founding program of UN Women's Safe Cities and Safe Public Spaces Global Flagship Initiative, promoting women's and girls' safety within the city markets and public spaces. Encouraging referral services for survivors of gender-based violence.	2010–2019 (completed)

#### Enhancing Agency

Pacific Girl project – Safe Schools, Strong Communities	Equal Playing Field	Seeking to reduce violence by educating girls and boys in schools and working with teachers about respectful relationships, using sport as an entry point and through establishing Safe Schools Frameworks in Papua New Guinea.	2019–2022
Do No Harm: Understanding the Relationship between Women's Economic Empowerment and Violence against Women in Melanesia	International Women's Development Agency; Australian National University	Enhanced the knowledge and evidence base that informs policy and practice in addressing women's economic disadvantage and facilitated greater economic inclusion in contexts where violence against women is high.	2014–2018 (completed)

#### Enhanced Knowledge and Understanding

A study of the use and efficacy of protection orders as a key response to domestic and family violence	Department of Pacific Affairs, Australian National University	Investigating the expectations, use and efficacy of family protection orders since the introduction of the <i>Family Protection Act 2013</i> .	2019–2020 (completed)
Research Training Program	Department of Pacific Affairs, Australian National University	Building the research skills of organisations and practitioners who are researching approaches to address gender inequality in Papua New Guinea.	2017–2021
Improving the Impact of State and Non-State Interventions for Social Change against Sorcery Accusation-Related Violence	School of Regulation and Global Governance (RegNet), Australian National University	Identifying what is currently being done to address the problem of sorcery accusation-related violence and how responses can be improved.	2016–2021
Developing Communication Strategies for Social Change against Sorcery Accusation-Related Violence	Queensland University of Technology; Centre for Social and Creative Media at the University of Goroka	Integrating communication for social change and audio-visual media approaches in the development of communication strategies. Supporting attitudinal and behavioural change through developing material that is contextually relevant.	2016–2021
Gender-differentiated Labour Allocation in Agriculture in Papua New Guinea: Time-Use Survey <sup>3</sup>	World Bank Group	Studied how to improve the value households derive from coffee and cocoa, which will in turn maximise the overall value to the industry and the country.	2016–2018 (completed)
Research on Women's Leadership and Decision-Making in the Pacific	Department of Pacific Affairs, Australian National University	Conducted research to identify success factors and pathways to women's leadership and decision making at political and community levels across the Pacific.	2013–2016 (completed)

## Republic of the Marshall Islands

Project Name	Partner	Description	Timeframe
<b>Ending Violence against Women</b>			
<i>Iden Mwekun</i>	Women United Together Marshall Islands (WUTMI)	Providing core funding and organisational strengthening support to improve governance and operations. Funding the ending violence against women program, which includes the first domestic violence support centre in the Republic of the Marshall Islands.	2015–2019 (completed) 2020–2021
Capacity Building Adviser: Gender-Based Violence	Women United Together Marshall Islands (WUTMI)	Providing technical support to extend WUTMI's existing prevention, case management and advocacy, and counselling services provided to survivors of violence through the third phase of the <i>Weto in Mour</i> domestic violence program.	2019–2022
Technical assistance to Women United Together Marshall Islands (WUTMI)	Pacific Technical Assistance Mechanism	Provided technical assistance through an adviser who supported the design of a domestic violence support service for women and girls in the Republic of the Marshall Islands. Delivered capacity building for Women United Together Marshall Islands staff to provide rights-based support to women and girl survivors of violence.	2015–2017 (completed)
Establish a domestic violence support service	Women United Together Marshall Islands (WUTMI)	Enabled wide community consultation on the design of a culturally appropriate domestic violence support service for women and girls in the Republic of the Marshall Islands.	2014–2016 (completed)
Support to the Micronesian Women's Conference, August 2017	n/a	Funded appropriate representation from all Micronesian member countries to attend the Micronesian Women's Conference in Majuro, the Republic of the Marshall Islands.	2017 (completed)
<b>Enhancing Agency</b>			
Organisational capacity development and strategic planning	<i>Pacific Women Support Unit</i>	Undertook a capacity assessment of Women United Together Marshall Islands to identify organisational capacity development needs and explore future opportunities for partnership.	2015–2016 (completed)

## Samoa

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

3 This is a strategic direction-setting activity and is not represented in the count of 182 initiatives and projects supported by *Pacific Women*.

Project Name	Partner	Description	Timeframe
<b>Enhancing Agency</b>			
Civil Society Support Program – Gender	Civil Society Support Program	Supporting gender-focused civil society organisations. Delivered through DFAT's grant management facility to support civil society development and administered through the Samoan Ministry of Finance.	2018–2020 (completed)
Gender Adviser	Consultant	Mentoring, coaching and training to support capacity strengthening within DFAT Post and key partners to enable gender mainstreaming of DFAT sector programs.	2015–2017 (completed) 2018–2021
Samoan Women Shaping Development	Ministry of Women, Community and Social Development, Samoa	Supporting the Ministry of Women, Community and Social Development to implement the gender components of the Community Development Sector Implementation Framework: increasing women's economic empowerment; advancing gender equality in decision making and political governance; and reducing violence against women. Enabling the Ministry to fund activities with non-governmental and women's organisations.	2015–2018 (completed) 2019–2021

## Solomon Islands

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

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

Project Name	Partner	Description	Timeframe
Gender Equality Program Support	Australia's Solomon Islands Resource Facility (formerly Solomon Islands Resource Facility)	Supporting the Women's Development Division in the Ministry of Women, Youth, Children and Family Affairs to progress outcomes in accordance with its Gender Equality and Women's Development Policy, Eliminating Violence Against Women and Girls Policy and the National Action Plan on Women, Peace and Security.	2016–2022
Recognising shared interests of Australia and Solomon Islands in the advancement of gender equality	Ministry of Women, Youth, Children and Family Affairs	Strengthened the capacity of Ministry of Women, Youth, Children and Family Affairs to progress priority outcomes in accordance with its Gender Equality and Women's Development Policy, the Ending Violence Against Women Policy and the Women, Peace and Security National Action Plan.	2013–2016 (completed)
Social Development Adviser	Consultant	Provided technical assistance through a Social Development Adviser who worked with DFAT staff to improve gender considerations in planning, programming, monitoring and learning of all Australian-funded aid programs in Solomon Islands.	2014 (completed)
Do No Harm: Understanding the Relationship between Women's Economic Empowerment and Violence against Women in Melanesia	International Women's Development Agency; Australian National University	Researched the relationship between women's economic empowerment and violence against women in Melanesia.	2016–2018 (completed)

## Tonga

Project Name	Partner	Description	Timeframe
<b>Economic Empowerment</b>			
Women's economic empowerment specialist	Tonga National Centre for Women and Children (TNCWC)	Provided support and mentoring with a focus on the planning, implementation and monitoring of TNCWC's pilot women's economic empowerment project.	2019–2020 (completed)
Provision of economic empowerment services for women survivors of violence alongside their counselling and support services	Tonga National Centre for Women and Children (TNCWC)	Supported women and girls, including survivors of violence against women and girls, to have access to and control over expanded economic opportunities and to be able to make strategic life choices.	2017–2019 (completed) 2019–2021
<b>Ending Violence against Women</b>			
Families Free of Violence	Australian Federal Police	Working closely with the Women's Affairs and Gender Equality Division, and Tonga Police to strengthen the national response to family violence.	2017–2022
Funding to the Women's Affairs and Gender Equality Division, Ministry of Internal Affairs	Women's Affairs and Gender Equality Division, Ministry of Internal Affairs	Providing institutional strengthening and gender mainstreaming support to the Women's Affairs Division. Supporting coordination of media and events for key celebration days such as International Women's Day and White Ribbon Day.	2014–2022
Support to Women and Children Crisis Centre	Women and Children Crisis Centre	Supporting existing violence against women service providers to increase the quality, coverage and awareness of its services. Funded additional support following Tropical Cyclone Gita.	2014–2020 (completed) 2020–2021

Project Name	Partner	Description	Timeframe
<b>Enhancing Agency</b>			
Pacific Girl project – My Body! My Rights!	Talitha Project	Improving community perceptions of girls' value, amplifying girls' voices through creative media and training 10–14 year old girls on health, sex and sexuality and self-esteem in four locations around Tonga, including outer islands.	2019–2022
Pacific Girl project – Cyber Safety project	Pacific Media Assistance Scheme	Exploring Pacific girls' and boys' experiences of online activity and cyber-safety issues to be able to guide and support those affected by cyber harassment.	2019–2020 (completed)
Monitoring and Evaluation (M&E) Adviser	Consultant	Improving country level monitoring and evaluation processes, including finalising the Tonga <i>Pacific Women</i> Monitoring and Evaluation Framework, evaluation capacity building support to <i>Pacific Women</i> implementing partners and compiling an annual progress report for <i>Pacific Women</i> in Tonga.	2017–2020 (completed)
Gender Equality and Social Inclusion (GESI) Adviser	Consultant	Provides technical assistance through a Gender Adviser, who works with DFAT staff, to improve gender considerations in the planning, programming, monitoring and learning of all Australian-funded aid programs. Works with the Government of Tonga and sectoral program managers to improve outcomes for women.	2014–2020 (completed) 2020–2021

## Tuvalu

Project Name	Partner	Description	Timeframe
<b>Ending Violence against Women</b>			
Psychosocial Counsellor Adviser	Community Affairs Department, Ministry of Home Affairs and Rural Development	Supported the Community Affairs Department to establish referral and follow-up protocols in view of legislative requirements, improve counselling services by developing policies and guidelines and an overall framework for counsellors to operate and develop a pool of local counsellors.	2018–2019 (completed)
Capacity Building Adviser: Psychosocial Support and Counselling	Department of Social Affairs, Ministry of Health, Social Affairs and Gender	Building the capacity of government and civil society psychosocial support, counselling and social protection stakeholders to provide, safe, quality, confidential, culturally-relevant, professional and community-based psychosocial support and counselling services to survivors of family violence.	2020–2021
Counselling Coordinator	Department of Social Affairs, Ministry of Health, Social Affairs and Gender	Funding a local Counselling Coordinator to act as counterpart to the Capacity Development Adviser: Psychosocial Support and Counselling for one year to increase counselling capacity and ensure skills transfer and sustainability.	2019–2021
<b>Enhancing Agency</b>			
Tuvalu National Women and Youth Forum	Gender Affairs Department, Ministry of Health, Social Affairs and Gender; Tuvalu Family Health Association	Bringing together women and youth in Tuvalu to assess the implementation of the National Gender Policy in their own communities, discuss challenges and enabling factors, and identify their priorities moving forward.	2019–2020 (completed)
Support for Presentation at Universal Periodic Review	Government of Tuvalu	Funded two delegates to present the Tuvalu Universal Periodic Review to the Human Rights Council in Geneva.	2018 (completed)

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

## Vanuatu

Project Name	Partner	Description	Timeframe
<b>Leadership and Decision Making</b>			
Gender Equality Together: Strengthening Women's Rights in Vanuatu	CARE Vanuatu	Strengthening the collective leadership, capacity and coordination of civil society and government actors to work more effectively toward promoting gender equality, and the elimination of violence against women and girls with and without disabilities in peacetime and disasters.	2017–2021
Support the introduction of reserved seats for women at Provincial Council level	Pacific Leadership Program	Developed alternative approaches to increase women's participation in politics. Provided adaptive leadership training to women councillors to increase skills in advocacy and policy reform.	2014–2017 (completed)
<b>Economic Empowerment</b>			
Markets for Change	UN Women	Improving market governance, management, infrastructure and access to financial services to increase women's economic empowerment. Ensuring markets are more sustainable, accessible and safe for women vendors in Vanuatu.	2014–2021
Support to the Alternative Communities Trade in Vanuatu	Alternative Communities Trade in Vanuatu	Promoted access to local and international markets for rural women producers, including through improved marketing and packaging of products. Enabled women to access skill-sharing sessions on developing small scale agriculture production.	2017–2019 (completed)
Improving training and employment outcomes for women and girls	Vanuatu Skills Partnership	Providing training for women with a focus on creative industries, tourism and agribusiness. Coaching individual women to improve business skills and increase their opportunities for paid employment.	2013–2021
<b>Ending Violence against Women</b>			
Filming on domestic violence	Wan Smolbag Theatre	Filmed a series on women's empowerment and domestic violence.	2016–2019 (completed)
Response to Tropical Cyclone Pam	Vanuatu Women's Centre	Funded Vanuatu Women's Centre to ensure that women's needs were adequately addressed in disaster recovery planning following Tropical Cyclone Pam.	2015–2016 (completed)
Research on improved access to justice for women and children	Policing and Justice Support Program	Researched and mapped out the 'conflict management web,' with a special emphasis on how conflicts involving women, and violence against women are managed and resolved. Areas of innovation, strength and weakness were identified as a result.	2015–2016 (completed)
Prevention of violence against women	Vanuatu Women's Centre	Providing counselling, legal services and information to women and children survivors of violence. Increasing community awareness of the causes and impacts of domestic violence. Working with male advocates to reduce levels of violence. Delivering and monitoring implementation of the <i>Family Protection Act</i> 2008. Researching crisis service needs of rural women.	2014–2021
<b>Enhancing Agency</b>			
Pacific Girl project – <i>Laef blo mi, vois blo mi</i>	CARE Vanuatu	Extending CARE's life skills and respectful relationships education to girls aged 12–19 in rural and remote areas of Tafea province, Vanuatu, plus male peers, teachers and families, ensuring girls are safe and respected.	2019–2022

## Regional

Project Name	Partner	Description	Timeframe
<b>Leadership and Decision Making</b>			
Balance of Power	DFAT program managed by Cardno	Supporting Australia's principal regional investment supporting women's political participation in the Pacific. Explicitly working to address the deeply entrenched social norms that define political leadership as the domain of men. Working intensively in Fiji, Tonga and Vanuatu; supported by several regional elements focusing on cross-regional learning and networks.	2019–2024
Supporting Pacific Women Members of Parliament	United Nations Development Programme	Supporting greater networking and mentoring between Pacific women parliamentarians. Activities included the 2nd Pacific Women in Power Forum (5–8 November 2019) that brought together women parliamentarians from across the Pacific, New Zealand and Australia to discuss common issues, build networks and relationships.	2019–2020 (completed)
Strengthening Diverse Women's Leadership in Humanitarian Action	Shifting the Power Coalition: ActionAid Australia; femLINKpacific; Pacific Disability Forum; Nazareth Centre; Transcend Oceania; Talitha Project; YWCA PNG; YWCA Samoa; Vanuatu Young Women for Change; <i>Vois Blong Mere</i> Solomon; ActionAid Vanuatu	Ensuring diverse Pacific women's voices provide leadership in disaster planning and response through a coalition approach. Supporting diverse women leaders to engage in disaster coordination mechanisms and influence decision making. Documenting needs and capacities in crises. Establishing platforms to strengthen diverse Pacific women's voices to influence policy and decision making.	2018–2021
Women's Leadership Initiative	DFAT program managed by Cardno	Promoting women's developmental leadership by supporting selected Australia Awards scholars from Pacific Island countries to fulfil their leadership potential and drive big ideas and reforms in their home communities. Co-funded with other areas of DFAT.	2017–2022
Tracer study of climate change negotiator training participants <sup>4</sup>	Women's Environment and Development Organization (WEDO)	Assessed the benefits derived by the participants of the Pacific Women Climate Change Negotiators capacity building package conducted by WEDO. DFAT and WEDO have used the results from this study to inform future support and implementation of the package.	2017–2018 (completed)
Support for Women's Groups and Coalitions	Pacific Leadership Program	Supported adaptive leadership training for women leaders and coalition members to develop new skills and perspectives to progress initiatives, build a support base and overcome barriers to change. Contributed to research in Samoa and Solomon Islands and a CEDAW campaign in Tonga.	2015–2017 (completed)
Pacific Women's Parliamentary Partnerships	Australian International and Community Relations Office; Australian Department of the House of Representatives	Supported building the capacity of Pacific women parliamentarians and their staff to ensure gender equality issues are better addressed in parliament.	2013–2018 (completed)

<sup>4</sup> This is a strategic direction-setting activity and is not represented in the count of 182 initiatives and projects supported by *Pacific Women*.

Project Name	Partner	Description	Timeframe
Gender Equality in Political Governance	UN Women	Contributed to improvements in governance mechanisms, through increased women's transformative political participation in informal and formal systems.	2013 (completed)
<b>Economic Empowerment</b>			
Improving women's employment in fisheries	Forum Fisheries Agency	Supporting initiatives to lessen the constraints to employment of women in the fisheries sector: increased women in leadership in fisheries; increased financial literacy and attendance of fish processing staff; and a scoping study to increase women's employment in the fish harvesting sector. Co-funded with the International Finance Corporation.	2019–2020 (completed)
Building prosperity for women producers, processors and women owned businesses through organic value chains	Pacific Community POETCom	Identifying and supporting organic value chains that benefit women as producers, suppliers, processors and entrepreneurs while also enhancing their capacity for inter-regional organic trade within Federated States of Micronesia, Kiribati, Palau and the Republic of the Marshall Islands.	2018–2022
Markets for Change	UN Women	Improving market governance, management, infrastructure and access to financial services to increase women's economic empowerment. Ensuring markets are more sustainable, accessible and safe for women vendors. Operates in Vanuatu, Solomon Islands and Fiji.	2014–2021
See individual project information in the country sections:			
		<ul style="list-style-type: none"> <li>• Fiji</li> <li>• Solomon Islands</li> <li>• Vanuatu</li> </ul>	
Private Sector Development Initiative	Asian Development Bank	Supported four pilot programs that included training for women to close the gender gap on boards and in corporate management.	2013–2015 (completed)
Technical and vocational training opportunities for women in the Pacific	Australia-Pacific Technical College	Funded 25 Fijian women to complete the Certificate III in Applied Fashion Design and Technology; and funded 25 women from across the region to undertake training to Certificate III level in non-traditional trades.	2013–2014 (completed)
Building Women Entrepreneurs – Building Nations	Pacific Islands Private Sector Organisation	Funded a Women in Business Conference to promote women's economic empowerment in the Pacific region.	2014 (completed)
<b>Ending Violence against Women</b>			
Pacific Partnership to End Violence Against Women and Girls	UN Women	Promoting gender equality and reducing violence against women and girls across communities and nations in the Pacific, while producing promising practices. Focusing on three essential intervention areas: formal and informal education; contextualised, community-based prevention approaches; and civil society organisations' capacity to engage with national and regional institutions and authorities.	2018–2022
Essential Services Package for Women and Girls Subject to Violence	UN Women	Provided additional funding for technical guidance to develop multi-sectoral services and responses and support service coordination in Solomon Islands and Kiribati.	2018–2019 (completed)
Advancing disability inclusive services for survivors of gender-based violence (Samoa and Kiribati toolkits)	UN Women	Supported the roll out of the Eliminating Violence Against Women (EVAW) Toolkit, that had been piloted in Fiji, in Samoa and Kiribati. This included the involvement of disabled people's organisations, government stakeholders and EVAW practitioners to contextualise the toolkits to their national situations.	2016–2018 (completed)

Support to the Pacific Community Regional Rights Resource Team	The Pacific Community	Supporting work on ending violence against women, human rights and good governance with Pacific Island governments and civil society organisations. Providing technical assistance and training. Advocating for women and girls to have increased access to justice for domestic violence and to promote and protect human rights commitments.	2015–2021
Gender Equality Theology – Institutional Transformation (GET-IT)	UnitingWorld	Supported work with churches to ensure that women, girls and people living with disabilities have increased safety and well-being in their homes, communities and churches. Known as Partnering Women for Change.	2015–2018 (completed)
		Supporting institutional transformation within churches and participating organisations by challenging and shifting traditional gender theologies, then reviewing church policies to align them with new gender equality theologies. Establishing procedures and response mechanisms for situations of violence that respect the rights of women and that act in accordance with protection laws.	2018–2021
UNICEF Pacific Child Protection Program	UNICEF	Phase one (completed) worked across 14 Pacific Island countries to strengthen protection of children from violence, abuse and exploitation. Phase two focuses on Kiribati, Solomon Islands and Vanuatu and has three components: strengthening child protection laws, policies and implementation plans; strengthening services; and promoting social behaviour change.	2014–2018 (completed) 2019–2022
Pacific Fund to End Violence Against Women	UN Women	Supported civil society organisations and governments to prevent violence and provide services for survivors of violence, including for counselling, paralegal aid, shelter and referral services. Strengthened the capacity of organisations working to end violence against women through training in advocacy, law reform, women's human rights, community education and counselling services.	2014–2017 (completed)
<b>Enhancing Agency</b>			
Faith-based mapping <sup>5</sup>	UN Women	Examining how major Pacific faith-based actors address violence against women and children, gender inequality and child protection. Identifying initiatives to promote women's leadership within faith structures and communities. Documenting activities run by faith-based actors that could be entry points for interventions to address violence, gender inequality and child protection.	2019–2020
Pacific Gender Research Portal	Department of Pacific Affairs, Australian National University	Established an online platform (Toksava Pacific Gender Resource) to host a library of publications and resources on gender in the Pacific and provide a platform to facilitate engagement with research and knowledge products through peer review, online discussions and commentary.	2020–2021 (completed)

Pacific Girl  See individual project information in the country sections: • Federated States of Micronesia • Fiji • Papua New Guinea • Solomon Islands • Tonga • Vanuatu	Various – see details in the country program sections.	<i>Pacific Women's</i> dedicated program to support adolescent girls. Working with Pacific-based organisations to support change in the social norms that underpin gender inequality and perpetuate discrimination against adolescent girls aged 10–19 years in the Federated States of Micronesia, Fiji, Papua New Guinea, Solomon Islands, Tonga and Vanuatu.	2018–2022
Adolescent Unplanned Pregnancy in the Pacific	International Women's Development Agency	Phase one mapped existing knowledge, evidence and current programming on adolescent sexual and reproductive health and rights in the Pacific region.	2018 (completed)
	University of New South Wales; University of the South Pacific	Researched the experiences of adolescent girls and young women who face unplanned pregnancy and motherhood. Investigated traditional and contemporary knowledge and practices of fertility limitation, including abortion, from the viewpoints of older women in FSM, Tonga and Vanuatu.	2019–2020 (completed)
	Talitha Project	Dissemination of research findings in Tonga.	2021 (completed)
Social Inclusion Adviser	Pacific Islands Forum Secretariat	Providing advisory support to the Pacific Islands Forum Secretariat to guide national responses to the Pacific Leaders' Gender Equality Declaration and strengthen gender mainstreaming within the Secretariat.	2017–2021
Right to Decide: economic and social equality through children by choice	United Nations Population Fund	Designed the pilot for a social marketing approach to accelerate the uptake of modern contraceptives in a selected Pacific Island country (excluding Papua New Guinea), targeting 15–24 year olds.	2016–2017 (completed)
The Last Taboo: Research on managing menstruation in the Pacific	Burnet Institute; WaterAid; International Women's Development Agency	Researched barriers to women's and girls' effective menstrual management and potential impacts on their participation in education and income generation in Fiji, Papua New Guinea and Solomon Islands.	2016–2017 (completed)
Partnerships for Health and Rights: Working for Sexual and Reproductive Health and Rights for all in the Pacific	International Planned Parenthood Federation	Supporting the expansion of access to sexual and reproductive health services in the Cook Islands, Fiji, Kiribati, Samoa, Solomon Islands, Tonga, Tuvalu and Vanuatu and, from phase two, Papua New Guinea.	2015–2022
Gender Equality and Climate Change in the Pacific	The Protection in the Pacific (ProPa) Network	Raised awareness of the nexus between gender equality and climate change. Generated more informed decision making in this space to ensure women's voices influence decision making, and that climate agreements are implemented in a gender-responsive way in the Pacific.	2015–2017 (completed)

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Pacific Gender Research Scoping Study	University of the South Pacific; Fiji Women's Rights Movement; UN Women; Pacific Islands Forum Secretariat; the Pacific Community; DFAT; University of Auckland	Mapped and undertook a gap analysis to assess gender-responsive evidence-based research that has been undertaken on and by Pacific Island countries. Research practitioners and academics from across the Pacific, Australia and New Zealand made recommendations to improve the quality of gender research carried out in the Pacific.	2015–2016 (completed)
Improving women's leadership, political participation and decision making in the Pacific	State, Society and Governance in Melanesia Program, Australian National University	Conducted research to identify success factors and pathways to women's leadership and decision making at political and community levels across the Pacific.	2014–2017 (completed)
Women's Leadership Research	Developmental Leadership Program, La Trobe University	Researched women's leadership programs at a community level in the Pacific and assessed how working politically and through coalitions can contribute to program outcomes.	2014–2016 (completed)
Pacific Multi-Country and Regional Assessment on Gender, Equity and Social Inclusion in Health	Consultant	Conducted an assessment which provided a gender, equity and social inclusion analysis of DFAT's approach to health sector development to contribute to more effective partner dialogue in this area and better health-programming outcomes.	2014–2015 (completed)
Do No Harm: Understanding the Relationship between Women's Economic Empowerment and Violence against Women in Melanesia	International Women's Development Agency; Australian National University	Researched how to support women's economic advancement without increasing their exposure to violence in Papua New Guinea and Solomon Islands. Developed guidelines for women's economic empowerment programs.	2013–2016 (completed)
		See individual project information in the country sections: • Papua New Guinea • Solomon Islands	
Progressing Gender Equality in the Pacific	Pacific Community	Phase one (completed) conducted stocktakes of Pacific Island governments' capacity to integrate gender equality and women's empowerment into policies, legislation and programs and strengthened the collection and analysis of data to better track outcomes. Phase two is supporting Pacific Island countries to adopt evidence-informed policies and legislation that promote gender equality and women's human rights.	2013–2018 (completed) 2019–2023
Review of programs aimed at ending violence against women in the Pacific <sup>6</sup>	International Centre for Research on Women	Reviewed six Australian-funded initiatives in the Pacific that represent different approaches to addressing violence against women.	2013–2014 (completed)
13th Triennial Conference of Pacific Women	Pacific Community	The 13th Triennial Conference of Pacific Women and 6th Meeting of Pacific Ministers for Women gathered representatives from Pacific Island country governments, civil society, development partners, academics and the private sector to review progress on gender equality and the status of women. Supported the Pacific Community to host the event.	2017 (completed)

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12th Triennial Conference of Pacific Women	Government of the Cook Islands	The 12th Triennial Conference of Pacific Women gathered representatives from Pacific Island country governments, civil society, development partners, academics and private sector to review progress on gender equality and the status of women. Supported the Cook Islands Government to host the event, enabling women's groups to showcase and sell products.	2013 (completed)
<b>Management Support</b>			
<i>Pacific Women</i> Support Unit <sup>7</sup>	Cardno	Funding the Support Unit, which provides technical and administrative services to assist in the management of the <i>Pacific Women</i> program, including planning, delivery and monitoring of activities at the country and regional level, as well as research and communications.	2015–2021
Gender Adviser for the North Pacific	Pacific Community	Supported the work of the Pacific Community's Gender, Culture and Youth Programme and supported implementation and monitoring of <i>Pacific Women</i> activities in the North Pacific.	2015–2018 (completed)

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