

The challenge is in the act of balancing or making prominent the concepts of Women in Development and Gender and Development within the framework of sustainable development and good governance. Communications and advocacy to promote the principles, programmes and activities, including progress and challenges faced, within the gender sector will continue to be an important tool.

The Revised Pacific Platform for Action on Advancement of Women and Gender Equality 2005–2015

Regional Profile

The Pacific: Progress and Challenges

The 11 Commonwealth member countries in the Pacific region are a study in contrasts. Australia, an entire continent in itself, and New Zealand are both high-income developed countries and economies. Papua New Guinea occupies half of one of the largest islands in the world. The rest are small island developing states with vulnerable economies.

Overall progress towards achieving the Millennium Development Goals (MDGs) and gender equality in the region is uneven. Countries have reported an increase in or equal enrolment of girls in education. There are, however, many other areas that require attention. This challenge is made greater by the special problems of the region's small island developing states, primarily their isolation and small populations scattered across atolls.

As with other island states in the Caribbean and Indian Ocean regions, small states in the Pacific, with their young populations and lower level of human development, are extremely vulnerable. The major threats they face are to their territorial integrity and security; political independence; economic security; environmental sustainability; and social cohesion. Migration and the threat of HIV/AIDS could also damage their social and economic structures.

The Pacific has recorded progress in putting in place constitutional guarantees to safeguard the human rights of citizens, and eliminate discrimination against women. A review of the laws of Commonwealth member states in the Pacific shows that while considerable progress has been made by some governments, others have yet to incorporate CEDAW into domestic law. The need to include men as partners to promote women's rights and eliminate violence against women has been noted by countries.

To date, 9 out of 11 Commonwealth Pacific countries have ratified or acceded to CEDAW (only Nauru and Tonga have yet

to become signatories or accede). Two countries, New Zealand and Solomon Islands, are among the 16 Commonwealth countries who are signatories or have acceded to the CEDAW Optional Protocol. Fiji Islands and New Zealand have lifted their reservations to CEDAW; Australia has reviewed its reservations with the expectation of lifting some of them.

NZAID, New Zealand's international development agency, has collaborated with UNIFEM to support the Pacific three-year programme to promote ratification and implementation of CEDAW in the region.

Priorities and Action

Poverty and Women in the Economy

Recognising that economic growth is important and that trade contributes to social development and better quality of life, member countries in the region and intergovernmental bodies, such as the Commonwealth Secretariat, have called for a transparent, rules-based multilateral trading system that does not seek trade-distorting bilateralism.

Trade liberalisation, especially of agriculture, could be the single most important factor catalysing economic growth in most developing countries, including small island states. Women's enterprises and their lives could be beneficiaries of such liberalisation. Already, trade ministers in the region have committed themselves to implementing gender impact assessments on trade.

The region's small states, however, have difficulty attracting Private Direct Investment to support the growth of private enterprise. Commercial banks generally shy away from lending to Small and Medium Enterprises (SMEs), or impose very high interest rates. Since many women who run SMEs also lack business skills and the confidence to make effective use of domestic

Box 51.1: A Regional Charter: The Nadi Declaration

TWENTY Pacific Island countries and territories attended the landmark 9th Triennial Meeting and Second Pacific Ministers Meeting on Women in Fiji Islands from 19–20 August 2004. They adopted the Revised Pacific Platform for Action on the Advancement of Women and Gender Equality 2005–2015 (RPPA).

The Ministers recalled in the Nadi Declaration that gender equality was one of the fundamental principles of the Noumea Declaration of 1994 and that sustainable development was not possible without the advancement of women. They called for the clear articulation of gender equality in the revised Plan and for Pacific Island Countries and Territories to accelerate their efforts to address gender inequalities and critical emerging concerns.

Achievements of the 20 member PICTs to date included:

- Most members have developed national action plans on women and gender development;
- Twelve island countries have ratified CEDAW and one has reported to the CEDAW Committee.

The Ministers also noted the low representation of women in parliaments in the region.

Ministers agreed on the need to accelerate the implementation of national plans and accession to international conventions and agreements and to address emerging challenges related to poverty, globalisation and trade liberalisation, HIV/AIDS, labour migration, peace and security, tradition and religion, media and information, communications and technology.

The Revised Platform

Ministers adopted the RPPA as a 'living document' to advance their commitment to gender equality and equity. The RPPA has four strategic themes: Mechanisms to Promote the Advancement of Women, Women's Legal and Human Rights, Women's Access to Services, and the Economic Empowerment of Women. The RPPA will guide Pacific action for the 2005–2015 decade with triennial reviews by Ministers.

Ministers called upon governments, regional and international agencies and development partners to take affirmative action for the effective implementation of the RPPA. They also noted the need for adequate resources to advance full implementation of the RPPA. In the Declaration, the Ministers encouraged the Secretariat of the Pacific Community to work with governments, non-governmental and civil society organisations, regional and international agencies and development partners to ensure that where possible priority is given to allocating resources to support the implementation of the RPPA at the community, national and regional levels.

The Ministers also called on governments and administrations in the Pacific to further strengthen their commitment towards increasing resource allocations to the various national women's machineries to assist them in the full and effective implementation of the RPPA.

commercial banks, their enterprises are denied the capital to grow. The domestic commercial banks themselves lack the expertise to assess and assist in the credit needs of SMEs. It is a vicious circle which requires enterprise mentoring, technical assistance and close monitoring for it to be broken.

At the national level, a number of programmes, such as micro-credit initiatives, promote women's economic empowerment. In Vanuatu, these efforts have helped to improve the standard of living for families; Tonga's Strategic Development Plan (2001–2004) aims for 'full employment and high incomes for both men and women in the labour force' and 'good quality primary, secondary and tertiary education, especially vocational and technical, with equal opportunity and access for both men and women.'

The Australian Government funds a number of women's centres to increase women's participation in and contribution to workplace arrangements. It also targets specific groups of women: those moving to, or negotiating, workplace agreements; women working in precarious and/or low-status employment areas such as casual and part-time employment, home-based employment and low-paid work; indigenous women; women in regional, rural and remote areas; and women with family responsibilities.

Women in Power and Decision-making

Although an increasing number of women are entering the public services, in the Commonwealth's Pacific island states, women make up less than 6% of the representatives in parliament. Many have no women representatives at all.

There has been some progress. In the last 10 years, Kiribati, Samoa, and Vanuatu have increased the number of women's representatives. In Papua New Guinea, while the level of women's representation was only 1.8% (i.e., one women parliamentarian) in 1997, this was an improvement after a 10-year period when there were no women parliamentarians. It currently has only one female parliamentarian. Tonga has

had no women ministers, parliamentarians or representatives in local government.

Australia and New Zealand, on the other hand, have achieved considerable progress at all levels of decision-making. By 2003, 26.5% of Australian federal parliamentarians were women. New Zealand has achieved the 30% Commonwealth target of women in parliament.

Women and Peace-building

Supported by governments, the Commonwealth Secretariat and other international agencies, women have made a positive contribution to peace-making in the region. At least six member countries in the region are directly involved in peace-building and conflict resolution activities: Australia, Fiji Islands, New Zealand, Papua New Guinea, Solomon Islands and Vanuatu.

The Vanuatu Commissioner of Police invited the country's National Women's Machinery (NWM) to nominate civilian

women to join the Vanuatu contingent to the Bougainville peace process in Papua New Guinea. In Solomon Islands, women are seeking to contribute to the post-conflict reconciliation process.

Australia has deployed women in military, police and civilian roles in peacekeeping and monitoring throughout the world. In the region it has deployed female peacekeepers to Solomon Islands and Papua New Guinea. The Australian aid programme has also supported the Bougainville women's efforts in participation in peace process and conflict resolution

Gender and HIV/AIDS

The Pacific Islands Forum Secretariat launched the region's first strategy on HIV/AIDS in 1997. That strategy is now being revised to take into account the many changes since then, as well as the initiatives by governments, community groups, NGOs, other regional organisations, and multilateral and bilateral development partners. The strategy identifies gender inequality as a critical issue to the combating of HIV/AIDS and sexually transmitted infections (STIs).

The 1994–2004 Pacific Platform for Action on the Advancement of Women (PPA) lists Pacific women's health as a key area of concern 'to ensure that women's reproductive and other health needs are addressed and adequately resourced', and underlines the need to promote sexual/reproductive health services for all women, prevent the spread of HIV/AIDS in the region, reduce by at least 50% the prevalence of other STIs, and make sex education universally available to girls and boys.

The Director-General of the Secretariat of the Pacific Commission (SPC) has said that the fight against HIV/AIDS can only be won by placing women at the centre of the solution. As elsewhere, to be effective, the regional strategy would have to go beyond health or medical issues and break through the political, cultural, religious and social barriers that continue to dictate how women and young girls decide whether they will have safe sex or not.



Legal Protection of Women and Children

Many countries in the region have laws covering violence against women, especially in the Criminal, Civil or Penal Codes, and in the Women's Charter. Others are in the process of drafting such laws.

Australia has undertaken work on legislative frameworks to review the best features of existing Criminal Codes with regard to their impact on women and children. It aims to develop model laws and procedures for application in cases relating to sexually-abused children and workplace regulations on employment of children. Australia has also recognised that legislation protecting the rights of women can only be effective if the women are given sufficient information and support to exercise their rights under the law. It has funded specialist women's legal centres across the country to provide legal advice for women.

New Zealand appointed a Women's Commissioner in 1998 to serve as an independent advocate for women and reports directly to Parliament.

Regional Platforms for Equality

Across the Pacific, successful initiatives have added impetus to advancing gender equality and building capacity in gender

mainstreaming. The Pacific Women's Conference, first held in Tahiti in 1981, led to the establishment of a Pacific Women's Bureau (PWB) the following year. To date, nine such regional conferences have been held. Countries are parties to the PPA, the Vila Declaration on Sustainable Development, the Yanuca Declaration on Healthy Islands and other regional agreements.

The SPC – which is an inter-governmental organisation established in 1947 – assists 22 Pacific island states and territories through technical assistance, training and research. Its work covers a range of sectors including natural resources (e.g., agriculture, fisheries) and socio-economic programmes for women, youth, culture, health and statistics. The PWB is the SPC's regional co-ordinating agency.

The PWB is mandated to promote women's issues and concerns within the region. It is the only regional intergovernmental body recognised by Pacific National Women's Machinery (NWMs) and women's NGOs that deals with women's issues. Since 1994, it has co-ordinated the PPA, which formed the basis of the region's contribution to and participation in the 1995 Fourth World Conference on Women in Beijing. The Beijing Platform for Action, CEDAW and in particular the PPA will continue to form the basis for the PWB's work in years to come.

The PWB has been active in a number of areas, including combating violence against women, training in gender-sensitisation, human rights training, women and fisheries training, and communications/media as a tool for advocacy. The PWB is also the official co-ordinating body for ratifying, implementing and reporting on CEDAW among SPC member countries and territories.

The PPA formally recognises the importance of women's participation in national and regional development activities. It identifies as critical areas of concern: health; education and training; economic empowerment; agriculture and fishing; legal and human rights; shared decision-making; environment; culture and the family; mechanisms to promote the advancement of women; violence, peace and justice; poverty; and indigenous peoples' rights. The PPA also calls on governments of the region and civil societies to make available the necessary resources to advance and address these concerns.

Commitments to Gender Equality

As with any regional strategy, the successful implementation of the PPA depends on a coherent and harmonised approach. In June 1998, the Council of Regional Organisations (CROP)¹, formerly the South Pacific Organisation

Co-ordinating Committee, adopted a Regional Gender Strategy. Development partners in the region, including the EU/EC, Canadian International Development Agency, NZAID and AusAID, also played a central role by supporting the region's commitment to gender equality outcomes and results, to ensure that women contribute and benefit from CROP activities.

By April 2003, six CROP organisations had approved gender policies or were in the process of approving such policies by their governing councils. Five CROP agencies have developed gender action plans and have integrated gender considerations into their strategic plans. Nine of the 10 CROP organisations have nominated Gender Focal Points and some agencies have established interdivisional groups to co-ordinate on specific gender policies, programmes or projects.

The Pacific Islands Forum Secretariat, through its Gender Issues Adviser², provides advice to:

- Assist Regional Intergovernmental Organisations and Forum members to strengthen capacity to integrate gender considerations more fully into their programmes;
- Support the institutionalisation and implementation of the Forum Secretariat Gender Policy to ensure gender is integrated into the work of the Secretariat;
- Support and facilitate sectoral policy

Box 51.2: A Barrier Broken

The 1997 national election was a turning point for women in Papua New Guinea. The number of women candidates who contested increased three-fold over the 1992 election. Altogether, 55 women candidates stood for election and achieved a much-improved polling performance compared to the 1992 elections. Although only two women candidates were successful in 1997 – a low figure by international standards – this ended a 10-year period when there were no women representatives in Parliament.

Since 1997, there has been a marked increase in the political consciousness and awareness of women. This has arisen partly from the enactment of the revised 1995 Organic Law on Provincial and Local Governments, which allowed for women to be appointed. Advocacy campaigns and training programmes conducted by women's organisations and other development partners have also encouraged more women to participate at all levels of the political process. One of the recommendations of the Commonwealth Advisory Mission to Papua New Guinea in 2002 was to promote political awareness among women to enable them to participate more fully in political and public life.

Box 51.3: Mainstreaming in Fiji Islands

Gender mainstreaming underpins the implementation of the Women's Action Plan in Fiji Islands. In the education sector, a large increase of girls in secondary education was recorded between 1970 and 1999.

More recently, the Government reconstituted the Ministry for Women to sit alongside the departments of social welfare and poverty alleviation. This structural re-organisation recognises the thread that links gender equality, social welfare and poverty. The Fiji Poverty Study (1998) reveals that 25% of households live below the poverty line. Single-headed households make up 20% of the poor, and 1 in 7 of the poor are female-headed households.

co-ordination to ensure more holistic and gender sensitive policy strategies. There is evidence of some progress. A number of working groups' policies and action plans have integrated gender equality in policy principles and strategies. A regional consultative gender network is co-ordinated by the Forum Secretariat, in collaboration with SPC, UNIFEM and UNDP. A Gender Reporting Strategy was developed in 2001 to establish a quantifiable monitoring system to measure progress, though more work is required to establish human resource development data and baseline studies. Work has been undertaken by an expert funded by the Commonwealth Secretariat to complete the first comprehensive quantitative and qualitative analysis on the status of women within the Pacific region, making use of gender indicators developed by the UN Economic and Social Commission for Asia and the Pacific (UNESCAP) and the Commonwealth Secretariat.

Other regional activities included training workshops on: Gender and Development Planning, Gender-sensitive Indicators, Gender and Energy, and Gender and Trade. Studies have been completed in Fiji Islands, Samoa and Vanuatu on developing a gender and social framework for community-based tourism projects.

The South Pacific Geo-science Commission has integrated gender into its work programme and strategic plan. A Fisheries Forum Association report on the

gender and social impact of the tuna industry was completed. Consultations are on-going regarding the development of sexual harassment policies; two agencies have formal procedures or codes of conduct in place.

Partnerships

The first Asia-Pacific Economic Co-operation – APEC Ministerial Meeting on Women was held in the Philippines in 1998. It set in motion the work on gender integration in APEC. The second meeting in Mexico in 2002 made further progress when senior officials from APEC countries endorsed the establishment of the Gender Focal Point Network. This network comprises volunteer Gender Focal Points in each committee, sub-committee and working group of APEC.

In the Pacific, as in the Asia, Africa and Caribbean regions, the need for better and sex-disaggregated statistics is recognised. Such statistics are critical for the engendering of national development programmes and poverty initiatives, especially for women who form the majority of the poorest. Countries and agencies, led by the SPC, are collaborating with the Commonwealth Secretariat and UNDP to review progress for the region and develop feasible indicators based on the UNESCAP and Commonwealth Secretariat gender mainstreaming tools. The aim is to put into place sustainable statistical systems and minimise distortions of priorities and outputs, and improve data collection and analysis within the framework of national statistical strategies.

Knowledge, Resources and Capacity Building

There is a need to develop a core of gender trainers in training institutes and strengthen the capacity of Gender Focal Points to give advice and technical assistance in gender analysis and planning in their respective departments or sectors. More effort is being put into integrating gender in the programmes of public sector training institutes and universities, notably the University of the South Pacific which is seeking to develop and implement a gender studies



programme. Such a programme would greatly facilitate gender training, research and analysis in the region.

NWMs could also take the lead in developing national gender training plans through a series of multi-sectoral consultations involving training institutes, experts, government departments and NGOs.

As with other regions, there is much scope for supporting better access to information and communications technologies, and for strengthening countries' capacity to do so. Tonga's NWM, for example, indicates that it has difficulty accessing the Internet and that it is expensive to download documents. It thus has limited access to policy briefs on issues such as gender mainstreaming, human rights, political empowerment and participation in conflict resolution and peace processes, and poverty reduction and the informal sector.

Strategic Policies and Resources for Capacity Building

Country experiences show that strategic targeting of financial resources can influence NWMs' ability to implement programmes and gain access to additional funds, resources and specialist assistance. New Zealand, for example, recognises gender mainstreaming as one of the key areas for action, and has developed working models for gender analysis in the areas of health,

accountability measures and statistical indicators to monitor outcomes for women. New Zealand also allocates an average of 40% of its NWM's budget to strategic gender policy development with success; for example, implementation of a 1997 time-use study has contributed to enhanced public policy and programme development.

Gender-responsive budgeting tools help to identify where funds are allocated and to who, and can assist governments to maximise decisions regarding budgetary expenditure and taxation measures. Australia was the first country in the world to introduce gender-responsive budgeting. At the time of reporting, Fiji Islands was planning to also introduce gender-responsive budgeting.

The Way Forward

At the second Pacific Ministers Meeting on Women, held from 19–20 August 2004, in Fiji Islands, Ministers from 20 Pacific Island Countries and Territories (PICTs) reviewed achievements made, challenges and obstacles they have faced in their efforts to implement the PPA and the Beijing Platform for Action, and the extent to which the advancement of women and gender equality has been attained.

The Pacific Ministers adopted a revised PPA (*see Box 51.1, page 184*) for the next decade, with four strategic themes, across which poverty eradication will be a focus:

- Mechanisms to promote advancement of women;

Box 51.4: Resource for Rights and the Law

The Regional Rights Resource Team (RRRT) provides training and advocacy in human rights and the law to promote social justice and reduce poverty in the Pacific. The RRRT is a UNDP project now sponsored by the New Zealand Government.

RRRT has encouraged Pacific countries to ratify CEDAW and to prepare consultations for their reports to the CEDAW Committee.

Some of its activities:

- Involvement in the University of the South Pacific's Professional Diploma in Legal Practice has led to legal students spending time looking at the new Fiji Family Law Act and various human rights issues, primarily international conventions, including CEDAW, and their application in regional legislation.
- Workshops on Community Paralegal Training have been held as part of an effort to build a cadre of community human rights advocates. Most of the participants were women. This project was funded by the Australian, New Zealand and UK governments and conducted by RRRT's partner organisation, the Catholic Women's League.
- In the lead up to accession by Kiribati to CEDAW in March 2004, RRRT worked closely with the local Legal Rights Training Officer and national partner organisation Aia Maea Ainen Kiribati (AMAK) to raise awareness of the history and importance of the convention among women's groups and to lobby among government and parliamentarians for its ratification.

In 2003, RRRT worked alongside AMAK and UNIFEM Pacific in running a national workshop for government and civil society representatives on CEDAW, women's rights, gender discrimination and equality, and law and customary practice in Kiribati. Representatives from the outer islands also attended.

- Women's legal and human rights;
- Women's access to services; and
- Economic empowerment of women.

These themes would retain the vision of the PPA, define more realistic and achievable goals with indicators to measure progress, and introduce a Gender and Development approach complementing the Women in Development approach.

The Ministers acknowledged that achievements have been variable within and between countries and territories in some areas and expressed the hope that more concerted efforts could be made and more resources allocated to advance gender equality. Their concerns are summarised as follows:

Poverty Eradication: Poverty has worsened in some PICTs over the past decade, especially among some disadvantaged groups including single mothers and youth. Poverty is directly linked to many areas, including education, health and migration of labour. It is also inextricably linked to social ills such as lawlessness and crime. There is a need for sex-disaggregated data to clearly show the gender dimension of poverty.

Globalisation and Trade

Liberalisation: While globalisation and the liberalisation of trade provide new opportunities for women entrepreneurs, they could also further marginalise and increase the vulnerability of women especially in the small island economies

of the Pacific. A number of measures, aimed at maximising the benefits of globalisation and trade liberalisation and minimising the risks, need to be put into place.

HIV/AIDS: There is increasing concern about the growing vulnerability of PICTs to HIV/AIDS. This is compounded by the different social roles and expectations of women and men, some of which are deeply embedded in culture, tradition and religion and which put women at greater risk.

Labour Migration: Pacific women migrant workers contribute positively to the socio-economic development of their countries through improved living standards, skills acquisition and remittances. There is a need for national and regional data banks to collect and store statistical information about labour mobility within the region. In addition, more effective and closer regional and international co-operation between law enforcement agencies is needed to prevent and suppress the trafficking in women.

Peace and Security: Women and children suffer most in any situation of conflict. In the region, women have acted as peace-makers in situations of armed conflict but have not gained political recognition in the post-conflict processes, despite their critical role in contributing to peace.

Tradition and Religion: There is an



Women have acted as peacemakers and deserve to be recognised in the post-conflict reconstruction phase

important role for tradition and religion in recognising the equal roles of women and men.

Media, Information,

Communications and Technology: The role of the media in advocating for the advancement of women and gender equality in the region is critical. Media is a powerful tool that can either promote or exclude women's issues from public discourse. There is a need to work with the media towards changing the stereotyped portrayal of women.

Millennium Development Goals:

MDGs need to be made more applicable for the Pacific together with appropriate targets and indicators with which to measure success. MDGs need to be mainstreamed into the national planning processes of PICTs, and baseline reporting developed with assistance from international and regional organisations.

Resources and Financial Arrange-

ments: Development partners and other stakeholders need to commit additional resources to support the implementation of the Revised Pacific Platform for Action at the community, national and regional levels.

End Notes

1 CROP is a council of 10 intergovernmental agencies in the Pacific.

2 As of January 2005, a Gender Issues Adviser has been appointed by the Forum Secretariat and funded by the Commonwealth Secretariat.

Australia

COUNTRY REPORT (Summary)

Gender Profile	1990	1995	2000
POPULATION			
Total population (000)	17,100	18,100	19,200
Female population (% of total)	50.1	50.2	50.1
LABOUR FORCE PARTICIPATION			
Female labour force (% of total)	41	43	44
Female unemployment (% of female labour force)	7.1	7.5	5.9
EDUCATION			
Adult illiteracy rate (% of people aged 15+)			
Female	..	..	..
Male	..	..	..
Net primary enrolment ratio (% of age group)			
Female	99	95	96
Male	99	94	95
Net secondary enrolment ratio (% of age group)			
Female	80	88	91
Male	77	86	88
Gross tertiary enrolment ratio (% of age group)			
Female	38	75	70
Male	33	71	56
HEALTH			
Life expectancy at birth (years)			
Female	80	81	82
Male	33	71	56
Infant mortality rate (per 1,000 live births)			
	8	6	6
Prevalence of HIV (% of people aged 15–24)			
Female	–	–	0
Male	–	–	0.1

Source: World Bank database of Gender Statistics
.. Data not available

Priority Concerns

The Government of Australia advances gender equality in all critical areas of concern outlined in the 1995 Beijing Platform for Action. In its combined fourth/fifth periodic report to CEDAW (2003), it outlined three broad priority areas:

- Employment and economic security;
- Women and public life, especially in leadership and decision-making positions
- Women and the law, especially violence against women.

A Decade of Action

Australia has one of the largest economies in the Commonwealth; its prosperity is based on its wealth of natural resources, policies of redistribution and welfare, and stable democratic society. The country ratified CEDAW in 1983. Its National Women's Machinery is the Office of the Status of Women (OSW) which is located in the Department of the Prime Minister and Cabinet. Australia is the Commonwealth's highest ranked member country at 3 in the Gender-related Development Index in the *UNDP Human Development Report 2004*.

Gender Mainstreaming

The Government strategy aims to integrate women's issues into mainstream policy-making and practice across all government agencies. OSW and its equivalents in each state/territory are key focal points for promoting gender mainstreaming and are supported by various other mechanisms throughout government.

In 2001–2003, the Government introduced a range of measures to promote gender mainstreaming. These included the development of a gender mainstreaming kit for government agencies and consultations with heads of government departments and senior officials.

The Regional Women's Advisory Council was established in 2001. The council is a 12-member, all women's body which provides advice on issues

impacting on regional, rural and remote communities. The council's advice is taken into account in the development of policies and programmes.

Mainstreaming gender has advanced gender equality in a broad range of areas.

For the work sector, the 2003 CEDAW periodic report outlines an upward trend in the female participation rate of all women in the labour force (15 years and over) which was at 67.5% in March 2003. Initiatives included government funding of Working Women's Centres which provide advice, information and assistance on various workplace relations issues. Assistance to employees to get a work/life balance, thus attracting more women into employment, has also been introduced since 1996; for example 80% of all federal workplace agreements, covering more than 90% of employees, contain family-friendly or flexible working hours provisions.

In the vocational education and training sector, a 380% increase in New Apprenticeships for women was reported in the CEDAW periodic report between 1995 and 2001. The New Apprenticeships programme provides increasing opportunities for women to participate in training through: expanding training from trade occupations to service occupations with significant concentrations of female workers, allowing flexibility for part-time participation, and incentives to encourage employers to take on women apprentices.

In the industry sector, the Government sponsors initiatives with an emphasis on encouraging women rural leaders to operate successfully within mainstream industry. It funds scholarships for mature age rural women, training and mentoring schemes, and provides bursaries for women to gain management, business and leadership skills. The Government also supports NGOs seeking to support female participation in rural industries.

Human Rights of Women, and Violence Against Women

Australia has a comprehensive range of measures to protect and advance women's rights.

Domestic violence has been identified as an issue of national importance with

the Government working with state/territory governments, business and the community to help prevent violence against women in all its forms. The A\$50 million government initiative, Partnerships Against Domestic Violence (PADV) 2001–2005 is managed by OSW to gather knowledge and find better ways of preventing and addressing domestic violence in the community. At time of reporting, it had funded 235 diverse projects at local, regional and national level.

A major element in PADV's current phase is a A\$6 million Indigenous Family Violence Grants Programmes to assist indigenous NGOs to work with local communities and help them develop culturally appropriate projects.

Other PADV initiatives have been the Australian Domestic Violence Clearinghouse which compiles and facilitates public access to research and publications on the subject; two national campaigns, one on raising awareness of domestic violence in indigenous communities, the other providing information to a number of communities with non-English speaking backgrounds; and a programme to raise the awareness of business communities on the impact of domestic violence on the lives of their employees and on workplace productivity.

PADV is currently developing a national mainstream campaign aimed at building resilience and breaking the cycle of violence.

The A\$16.5 million National Initiative to Combat Sexual Assault is also managed by OSW. It aims to foster the development of an Australian culture that will not tolerate sexual assault and the initial focus has been on the establishment of a sound evidence base to ensure that the most effective policy and service responses are developed and implemented.

The National Crime Prevention Programme has funded a number of projects focused on the prevention of domestic or family violence, and A\$50 million has been allocated to set up Crimtrac (a national policing information service), to provide the police with leading edge information and investigation tools. Victims of domestic violence can

receive government-funded legal aid under the Family Law Act 1997. The Government funds 11 specialist Women's Legal Services dealing with a variety of domestic issues and disputes.

Women in Power and Decision-making

The number of women elected to the Australian Parliament continues to increase. As of April 2003, women constituted 26.5% of federal parliamentarians. Two Cabinet ministers, 4 ministers and 6 parliamentary secretaries are women. The CEDAW report states that in 2003, women comprised 34% of Commonwealth Board positions and made up 30.9% of Aboriginal and Torres Strait Islander Regional Councillors.

OSW provides an executive search service, AppointWomen, to Ministers, government departments and agencies to promote the representation of women on Australian Government boards and bodies.

The Government also funds various leadership programmes, including the Women's National Leadership Initiative, whose objective is to increase the number of women in leadership roles in government and across the community. This initiative is administered by the OSW with a budget of A\$2.4 million a year (from 2001/02–2004/05).

Table 52.1:
Women's Representation (%)
in Australia, 2003

Federal Parliament	26.54%
Ministers (federal government)	13.33%
Public sector boards and committees	34%

The National Framework for Women in Local Government 2001 promotes strategies to encourage more women to participate in local government decision-making which in 2003 ranged from 24.1% of elected local councillors in Tasmania to 38% in Northern Territory. A study on women in the private sector, conducted by the Equal Opportunity for Women in the Workplace Agency in 2002, found that in the top 200 public-listed companies,

women comprised 8.2% of board directors' positions and 8.4% of executive management positions. By 2003, the numbers in these positions had increased to 8.4% and 8.8% respectively.

Women and Poverty

Although job growth and prosperity have generally increased, some people have been left behind. The Government has focused on employment initiatives as a key strategy for helping them to move out of poverty. It also addresses poverty through its welfare reform agenda and direct financial assistance.

Initiatives aimed at preventing poverty and breaking the cycle of welfare dependence include welfare reform, changes to the taxation system and active labour market assistance. These take into account the particular needs of women.

One such initiative is Job Network, a national network of private, community and government organisations set up in 1998 and dedicated to finding jobs for the unemployed, matching seekers with vacancies, training people with job search skills and assisting where there are barriers to employment. The Australians Working Together initiative provides new funding for improving employment service to help job-seekers. Transition to Work assists parents, carers and mature age job seekers returning to the workforce after a break or who have never worked.

Family payments through tax benefits and other supplementary payments, and a childcare programme are also made to eligible families with dependent children.

Women's Budget Statement

The Women's Budget Statement is a ministerial statement produced each year in conjunction with the Government's annual budget. It highlights new and continuing measures designed to promote and assist women. In recent years, it has highlighted the Government's commitment to women through new initiatives, primarily in the areas of employment, education, health and care of the elderly, child support, women's leadership and development, and violence against women.



National Women's Machinery

OSW provides policy advice to the Prime Minister and the Minister assisting the Prime Minister on issues affecting women in Australia and internationally. It also has responsibility for administering major programmes for women, including:

- Partnerships Against Domestic Violence;
- National Initiative to Combat Sexual Assault;
- Informed Choices for Australian Women, which seeks to improve access to government information to and about women;
- Women's Development Programme, which involves capacity building and mentoring for NGOs; and
- Women's National Leadership Initiative, which works towards increasing the number of women in leadership roles in government and across the community.

The OSW also supports a range of gender mainstreaming activities and is primarily responsible for Australian participation in international women's activities.

Major achievements for the OSW in 2001–2003, include the establishment and development of two key initiatives that aim to eliminate violence against women: The National Initiative to Combat Sexual Assault and the Partnerships Against Domestic Violence.

OSW works collaboratively with key government departments, such as the Attorney-General's Department, and departments for Family and Community Services; Health and Ageing; Employment and Workplace Relations; Education, Science and Training; and Immigration and Multicultural and Indigenous Affairs.

Some of the work with these departments involves 'whole-of-government' approaches and partnerships, including in the areas of women's leadership, child care, work and family balance, and the elimination of

violence against women, especially in the areas of people trafficking, domestic violence and sexual assault.

Each government department at federal and state/federal level maintains gender focal points in the form of women's desk officers. They undertake gender analysis to further progress the integration of gender issues into mainstream programmes.

Partnerships

OSW works closely with a wide range of individuals, community groups, academics, NGOs and businesses. It has sought input from and developed partnerships with NGOs and businesses on policy issues such as domestic violence. These sectors have often been provided with funding for projects and participated in joint public awareness-raising activities.

The Australian Government, through the OSW, funds four National Women's Secretariats under the Women's Development Programme to represent the diverse view of women from all over Australia and to better inform and debate policy issues affecting women. The Secretariats consult women, including those from diverse linguistic and cultural backgrounds, and relay information back to the Government. The four Secretariats operate 'consortia' for 49 community women's organisations currently making

up their membership. The Secretariats recently contributed to the development of a government-funded NGO resource kit on capacity building.

The Women's Development Programme also provides funds (A\$500,000 a year) to other women's community groups for specific projects. Recent projects have covered areas such as breast cancer, single mothers, older women, women in science and women in construction.

Concerns for the Future

Australia's combined fourth and fifth periodic report to CEDAW (2003) reports that there have been major advancements in the status of women. It also outlines some areas where progress has been slower and new challenges have emerged. The key areas where the Government will focus its efforts are:

- Family/domestic violence and sexual assault against women and girls;
- Female concentration in certain sectors and occupations, such as in education, training and labour markets such as hospitality, nursing and retail; and
- Female under-representation in high-level decision-making, particularly in political and judicial systems.

Fiji Islands

COUNTRY REPORT (Summary)

Gender Profile

	1990	1995	2000
POPULATION*			
Total population (000)	749	764	812
Female population (% of total)	49.2	49.2	49.1
LABOUR FORCE PARTICIPATION			
Female labour force (% of total)	24	27	31
Female unemployment (% of female labour force)	..	..	..
EDUCATION			
Adult illiteracy rate (% of people aged 15+)			
Female	14.5	11.5	9.2
Male	8.4	6.5	5.1
Net primary enrolment ratio (% of age group)			
Female	100	..	99
Male	99	..	100
Net secondary enrolment ratio (% of age group)			
Female	..	..	65
Male	..	..	73
Gross tertiary enrolment ratio (% of age group)			
Female	6	10	..
Male	10	16	..
HEALTH			
Life expectancy at birth (years)			
Female	69	70	71
Male	65	66	67
Infant mortality rate (per 1,000 live births)			
	25	21	18
Prevalence of HIV (% of people aged 15–24)			
Female	..	..	..
Male	..	..	..

Source: World Bank database of Gender Statistics

* World Bank Atlas 1991 (for 1990 figures), 1997 (1995) and 2002 (2000)

.. Figures not available.

Priority Concerns

Among the 12 critical areas of concern outlined in the 1995 Beijing Platform for Action, the Government of Fiji Islands has identified the following, in order of priority, for national action:

1. Institutional Mechanisms for the Advancement of Women
 2. Women in Power and Decision-making
 3. Women and the Economy
 4. Human Rights of women
 5. Violence Against Women
- Followed by: 6. Women and Poverty; 7. Women and Health; 8. Education and Training of Women; 9. Women and Armed Conflict; 10. Women and the Environment; 11. The Girl-child; 12. Women in the Media.

A Decade of Action

Fiji Islands ratified CEDAW in 1995 and its National Women's Machinery (NWM) is the Ministry of Women, Social Welfare and Poverty Alleviation. Fiji Islands is ranked at 81 in the Gender-related Development Index on the *UNDP Human Development Report 2004*.

Gender Mainstreaming

The establishment of a NWM (*see National Women's Machinery section, below*) for the promotion and advancement of women was seen as an important first step to ensuring that women's concerns could be addressed in a systematic and comprehensive way.

At the same time, the Government pursued gender mainstreaming in development by introducing a Women's Plan of Action (1999–2008). The plan's seven strategic objectives are to:

- Strengthen the enabling environment for women and gender mainstreaming;
- Develop and strengthen government processes to be gender responsive;
- Enhance sectoral and system-wide commitment to mainstreaming women and gender;
- Engender micro-economic policies, national budgetary policies and procedures;
- Strengthen the institutional capacity of the Ministry of Women for policy advocacy and monitoring;
- Promote effective consultation between

Prevailing attitudes tend to limit women's ability to work outside the home

government bodies with key civil society organisations; and

- Integrate gender training in educational and national training institutions.

Five task forces, each comprising government and NGO representatives and other stakeholders, implement and monitor different priority areas.

Among the achievements of the task force on gender mainstreaming is the gender audit of the agriculture and health ministries; the engendering of the HIV/AIDS policy; gender-sensitising of the Public Service from the administration to Permanent Secretary level; gender training of Ministry of Finance staff; and the development of a gender mainstreaming training manual. At community level, gender mainstreaming has been introduced in fisheries, piggyeries and poultry; the *dalo* (taro) and dairy sectors; and in reproductive health, and HIV awareness and education training.

Some constraints have been identified. In its Beijing+5 report, Fiji reported that prevailing attitudes about appropriate social, cultural and economic roles for women and men, together with traditional practices, tend to limit women's ability to work outside the home – and for this reason women and men are often channelled into different levels of the workforce.

Violence Against Women

Strategies to combat violence against women include ensuring gender equality before the law, enabling disadvantaged women to have access to savings, credit and market assistance so they can be more financially dependent; enabling access to power structures and decision-making bodies; and education of the community and law enforcement officials on dealing with such violence.

Fiji Islands have also embarked on a three-year programme on male involvement in the nationwide campaign on the elimination of violence against women. Counselling centres for both the victims and perpetrators of violence have been set up.



Women in Power and Decision-making, and in Armed Conflict

One of the task forces is responsible for the promotion of working towards balanced gender representation at all levels, and the creation of an enabling educational and social environment where the equal rights of females and males are recognised.

Public bodies have been officially requested to increase the number of women in their ranks and the Public Service Commission has directed that gender neutral language be used. The task force has suggested to the Fijian Affairs Review that more women be included in the Tikina and Provincial Councils. It will also monitor implementation of the recommendations on gender equality in the Education Commission Report. In 1999, 27 women – more than ever before – stood for election among 251 candidates in 71 constituencies. In Fiji's municipal elections, 31 women stood and 13 were elected, with a woman being elected deputy mayor in Fiji's second city and two others as deputy mayors in two other towns.

A Women's Peace and Security Subcommittee has been formed and the NWM will play a lead role as co-ordinating agency among government, NGO and civil society representatives.



National Women's Machinery

A section in government to look after the interests of women has existed since 1960. In 1987, the Ministry of Women and Culture was established but was subsequently redesignated as a department. It was upgraded to a ministry again in 1997 and as the Ministry of Women, Social Welfare and Poverty Alleviation is Fiji Islands National Women's Machinery (NWM).

Restructuring of the NWM was undertaken in the late 1990s as an AusAID institutional strengthening project which proposed a new structure that includes a policy unit, a research, communications and training unit and strengthening of the field operators at divisional level.

In 1998, focal points were established in 17 ministries and departments. The responsibility of these focal points is to integrate women's concerns in sector plans.

Also in 1998, a Women's Plan of Action (1999–2008) was introduced and an Inter-ministerial Committee established to oversee and co-ordinate this plan. Five Task Forces, comprising government, NGO representatives and other stakeholders, were also set up to implement the plan. The secretariat for these task forces is the NWM.

The Five Task Forces are:

- Mainstreaming of Women and Gender Concerns;

Five task forces implement and monitor progress in the Women's Plan of Action

- Women and the Law;
- Micro-Enterprise Development;
- Shared Decision-making; and
- Violence against Women and Children.

The NWM is working closely with the ministries of agriculture and health which are undergoing gender audits. The Bureau of Statistics is also working on the gender profile with the University of the South Pacific.

Partnerships

Women's networks in Fiji Islands and the Pacific were forged before the 1995 Beijing conference when they met to discuss gender equality in the region and agreed to work towards enhancing and developing women's potential. Fiji's Beijing+5 report described the strong

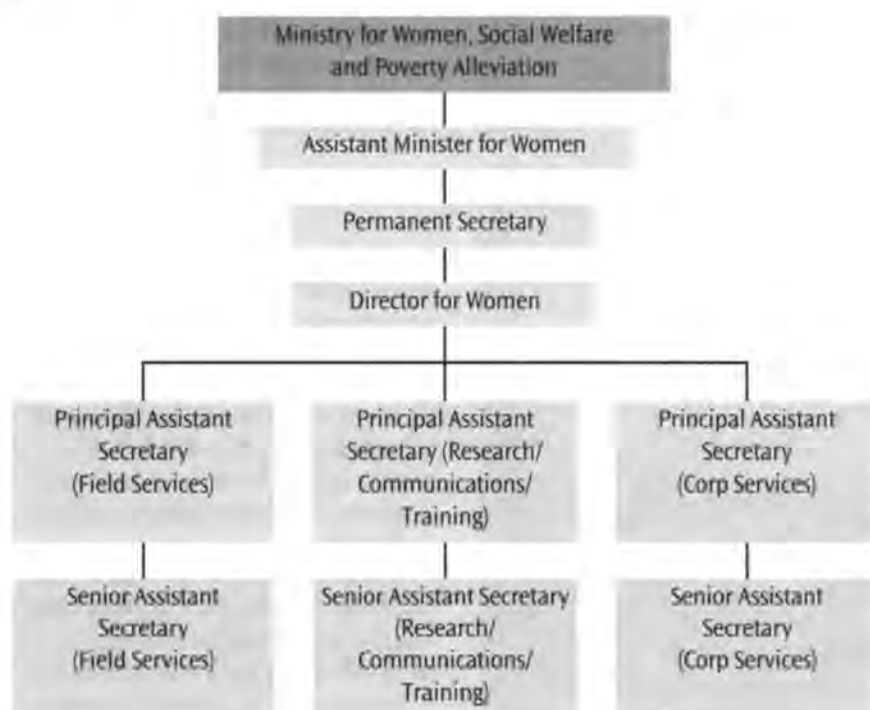
partnerships between the Government and NGOs as one of the indicators of progress of progress.

NGOs work closely with the NWM through the implementation and monitoring work of the task forces. The NWM also gives grants to women's NGOs to assist in taking forward the Beijing commitments and for CEDAW training.

Concerns for the Future

Gender sensitisation of the public service in the importance of gender equality to the development process will be a priority concern as traditional attitudes to women hamper implementation of gender-sensitive policies and programmes.

Chart 53.1: Ministry of Women, Social Welfare and Poverty Alleviation, Fiji Islands



Kiribati

COUNTRY REPORT (Summary)

Gender Profile

	1990	1995	2000
POPULATION*			
Total population (000)	70	79	91
Female population (% of total)	--	--	49.5
LABOUR FORCE PARTICIPATION			
Female labour force (% of total)	--	--	--
Female unemployment (% of female labour force)	--	--	--
EDUCATION			
Adult illiteracy rate (% of people aged 15+)			
Female	--	--	--
Male	--	--	--
Net primary enrolment (% of females to males)**	50	50.6	--
Net secondary enrolment ratio (of females to males)***	--	--	--
Gross tertiary enrolment ratio (of females to males)	--	--	--
HEALTH			
Life expectancy at birth (years)			
Female	54	59	62
Male	50	55	57
Infant mortality rate (per 1,000 live births)	65	57	52
Prevalence of HIV (% of people aged 15–24)			
Female	--	--	--
Male	--	--	--

Source: World Bank database of Gender Statistics

* World Bank Atlas 1991 (for 1990 figures), 1997 (1995) and 2002 (2000)

** EFA Assessment, 2000.

*** Unesco shows female share of secondary enrolment between 1998 and 2002 at 54.4%

-- Figures not available.

Priority Concerns

Among the 12 critical areas of concern outlined in the 1995 Beijing Platform for Action, the Government of Kiribati places priority on the following:

1. Human Rights of Women
2. Women in Power and Decision-making
3. Women and the Economy
4. Women and Health
5. Violence Against Women

Followed by: 6. Education and Training of Women; 7. The Girl-child; 8. Women and Poverty; 9. Institutional Mechanisms for the Advancement of Women; 10. Women and the Environment; 11. Women in the Media; 12. Women and Armed Conflict.

A Decade of Action

Kiribati acceded to CEDAW in March 2004 following months of gender-sensitisation of government departments, politicians and the public as to its importance. The National Women's Machinery is Aia Maea Ainen Kiribati (AMAK), which is a semi-governmental body which works within the Ministry of Internal and Social Affairs.

Women and the Economy

Activities whose objective is the economic empowerment of women are promoted through workshops on business skills, and training in new skills in local crafts and agriculture. At these sessions, women also learn how to start small businesses, apply for loans and use land which is in their names as surety. A study has shown that more women are now involved in micro-credit schemes.

Women are also slowly taking on more tasks in the fisheries and agriculture sector which have been traditionally male-dominated. AMAK has initiated training in seaweed farming with the Atoll Seaweed Company, a buying agency, and over the years, women have been gradually taking over tasks from harvesting to drying.

Violence Against Women

Since 1995, AMAK has been working with the Government to reduce domestic violence. (See Table 54.1) To combat such violence, training in character development, through a Virtues Project,

has been held for family members, CSOs, young people and individual adults. By 2002, workshops had been held on most of the Outer Islands. Teachers, pre-school teachers, mothers and student nurses have been similarly trained.

A video depicting the life of a woman trapped in a violent marriage was also produced in 1998 and widely seen in Kiribati. Talks have been given to government officials, community agencies and church leaders, and the police trained in handling and recording domestic violence incidents.

Proposals have also been made on amending or introducing relevant legislation.

Women in Power and Decision-making

UNIFEM has helped AMAK raise awareness of the need for women in leadership and decision-making roles. Parliamentarians, senior government officials and women themselves have undergone training for this.

As part of efforts to improve the political empowerment of women, training to prepare and provide strategies for women entering politics was held in 1998 and plays portraying the need for women's participation in the social, political, cultural and economic development of Kiribati staged.

Women and Health

The incidence of HIV/AIDS is low in Kiribati but health authorities are aware that the many seafarers who have jobs in international shipping companies are at risk and could bring the disease home. A Canadian-funded video on HIV/AIDS was launched in 1998 and a number of plays on transmission and caring for those with the disease have been staged. A member of AMAK is also part of the National HIV/AIDS Task Force. Other activities have included workshops on women's health, and physical recovery following birth and following strenuous exercise, such as carrying heavy loads. Care is also being taken to reduce salt intake by advocating the use of spices which are available locally.

Chart 54.1: Organisational Structure of Kiribati NWM

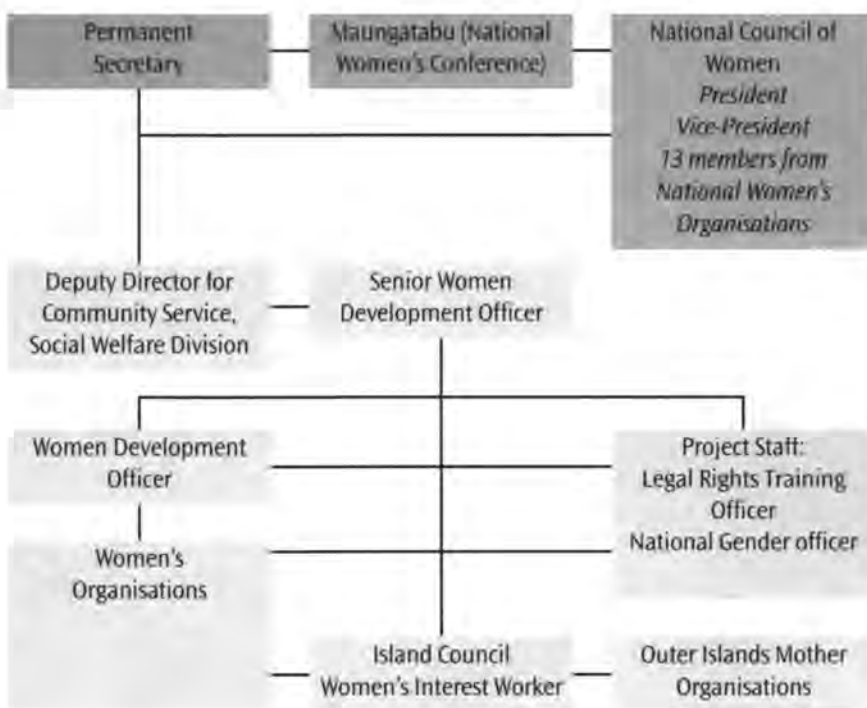


Table 54.1: Domestic Violence Cases, Kiribati (April 1999–November 2000)

Area	Male Victims	Female Victims	Offenders & Age Range	Major Causes
Bikenibeu	32%	68%	Males (95%)	Alcohol
Bonriki	42%	58%	Males (100%)	Alcohol
Betio	..	..	Young people below 20	Alcohol

Source: Kiribati Gender and Development Project
.. Figures not available

Education and Training of Women

Many parents now see the importance of sending girls as well as boys to school and many girls are now doing better than boys in primary school examinations. Scholarships, however, need to be awarded in a gender-balanced way, thus opening up further educational opportunities for young women.

Women and Poverty

The approach to combating women's poverty is multisectoral and cuts across a number of areas, namely economic empowerment, legal literacy, gender advocacy, and fisheries research, as well as the compiling of a database on women's status and radio programmes. There is no real data on women's poverty, however. Cash poverty keeps some people out of the education system and therefore out of paying jobs.

Box 54.1: Constraints on Implementation

The Kiribati NWM, AMAK, has identified a number of constraints to implementation of policies and programmes to advance gender equality:

- Projects and programmes which are not initiated from women in the community may have limited success. If they do not spring from the community, these projects need prior understanding of their scope and what is required to carry them out if they are to be supported. Without this, such projects may have limited benefit;
- The government procedure to release funds or warrants is a lengthy process hampering the ability of activities to be implemented on time;
- The turnover of trained staff affects programme delivery. It is difficult to find qualified replacements and funds to train new recruits are lacking;
- Transportation to the Outer Islands is costly and infrequent;
- Some people consider that CEDAW threatening to the normal, cultural lifestyle of Kiribati;
- Some ingredients for small-scale or home industries are unavailable, for example those for jam and jelly processing. Sterilisation equipment is also costly.

National Women's Machinery

AMAK, the acronym for the umbrella Organisation for Kiribati Women, is the NWM. Since the Beijing Conference in 1995, it has been semi-governmental under the Ministry of Environment and Social Development, and in 2003 was located in the Ministry of Internal and Social Affairs. The Kiribati National Council of Women, which is the executive arm of AMAK, is supported by government officers.

AMAK works closely with the police on law enforcement and with the Attorney-General's Office on new or amendments to legislation. Its best achievement at the time of reporting is the outcome of a leadership for women workshop in the Outer Islands which has led to women obtaining a seat on the Island Council. AMAK has also been responsible for the dissemination of information on CEDAW and its submission to Parliament.

At the time of reporting, AMAK is undergoing re-structuring, and has budgetary and infrastructural constraints, including poor communications facilities.

Partnerships

AMAK works closely with CSOs (including Outer Island women's CSOs), the Foundation for the People of South Pacific, as well as religious and non-religious women's groups. It also works on gender issues with the regional Pacific Foundation for the Advancement of Women, Asia-Pacific Gender Equity through Science and Technology, the Secretariat for the Pacific Community, and other international organisations and bilateral agencies.

Concerns for the Future

Policies and legislation which are gender-discriminatory will come under scrutiny for review now that Kiribati has acceded to CEDAW.

Women are still categorised as a minority group and have no place or say at decision-making levels. Proposals have been made to the Cabinet for awareness training on women's roles as leaders and in good governance, and for relevant amendments to laws and the Constitution. Through these and other means, AMAK hopes to change the traditionally male-dominated culture.

Nauru

COUNTRY REPORT (Summary)

Gender Profile	1990	1995	2000
POPULATION*			
Total population (000)	..	8	12
Female population (% of total)
LABOUR FORCE PARTICIPATION			
Female labour force (% of total)	41	..	..
Female unemployment (% of female labour force)
EDUCATION			
Adult illiteracy rate (% of people aged 15+)			
Female
Male
Gross primary enrolment ratio (% of age group)			
Female	82
Male	80
Gross secondary enrolment ratio (% of age group)			
Female	56
Male	52
Gross tertiary enrolment ratio (of females to males)
HEALTH			
Life expectancy at birth (years)***			
Female	65
Male	57
Infant mortality rate (per 1,000 live births)	..	25	25
Prevalence of HIV (% of people aged 15–24)			
Female
Male

Source: World Bank database of Gender Statistics

* World Bank Atlas 1991 (for 1990 figures), 1997 (1995) and 2002 (2000)

** Nauru Census 1992

*** 2004 World Population Data, Population Reference Bureau

.. Figures not available.

This report was compiled primarily from information from the UN Economic and Social Commission for Asia and the Pacific, and from UNESCO for the Pacific Commission reports.

Priority Concerns

Among the Government of Nauru's priority areas for action on gender equality are:

- Ensuring equal access to education
- Eradicating illiteracy among women
- Improving women's access throughout their life-cycle to affordable quality health care
- Increasing community awareness of the importance of women's human rights and legal rights
- Introducing education programmes on women and the environment.

A Decade of Action

Nauru is a small coral atoll whose central plateau has been devoted to the mining of phosphate which is nearing depletion. The economy has depended on the phosphate industry until recently. Nauru is not a state party to CEDAW. The Women's Affairs Section in the Chief Secretary's Department (Office of the President) is the National Women's Machinery (NWM).

Human Rights of Women

Nauru law assures women the same freedoms and protection as men. The law provides for equal opportunities in education and employment (the national illiteracy level is 5%, though some reports suggest that the standards of literacy and numeracy are not very high) and women can own property and pursue private interests. In practice, however, societal pressures limit the opportunities for women to fully exercise these rights. The Government has appointed a women's development officer to assist with the development of professional opportunities for women.

Violence Against Women

The collection and analysis of statistics, especially sex-disaggregated statistics, is not advanced in Nauru. Although the Government does not keep track of incidents of physical abuse against women, there are some indications that sporadic abuse, often aggravated by alcohol use, occurs. Traditionally, families seek to reconcile domestic problems such

Box 55.1: Within the Reef

Traditionally, in many Pacific islands fishing beyond the reef has been the domain of men while women concentrated on fishing and collecting invertebrates within lagoons and inshore areas. An estimated 70%–80% of this inshore fishing is used for subsistence and studies suggest that women's contribution to this is substantial.

Pacific island states have been keen to encourage the development of offshore fishing activities to generate income and reduce pressure on inshore resources. But because offshore fishing primarily involves men, most initiatives have concentrated on supporting men's activities in the development and management of fisheries in the region.

Until recently, little has been done to document the activities of women, to identify women's potential for development and management opportunities, or to assess problems such as inshore over-harvesting or the impact of development on women's fishing areas.

In recent years, however, studies have been conducted by, among others, the Secretariat of the Pacific Community (SPC), Forum Fisheries Agency and University of the South Pacific. They have noted that women are increasingly taking up economic opportunities offered by small businesses involving marine resources, are playing a significant onshore role in the pearl, prawn and seaweed aquaculture industries in the region, and continue to be involved in the processing of their own and their husbands' catches.

In Nauru, the SPC organised a workshop on alternative harvesting and processing techniques in 1998 for women involved in inshore harvesting and seafood marketing. Topics included sustainable harvesting practices, alternative fishing methods, basic gear technology, the processing of non-traditional seafood, filleting, de-boning and smoking as well as recipes. At the end of the workshop, all the participants stated they were confident they could pass on the knowledge they had gained.

One of the successful outcomes of this workshop was the establishment of a small, home-based fish-smoking business, set up by one of the participants, who had gone on to do a fisheries enterprise management course in New Zealand. Her food is bought for parties and functions and she works out of the newly constructed Nauru fish market where she obtains fresh tuna and snapper.

The SPC produces a Women in Fisheries News and Information Bulletin (www.spc.org.nc/coastfish/News/WIF/wif.htm).

as these informally and, if necessary, communally. The judiciary and Government treat major incidents and unresolved family disputes seriously.

National Women's Machinery

The Women's Affairs Section was established as the NWM in 1997. The Chief Secretary to the Government is the official head of the NWM. There are only two members of staff, including a clerical assistant.

The NWM works towards realising all Nauru's priority concerns. It also advises and assists women's organisations and community groups on the formulation of programmes and projects, and co-ordinates them in collaboration with other government departments and the private sector.

Among its other objectives are:

- Compiling a register of all women's groups and organisations in the country;
- Developing and implementing training programmes on gender awareness;
- Developing a policy plan for women in consultation with all stakeholders; and
- Supporting government mainstreaming of gender equality.

Major Activities

Among the NWM's activities are ensuring women's participation in the National Economic Summit; providing training for women in hospitality and public relations; programmes for teenage mothers and problems associated with teenage pregnancy (e.g., interrupted education); a counselling service; integrating gender concerns in all government policies and programmes; and educational programmes in waste and water management, and an anti-littering campaign.

The NWM is also lobbying for a Well Woman Clinic.

Partnerships

The NWM works closely with other government departments; with women's, community and youth groups; and with regional and international organisations.

Chart 55.1: Organisational Structure Nauru NWM



Source: UNESCAP 2004

New Zealand

COUNTRY REPORT (Summary)

Gender Profile	1990	1995	2000
POPULATION*			
Total population (000)	3,405	3,601	3,831
Female population (% of total)	50.7	50.8	51.1
LABOUR FORCE PARTICIPATION			
Female labour force (% of total)	43	44	45
Female unemployment (% of female labour force)	7.2	6.3	5.8
EDUCATION			
Adult illiteracy rate (% of people aged 15+)			
Female	..	..	..
Male	..	..	..
Net primary enrolment ratio (% of age group)			
Female	99	96	99
Male	100	96	99
Net secondary enrolment ratio (% of age group)			
Female	86	90	93
Male	84	88	91
Gross tertiary enrolment ratio (% of age group)			
Female	42	66	84
Male	38	53	55
HEALTH			
Life expectancy at birth (years)			
Female	78	80	81
Male	72	74	76
Infant mortality rate (per 1,000 live births)			
	10	7	6
Prevalence of HIV (% of people aged 15–24)			
Female	..	..	0
Male	..	..	0.1

Source: World Bank database of Gender Statistics

* World Bank Atlas 1991 (for 1990 figures), 1997 (1995) and 2002 (2000)

.. Figures not available.

Priority Concerns

Among the 12 critical areas of concern outlined in the 1995 Beijing Platform for Action, the Government of New Zealand has identified the following, in order of priority, for national action:

1. Institutional Mechanisms for the Advancement of Women
 2. Women and the Economy
 3. Women and Poverty
 4. Women in Power and Decision-making
 5. Violence Against Women
- Followed by: 6. Women and Health; 7. Human Rights of Women; 8. Education and Training of Women; 9. The Girl-child; 10. Women in the Media; 11. Women and Armed Conflict; 12. Women and the Environment.

A Decade of Action

New Zealand was an early signatory to CEDAW (1980) which it ratified in 1985. It acceded to CEDAW's Optional Protocol in 2000. The country's National Women's Machinery (NWM) is the Ministry of Women's Affairs. New Zealand is ranked at 18 in the Gender-related Development Index in the *UNDP's Human Development Report 2004*.

Institutional Mechanisms for the Advancement of Women

Among the highlights of progress in this priority area is the NWM's work with Statistics New Zealand on a time-use survey. This survey records the amount of time spent by women and men, disaggregated by ethnicity, in different activities including paid work, voluntary work, household work, caring responsibilities and leisure.

The survey report presents the results of the survey within a framework of economic participation in the form of paid and unpaid work; and people's involvement in activities that contribute to social, human and cultural capital. Another report, *Measuring Unpaid Work*, uses survey information to derive dollar values for unpaid household work.

Another highlight is the directive that from January 2002, all papers submitted to the Cabinet Social Development Committee must include gender analysis

and a gender implications statement for both women and men.

Data disaggregated by sex and ethnicity is also assembled in order to enhance the development of policy options for Maori, Pacific and all women.

Women in Poverty, and the Economy

Among the initiatives that will help reduce poverty is the Employment Relations Act (2000) which could help women seeking to redress inequalities in bargaining power. The establishment of an Equal Employment Opportunities Commissioner within the Human Rights Commission will deal with pay equity and the NWM is working with other government departments and agencies to develop policy options for pay equity. A task force will also report to the Government on the factors that contribute to the gender pay gap.

Legislation to provide for a more flexible approach to supporting sole parents and widows into paid work, and recognising family responsibilities, has also been introduced. An additional NZ\$22.02 million was provided in the 2002 budget for a new Pathways Payment to assist long-term beneficiaries with children to meet the initial costs of taking on paid work. A paid parental leave scheme (up to 12 weeks) has also been introduced.

The establishment of a Community and Voluntary Sector Office in the Ministry of Social Development is another example of progress in this priority area. Its main functions are to provide advice on cross-government policy issues affecting the community and voluntary sector and enhance the sector's involvement in government decision-making. Links have been forged with community and voluntary networks. Women's unpaid work within the home, and voluntary work outside the home, averages nearly twice that of men in New Zealand.

Women in Power and Decision-making

As a result of the 2002 general election, women hold 34 of the 120 seats in New Zealand's Parliament, or 28%. Eight of 26 Ministers are women, and women hold the four key constitutional positions in the country – Governor-General, Prime Minister, Attorney-General and Chief Justice.

Representation of women in local government has steadily increased from 3.7% in 1962 to 31.5% in 1998, dropping to 28% in 2001.

In the public service, there were 7 women out of 37 Chief Executives as of February 2002 and women filled 33% of the top three levels of management

(2000). For most occupation groups, the average salaries for women were about 10% less than those for men; the gender pay gap for managers, however, was 16%.

The NWM administers the Nominations Service which was established to improve the gender balance on government-appointed boards and committees and ensure their membership reflected the diversity of the community. As at February 2002, the Nominations Service held information on over 1,800 New Zealand women available for appointment. In 2000/01, the service nominated 1,012 women for appointment to 229 boards. Of these, 99 were appointed.

Human Rights of Women, and Violence Against Women

Gender equality is enshrined in legislation and its pursuit woven into the structures of government. The Ministry of Justice has led an inter-departmental group and published various guidelines to promote and support the mainstreaming of human rights considerations in policy development across government. The purpose of this work has been to create ownership and self-sufficiency among departments on human rights issues.

The Ministry of Justice and the Department of Courts are reviewing the Domestic Violence Act 1995 with a view to reducing existing barriers to applying for protection orders. An evaluation suggests that cost, availability of information and language barriers are the main reasons that victims of domestic violence, particularly Maori and Pacific victims, do not apply for protection orders.

A research report published as part of the review of the Act found that Maori women are benefiting from programmes to help them deal with the effects of family violence. These programmes recognise the role of collective community responses to the position of Maori women and the family within the community.

In March 2002, a family violence prevention strategy with 18 action areas was launched. Each action area has targets which are due in varying timeframes through to June 2006.

Chart 56.1: Organisational Structure of New Zealand NWM 1995/96



Chart 56.2: Organisational Structure of New Zealand NWM 2004



National Women's Machinery

The NWM is headed by a Minister and also has an operational Chief Executive. Unlike many other government agencies and departments, the NWM operates almost solely as a policy advice agency. Other than its Nominations Service, it is not involved in the provision of services or programmes.

In 1995/96, the NWM had a budget of NZ\$3.386 million and a staff of 36 (see chart 56.1). In 2002/03, the MWA had a budget of NZ\$3.700 million and a staff of 25, dropping from 31 in 2000 (see chart 56.2).

Gender mainstreaming activities are not identified separately from the rest of the ministry's policy advice mandate.

The ministry's key achievements include policy and legislative changes, the gathering and reporting of statistical information about the paid and unpaid work of women and men, and mainstreaming gender analysis through the requirement that certain papers to Cabinet Committee must include a gender impacts statement.

The ministry is monitoring the effectiveness of gender implications statements. Preliminary results suggest that quality of gender analysis in social policy papers before going before Cabinet has been variable. Poorer efforts mainly result where there has been no gender analysis at the problem-definition stage of policy development.

The NWM works closely with a range of other government departments and agencies, depending on the project. Inter-agency working parties devoted to policy development produce better and more robust policy proposals than if individual agencies work alone.



Partnerships

The NWM maintains a Women's Directory which listed, in 2001, 85 national women's organisations, 26 Maori women's organisations, and hundreds of regional women's groups. A number of government departments and agencies regularly consult NGOs to ensure that their views are incorporated into the advice provided to Ministers. Organisations such as the National Council of Women make regular submissions to parliamentary select committees that are considering legislation.

The NWM regularly engages with women's organisations on general issues and also on policy issues where NGOs have specialist knowledge. In 1999, the ministry established a consultative group of prominent Maori women, Te Korowai Wahine, to underpin its policy advice to improve outcomes for Maori women. NGO representatives also meet regularly with women.

Concerns for the Future

The Ministry of Women's Affairs launched a Women's Plan of Action in March 2004. The plan is a whole-of-government programme to improve women's lives in the workplace, home, community and as members of society.

The three priority areas are:

- Economic stability;
- Work/life balance; and
- Well-being.

The plan was prepared in partnership with the National Council of Women, the Maori Women's Welfare League, and PACIFICA, and through consultation with New Zealand women. Its implementation will be co-ordinated by the Ministry over the next three years.

Plans are also being made to accelerate pay equity between women and men, using the Social Statistics Programme to identify gender gaps, and under the Action Plan for Human Rights, enhance a wide range of human rights, including women's rights.

Papua New Guinea

COUNTRY REPORT (Summary)

Gender Profile	1990	1995	2000
POPULATION*			
Total population (000)	3,915	4,302	5,130
Female population (% of total)	47.3	47.6	48.5
LABOUR FORCE PARTICIPATION			
Female labour force (% of total)	41	42	42
Female unemployment (% of female labour force)	..	..	..
EDUCATION			
Adult illiteracy rate (% of people aged 15+)			
Female	51.8	47.5	43.2
Male	35.6	32.4	29.4
Net primary enrolment ratio (% of age group)			
Female	..	..	74
Male	..	..	82
Net secondary enrolment ratio (% of age group)			
Female	..	..	20
Male	..	..	25
Gross tertiary enrolment ratio (% of age group)			
Female	1	2	1
Male	4	4	3
HEALTH			
Life expectancy at birth (years)			
Female	56	58	58
Male	54	56	56
Infant mortality rate (per 1,000 live births)			
	79	79	79
Prevalence of HIV (% of people aged 15–24)			
Female	..	..	0.2
Male	..	..	0.1

Source: World Bank database of Gender Statistics

* World Bank Atlas 1991 (for 1990 figures), 1997 (1995) and 2002 (2000)

.. Figures not available.

Priority Concerns

The Government of Papua New Guinea has identified the following as priority areas for national action on gender equality:

- Institutional strengthening and upgrading of the National Women's Machinery
- Economic empowerment of women
- Shared decision-making and good governance
- Integration of gender issues in government planning of policies and programmes.

A Decade of Action

Papua New Guinea acceded to CEDAW in 1995. The country's National Women's Machinery (NWM) is made up of two organisations, the Gender and Development Division in the Department of Social Welfare (the government focal point) and the National Council of Women (the CSO focal point). The country is ranked at 106 in the Gender-related Development Index in the *UNDP Human Development Report 2004*.

National Platform for Action

A National Platform for Action, developed in 1995, forms the basis of current planning and programming for women. Its 10 critical areas of concern (*see Box 57.1, page 207*) were reassessed after the 1995 Fourth World Conference on Women in Beijing and the four national priority areas for action were identified.

The 1995 Commonwealth Plan of Action of Gender and Development is incorporated into the National Women's Policy.

Institutional Mechanisms for the Advancement of Women

Both the government and CSO focal points for women have been identified as institutions that need to be strengthened if they are to be more effective in carrying out their role of advancing the progress of gender equality. A 1998 submission to upgrade the Women and Development Division to either an Office of the Status of Women or a National Commission for Gender and Development has yet to be acted on because of national economic

problems and a government policy to reduce the size of the public service.

The Inter-Agency Women's Advisory Committee has now been renamed the Inter-Agency Advisory Committee on Gender and Development. This committee is multi-sectoral in nature and responsible for co-ordinating and monitoring the implementation of the National Women's Policy and the National Platform for Action across the spectrum of government. Steps are being taken to create a higher level committee to oversee the implementation of CEDAW.

The Act which set up the National Council of Women is currently being reviewed and a five-year strategic plan drawn up for it.

Women and the Economy

Women dominate the informal economic sector. Since 1995, the Government has expanded the women's micro-credit facility from 8 provinces to all 89 districts. This facility was established to assist disadvantaged women in rural and urban areas to set up small income-generating projects. It operates along the same lines as the Grameen Bank of Bangladesh¹, lending seed money to women's associations which in turn then give loans to individual women. The government focal point co-ordinates this project.

Little has been done to integrate gender issues into macroeconomic policies at national level. The planned establishment of a Gender Management System (*see Gender Mainstreaming, below*), however, would enable the Government to accelerate work on gender-responsive budgeting and analysis.

In February 2003, the Pacific Islands Forum Secretariat and Commonwealth Secretariat organised a Gender and Trade meeting which brought together for the first time officials from the gender focal points and those from trade. It helped the NWM strengthen gender network ties with the trade and industry sector.

Women in Power and Decision-making

There are very few women in politics and public office. Twenty-eight years after



independence, there is only one woman in Parliament at the time of reporting and in all parliamentary elections, only five women have ever been elected.

The major reason for this low profile is that women have traditionally been excluded from decision-making processes. Other reasons include lack of resources to finance political campaigns and lack of support from political parties.

Since 1995, the Government has introduced two pieces of legislation which have impacted positively on women taking up politics. The first law appointed seats for women at provincial and local government levels. At present, approximately 290 women are in appointed seats. The second was a 1999 law on Integrity of Political Parties, which provided incentives for parties to endorse women candidates. Section 62 of this law states that a party which endorses and funds women candidates who receive more than 10% of the vote shall be entitled to receive a 75% refund on expenses spent by the party on that candidate. In the 2002 national elections there was an increase in the number of people endorsing women candidates.

The NWM believes that maximum benefit could be gained from this legislation if political parties become more gender-aware.

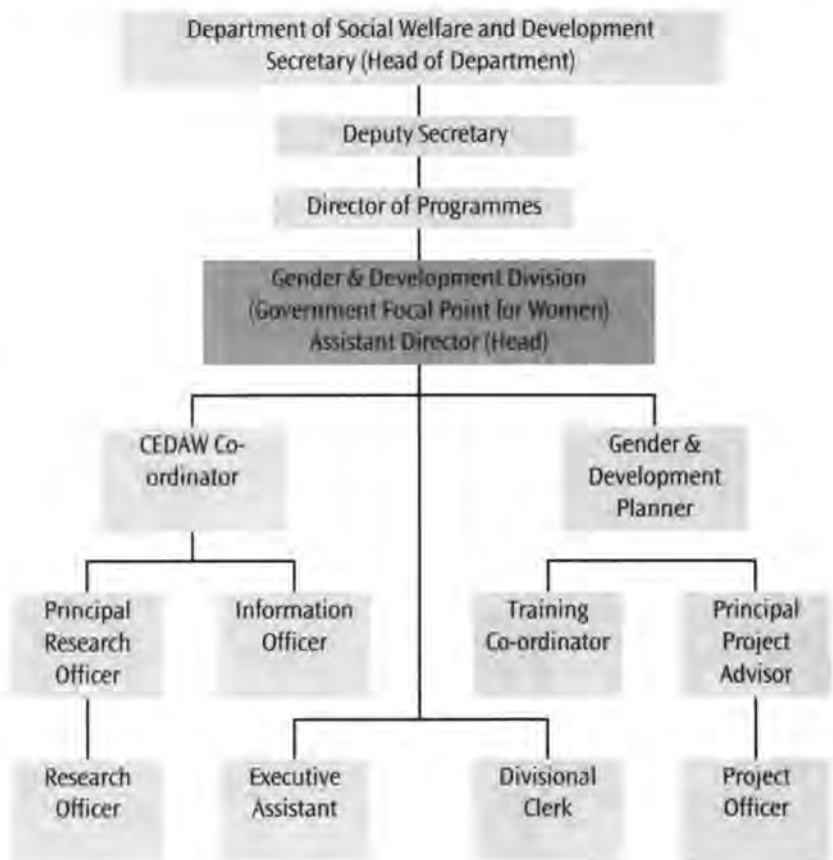
Gender Mainstreaming

Gender mainstreaming was officially introduced into Papua New Guinea in 1990 through the UNIFEM-initiated Pacific Mainstreaming Project. At about the same time, Papua New Guinea was completing the development of its National Women's Policy. The gender mainstreaming project assisted in operationalising this policy.

The project paved the way for the establishment of a Gender and Development Unit in the Department of National Planning which co-ordinated gender mainstreaming across government. Unfortunately, this unit has now been downgraded to only a desk.

The 1995 Fourth World Women's Conference was a catalyst to government efforts to mainstream women's issues and concerns in the entire government system. During national preparations for the conference, government agencies became aware of gender issues and concerns and were more responsive in their planning and programming. Gender desks and/or appointed gender action and contact officers have been established in the Departments of Agriculture, Health, Education, Environment, National Planning and Monitoring, Trade and Industry, Police and the Defence Force.

Chart 57.1: Organisational Structure of Government Focal Point for Women, Papua New Guinea



Although there has been some progress since gender mainstreaming was introduced, the NWM believes that other issues need to be addressed before gender mainstreaming can be said to be assisting in accelerating national development.

The Government is addressing some of these issues by putting in place a Gender Management System (GMS) which would enable it to plan, implement, assess and monitor gender planning and programming. The GMS would also enable an assessment, for the first time, of the progress made since gender mainstreaming was introduced in 1990. The Gender and Development Division will seek technical assistance to establish the GMS.

Violence Against Women

Abuse of women's human rights and violence against women are addressed through the Ombudsmen Commission (*sic*) or the legal system. The majority of women, however, do not access the legal services because the system is complex and expensive. There is no Human Rights Commission. The Family and Sexual Violence Action Committee co-ordinates intervention programmes by the different stakeholders (government, CSOs, churches, community-based organisations, private sector, and international and other development partners).

Women and Health

HIV/AIDS was first detected in Papua New Guinea in 1987 with 6 reported HIV and 2 confirmed AIDS cases. Since then, the number of cases has grown exponentially.

About 71% of the cases have been diagnosed in the National Capital District of Port Moresby, 12% in Western Highlands Province and 5% in Eastern Highlands and Morobe Province. The ages of patients have not been recorded in 42% of cases. Of the remaining group, the most common age at diagnosis in males was in the 20–34 year group (32%). Of the women, 43% were aged between 20–34 years.

There were more males than females reported in all age groups except the 15–29 year group where there are more

Table 57.1: HIV/AIDS Infections in Papua New Guinea, Year of Diagnosis and Sex

Year of Diagnosis	Male	Female	Not Stated	Total
1987	2	4	0	6
1990	24	12	0	36
1995	69	57	1	127
2000	580	450	32	1,062
1 Jan 2002–31 Mar 2002	204	220	25	449

females than males. A report by the National AIDS Council says the higher incidence among young women could be due to routine testing of women who attend the antenatal clinic at Port Moresby General Hospital.

The National AIDS Council was set up by an Act of Parliament in 1997 to facilitate the formulation of a national multi-sectoral strategy for HIV/AIDS. The National HIV/AIDS Medium-Term Plan is based on the principle that the disease is a development issue, not just a health problem.

Child birth complications are now recognised as a major health problem for women. Maternal mortality, and the perinatal health of women and their infants have been studied. Health education workshops for women, with an emphasis on reproductive health, have been conducted and there are concerns

over nutrition and sexually transmitted infections. With the rest of the population, women are also susceptible to pneumonia, malaria, enteric diseases, filariasis, and other diseases.

National Women's Machinery

Two organisations make up the National Women's Machinery (NWM). The Gender and Development Division, one of six divisions in the Department (equivalent of Ministry) of Social Welfare and Development, is the government focal point for women; it is headed by an Assistant Director. The National Council of Women is the CSO focal point for women. The National Council of Women was established by an Act of Parliament and receives an annual grant of K120,000 (about £25,210).

Box 57.1: National Platform for Action, Papua New Guinea

The 10 critical areas in Papua New Guinea's 1995 National Platform for Action:

1. Health;
2. Education, Training and Literacy;
3. Mechanisms and Shared Decision-making;
4. Economic Empowerment, Employment Opportunities and Conditions;
5. Legal and Human Rights (Violence, Peace and National Unity);
6. Culture and Family (Young Women and Girls, Special Groups of Women);
7. Transport, Shelter, Water and Communications;
8. Agriculture and Fisheries (Resources and Foreign Investment Affecting Women);
9. Environment and Development;
10. Sustainable Development and Poverty.

These were reassessed after the 1995 Fourth World Conference on Women in Beijing and four key issues identified for urgent government attention:

- Institutional Strengthening and Upgrading of the National Women's Machinery;
- Economic Empowerment of Women;
- Shared Decision-making and Good Governance;
- Integration of Gender Issues in Government Planning of Policies and Programmes.

The National Platform for Action, drawn up in preparation for the 1995 Fourth World Conference on Women in Beijing, has not been implemented as effectively as originally hoped. Successive governments have not been consistent in allocating resources to support women's development programmes.

There are three reasons for this:

- Low priority among development issues, especially after Papua New Guinea accepted the IMF/World-sponsored Structural Adjustment Programme in 1995. In the resultant reduction of fiscal expenditures, the social sector was severely affected, especially the women's/gender programmes and projects. Since then, the trend in development is to focus on macroeconomic policies and emphasise economic growth;
- General lack of consciousness and awareness of gender issues among decision-makers and heads of organisations; and
- Traditional attitudes towards women in political circles, the bureaucracy and society as a whole.

Partnerships

The bifurcated nature of the NWM structure ensures that the government focal point works closely with civil society on gender issues. When the National Platform for Action was developed in 1995, it was with input from CSOs, provincial governments, and international and other development partners.

The NWM also benefits from contact with the Pacific Islands Forum, though the

government focal point has not been part of the Forum's assistance programme for gender equality and other development issues.

Concerns for the Future

The Papua New Guinea NWM's primary concern for the near future is the implementation of CEDAW. Plans are under way to institute a legislative and policy framework review which will involve the assessment of all government policies and plans to determine the level of women's participation in all spheres of life.

The government focal point plans to implement CEDAW as the overall policy to govern planning and programming on women's issues in the country. Constraints will be access to technical and financial resources.

Samoa

COUNTRY REPORT (Summary)

Gender Profile	1990	1995	2000
POPULATION*			
Total population (000)	165	165	170
Female population (% of total)	47.6	47.5	49.4
LABOUR FORCE PARTICIPATION			
Female labour force (% of total)	..	..	..
Female unemployment (% of female labour force)	..	..	..
EDUCATION			
Adult illiteracy rate (% of people aged 15+)			
Female	2.6	2.1	1.7
Male	1.5	1.3	1.1
Net primary enrolment ratio (% of age group)			
Female	..	97	92
Male	..	97	92
Net secondary enrolment ratio (% of age group)			
Female	..	..	62
Male	..	..	70
Gross tertiary enrolment ratio (% of age group)			
Female	5	4	6
Male	5	5	7
HEALTH			
Life expectancy at birth (years)			
Female	68	71	72
Male	65	66	66
Infant mortality rate (per 1,000 live births)			
	33	24	21
Prevalence of HIV (% of people aged 15–24)			
Female	..	..	..
Male	..	..	..

Source: World Bank database of Gender Statistics

* World Bank Atlas 1991 (for 1990 figures), 1997 (1995) and 2002 (2000)

.. Figures not available.

Priority Concerns

Among the 12 critical areas of concern outlined in the 1995 Beijing Platform for Action, the Government of Samoa has identified the following, in order of priority, for national action:

1. Education and Training of Women
 2. Women and Health
 3. Violence Against Women
 4. Women and the Economy
 5. Women and Poverty
- Followed by: 6. Human Rights of Women; 7. Women in Power and Decision-making; 8. Institutional Mechanisms for the Advancement of Women; 9. Women and the Environment; 10. Women in the Media; 11. The Girl-child.

A Decade of Action

Samoa acceded to CEDAW in 1992. The Ministry of Women, Community and Social Development is the National Women's Machinery (NWM), which reports that overall there has been progress in the implementation of the Beijing critical concerns through national sectoral policies and programmes.

Gender Mainstreaming

Gender mainstreaming has been realised primarily in specific sectors, the policies and programmes of which emanate from the national strategy for the development of Samoa 2000–2004. A Gender Equity Policy is in place.

The NWM is represented on all the committees of major developments projects, and NWM and NGO representatives are also represented on policy formulation committees in the health, agriculture, media, education and other sectors. The NWM, NGOs and CBOs are consulted in the drawing up of the Biennial Statement of Economic Strategy.

Human Rights of Women

Much of CEDAW is already embodied in domestic law and its principles accepted by the majority of Samoans. The Office of Ombudsman (*sic*) also investigates complaints of violations of rights and freedoms. It is, however, not common practice for Samoans to resort to law to

assert their rights and the NWM and NGOs therefore focus on raising women's awareness of their rights.

Legal rights training on gender issues is provided by the Justice Department, the NWM and NGOs, such as Mapusaga o Aiga, in collaboration with the Pacific Regional Rights Resource Team. The development of a national CEDAW Plan of Action began in 2002 and is being finalised by the CEDAW Partnership, which comprises representatives from the government, NGOs and other areas of civil society. A draft National Policy for Women and other relevant draft legislation is awaiting Cabinet approval.

Education and Training of Women

Literacy and early education is almost universal because basic learning is provided free. Primary school attendance is compulsory. In the early 1990s a quota of 50% for females was set for tertiary education scholarships tenable outside Samoa. A number of scholarship awards to the Samoa Polytechnic are offered to attract women into trades hitherto dominated by males.

Women in Power and Decision-making

Traditionally, women have been accorded a high status in society and play important leadership roles in their families and the community. However, some attitudinal barriers exist which hinder the full realisation of women's leadership potential.

Women are under-represented in political and public life. At the time of reporting, Samoan Government figures show women at 6% of MPs, 7% of Ministers (that is, 1 in 13), 23.1% of department heads, 5% of heads of statutory bodies and 40% of deputies and assistant directors. The NWM has compiled a Directory of Women which is used to identify women who may be potential members of boards and used to make recommendations to the Government.

There are women's committees at village level responsible for village sanitation and hygiene, welfare and



education, as well as income-generating activities and, more recently, environmental conservation.

Violence Against Women

Domestic Violence is the primary focus for some NGOs who work with the NWM on public awareness campaigns and education workshops to encourage the public to address this issue. The police refer victims to NGOs for counselling. Domestic violence is also discussed in schools.

Women and Poverty

Samoa does not have a National Poverty Reduction Policy. However, the Strategy for the Development of Samoa 2002–2004, aims at the improvement of quality of life for all. Women in the community as well as the NWM were involved in the consultative process for the development of this strategy.

Woman and Health

Samoa has a National AIDS Co-ordinating Committee and a National HIV/AIDS policy in place. The NWM has developed and begun implementing a National Strategic HIV/AIDS Plan for women.

National Women's Machinery

The Ministry of Women, Community and Social Development is the National Women's Machinery (NWM). It was established as the Ministry of Women's Affairs by an Act of Parliament in 1990 to address issues and concerns of women in Samoa. Until then, women's issues had been co-ordinated by a Women's Desk in the Prime Minister's Department.

The Ministry opened office in 1991 with a skeleton staff of 5 employees, including the Administrative Head of the Ministry, 2 professional staff and 2 administrative staff.

By 2003, the Ministry had been re-designated as the Ministry of Women, Community and Social Development. Staffing had increased to 28, including 24 permanent and 4 temporary staff. Of these 17 are professional staff, including the Secretary of Women's Affairs, who is directly responsible to the Minister.

Starting with a budget of ST\$138,000, by 2003, the Ministry's budget had increased to ST\$1,106,548. In 1997/98, the NWM began the process of establishing gender focal points in each department to ensure female issues and concerns were addressed in policy analysis and programmes.

Notable among the NWM's successes have been the establishment of the CEDAW Partnership and CRC (Convention on the Rights of the Child) Partnership. Both comprise representatives of government departments, NGOs and civil society who take part in decision-making on policies and action plans for gender and development. The NWM has also established direct links with community-based organisations for training, implementation of projects and consultation.

All ministries are represented on the Partnership, including the Public Service Commission. Each ministry is required to report on progress of activities directly related to and promoting gender development and equality.

Partnerships

Through the CEDAW and CRC Partnerships, the NWM has worked closely with civil society and NGOs. Among the organisations it works with are the National Council of Women, Samoa Organisation for the Development of Women's Committees, Mapusaga o Aiga, Taumafai School for the Physically Disabled, Fiamalamalama School for the Mentally Disabled and Samoa Association of Women Graduates.

Concerns for the Future

In the next five years, Samoa hopes to focus on:

- The impact of globalisation and free trade issues on women, in light of concerns that many countries in the region which have the most open markets and embrace free trade have low social indicators; and
- Access to information technology which can help in the advancement of women as it would open opportunities for distance education and overseas markets for goods produced by women. The Samoa Polytechnic and regional vocational education body have begun distance education courses for women.



The Strategy of Development of Samoa 2002–2004 hopes to improve the quality of life for women and men

Vanuatu

COUNTRY REPORT (Summary)

Gender Profile

	1990	1995	2000
POPULATION*			
Total population (000)	324	375	447
Female population (% of total)	48.3	48.5	49.9
LABOUR FORCE PARTICIPATION			
Female labour force (% of total)	47	47	47
Female unemployment (% of female labour force)	—	—	—
EDUCATION			
Adult illiteracy rate (% of people aged 15+)			
Female	41.7	19.9	67.9
Male	19.6	7.7	43.7
Net primary enrolment ratio (of females to males)**	..	..	..
Net secondary enrolment ratio (of females to males)**	—	—	—
Gross tertiary enrolment ratio (of females to males)	—	—	—
HEALTH			
Life expectancy at birth (years)			
Female	65	68	70
Male	64	66	67
Infant mortality rate (per 1,000 live births)	29	25	21
Prevalence of HIV (% of people aged 15–24)			
Female	—	—	—
Male	—	—	—

Source: World Bank database of Gender Statistics

** 2000–2001 figures in the Human Development Report 2003.

— Figures not available.

Priority Concerns

Among the 12 critical areas of concern outlined in the 1995 Beijing Platform for Action, the Government of Solomon Islands places priority on the following:

1. Women in Power and Decision-making
2. Education and Training of Women
3. Women and Armed Conflict
4. Human Rights of Women
5. Women and Health

Followed by: 6. Institutional Mechanisms for the Advancement of Women; 7. Women and the Economy; 8. Violence Against Women; 9. Women and Poverty; 10. Women and the Environment; 11. The Girl-child; 12. Women in the Media.

A Decade of Action

Solomon Islands acceded to CEDAW and its Optional Protocol in 2002. The National Women's Machinery (NWM) is the Women in Development Division in the Department of Home Affairs.

Women in Power and Decision-making

Women continue to be under-represented at policy and management levels in the public and private sectors, and in CSOs and religious organisations. The traditional leadership structure is largely dominated by men, and women have no say in decisions; they therefore have less access to opportunities and limited control over resources. Women's decision-making is confined to their role in the home.

In the National Parliament, the one woman Member of Parliament, who was also a Cabinet Minister, lost her seat in the 2001 elections. In the same year, a record 14 women candidates contested the election, though none won. At the provincial level, only three women have won in provincial elections since 1995. At the time of reporting, however, only one woman is a representative at provincial level.

In the Public Service, of 21 Permanent Secretaries, only three are women and only four women work at Under-Secretary level. Public and private sector figures show that of the 2,502 workers who are legislators, senior officials and managers, only 417 are women, of whom almost half are self-employed.

Box 59.1: Women for Peace

The armed inter-communal conflict which began in Solomon Islands in 1998/1999 left 32,000 people displaced, with women and children losing family members, friends, jobs, possessions and money. There is evidence that women suffered sexual abuse and other forms of violence as a result of lawlessness. The conflict led to the closure of schools, disruption of health services and closure of some multinational companies operating near the conflict zone. Workers were made redundant and salaries often paid late.

Solomon Islands women played a significant role as peace-builders in the peace process. A Women for Peace group, consisting of women from all denominations and walks of life, was formed, and its members approached militants' camps to counsel their sons or husbands and also listen to the grievances of the militants.

The women met and approached the Government with their concerns, requesting to be part of the peace process. They organised donations to support displaced families and bartered for food and other necessities to give to women who had been affected by the fighting.

The important role the women played led to the Government inviting women representatives to observe the ceasefire talks and appointing two women as members of the National Peace Council. Women also became involved in a workshop organised by civil society to recommend ways to bring the country back to normal.

NGO women's groups have been instrumental in a number of programmes in the rebuilding, reconstruction and rehabilitation phase of the peace process. One women's group was involved in exchanging military uniforms for civilian clothing with former combatants. Church women's groups provided training in trauma counselling and conflict resolution. The Women's Centre project builds centres in all the provinces to bring rural women closer to services and development programmes thus lifting them out of poverty.

As a way of addressing the issues which emerged out of the conflict, the Government:

- Established the Department of National Unity, Reconciliation and Peace which oversees, implements and monitors the rebuilding and reconstruction phase;
- Established a National Peace Council with peace monitors working with the formerly hostile communities. Women have been recruited as peace monitors and such has been their effectiveness that their numbers have risen from 11 to 28;
- Invited the Regional Assistance Mission to help restore peace and security, and law and order, and to revive the economy;
- Recruited more female police officers. The Royal Solomon Islands Police Force now has 66 female police officers, four of whom are at senior level (there remains, however, a marked gender imbalance as this number is only 6.2% of the police force);
- Established a gender and equity policy within the police force. A special unit works with the Family Support Centre and judiciary to deal with gender-based violence issues;
- Proposed development of a Policy on the Elimination of Violence Against Women;
- Developed a Women Peace and Security project funded by UNIFEM. The project covers economic, education and research areas, but also the effects of conflict on women, how women cope, the root causes of conflict and women's role as peace-builders;
- Secured funding for women to undertake training in communities on peace-building activities; and
- Revived the women's information network through the radio station Vois Blong Mere Solomon and, with support from UNIFEM, the NWM organised a workshop for the media on promoting a culture of peace through the media, highlighting women's human rights issues.

Affirmative action for women and other groups has been proposed for the new draft Federal Constitution (which if accepted would make the country a Federal Republic). Among the proposed provisions are:

- A requirement to promote the involvement of women and other groups in the political, social and economic life of the country;
- Plans for new laws securing fair representation of women in Parliament;
- Provisions for an equal number of women to be appointed members in the Congress of States;
- Views of women and youth to be sought when drafting a state constitution;
- Guiding principles in public administration to include equal and adequate opportunities for training and advancement of women and men.

The National Women's Policy calls on the Government to promote women's participation and representation at all policy and decision-making levels. Unfortunately, there is still no National Development and Strategic Plan.

Education and Training of Women

About 69% of women are literate as compared to 83.7% for men; and fewer women are in formal employment (14%) and managerial positions in paid employment (16.6%). Education is the key to raising these figures.

School enrolment among girls is low in comparison with other island states in the Pacific. This is largely due to limited boarding school space for girls. Education is also not compulsory and there is a residual habit of favouring boys over girls for education.

In the 1990s, however, girls' school enrolment increased by an annual average of 5% (compared to less than 4% for boys) and at secondary school, girls' enrolment has increased at an average annual rate of 23% (20% for boys).

The Government hopes to achieve gender equality in education by introducing measures enabling easy access to nine years of basic education, and by identifying and addressing factors

influencing female participation in the formal education system.

Human Rights of Women

The subordinate role that women play means that they have limited control over

resources, even in matrilineal societies where ownership of the land is passed down to the women. They thus have limited access to development opportunities, such as education, health and commerce.

Although there is some documentation

Strengthening links with women CSOs including key national, regional and intergovernmental partners such as the Commonwealth Pacific Youth Centre, to overcome capacity and resource constraints of the National Women Machinery (NWM) in Solomon Islands

on gender-based violence, national statistics have yet to be compiled. Anecdotal evidence points to physical and mental abuse of women by husbands or partners but it is not possible to determine the extent, especially as many women still do not recognise domestic violence as a crime. In some societies, people believe it is the man's right to beat his wife and where a 'bride price' is paid, women are viewed as the property of their husbands. In addition, reporting to the police is not easy and illiterate women are afraid to speak out.

CSOs continue to play a vital role in promoting women's rights. Among its initiatives, the Government, through the NWM, organised a course on community paralegal training aimed at poverty alleviation through a human rights perspective. Human rights programmes have also been aired in the media.

National Women's Machinery

A ministry for women was established in 1997 but was abolished in 2002 and its functions transferred to the Department of Home Affairs. Following a review, the NWM, which is the Women in Development Division, shifted its focus away from training (largely in home management and related areas) to also providing policy advice, planning, information and research.

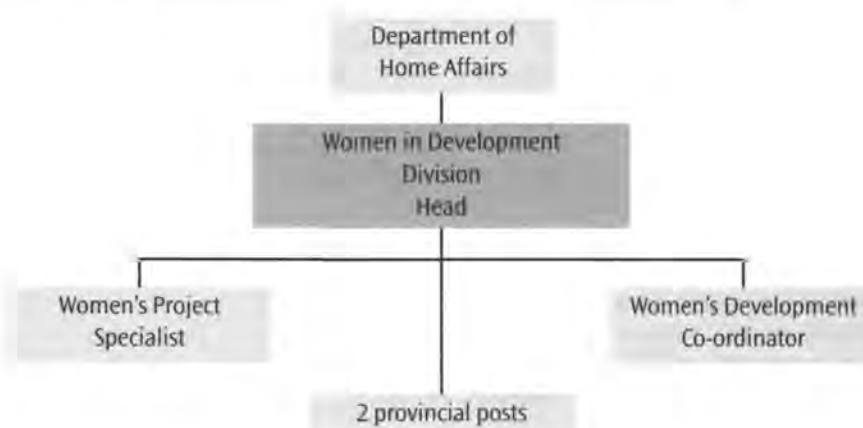
The NWM has been restructured twice since then and reduced from 17 posts in 1997 (of which only nine were filled) to five, including the head of the NWM. At the time of reporting, there were only three officers in post serving the entire country and a freeze on recruitment has been in place since 1999.

Faced with a decrease in staff, the NWM took to strengthening its networks and links with women CSOs to implement its programmes and activities. Building links with rural women (84% of the population live in rural areas), however, have been constrained by the lack of staff in the NWM. At the time of reporting one provincial post was vacant, and the other about to be vacated).

Despite the country's sluggish economic performance, the NWM's



Chart 59.1: Organisational Structure of Solomon Islands NWM



budget allocations have improved from SBD\$310,470 in 1995 to \$698,429 in 2004, a 125% increase. The NWM's allocation for 2004 represents 13.69% of the budget for the Department for Home Affairs and 0.15% of the Government's total recurrent budget. Wages take up 25% of the NWM budget. Before 2004, however, much of the budget allocation was difficult to access.

Development partners had increased assistance in women/gender and development in recent years, but during the 1998/1999 inter-communal violence, donors switched emphasis to funding peace and security, and law and order matters and the Gender and Development Programme closed. Plans for institutional strengthening of the NWM and women CSOs have thus been put on hold.

In 2004, the total amount in development assistance to the NWM to

finance development activities was SBD\$1,128,000. There is no specific allocation for gender mainstreaming activities in the recurrent and development budgets.

Achievements

The NWM's best achievement was in influencing the Government to accede to CEDAW and its Optional Protocol in 2002. Since then, a national committee for implementation has been formed with the NWM as the secretariat. The committee comprises representatives from the government and CSOs.

Another achievement is the revival of the Solomon Islands women's information network, *Vois Blong Mere Solomon*. This network broadcasts twice weekly on national radio and through a FM radio station which mainly targets the urban audience and young people.

Partnerships

Most of the NWM's work is done in partnership with civil society and its networks rather than with other government departments. The NWM is represented on the advisory and executive committees of the Solomon Islands National Council of Women. It is also represented on the board of Vois Blong Mere Solomon and works closely with the Solomon Islands Christian Association Federation of Women, a focal point for women's church organisations, where it delivers skills and home management training especially to rural women.

Other partnerships with CSOs are made through a coalition between Government and CSOs in committees such as the Solomon Islands National Committee on CEDAW and the Women's Peace and Security Board.

All meetings and workshops organised and run by the NWM involve CSO participation.

The Women's Bureau and Gender Adviser Desk at the Secretariat of the Pacific Community (SPC) and Pacific Islands Forum Secretariat (PIFS) have helped the NWM implement strategies in

a number of priority areas, such as in peace-building. In February 2003, PIFS and Commonwealth Secretariat jointly organised a symposium on global trade and multilateral trade agreements in relation to gender, social and economic issues.

The NWM believes that strengthening the partnership links between the NWMs of the region and the Gender Focal Points of the SPC and PIFS would further assist governments working to improve gender equality.

Concerns for the Future

The National Women's Policy was approved in 1998 prior to the outbreak of the inter-communal violence. Plans to review the policy are in hand to place more emphasis on women in power and decision-making; education and training; and human rights of women.

Tonga

COUNTRY REPORT (Summary)

Gender Profile	1990	1995	2000
POPULATION*			
Total population (000)	99	104	100
Female population (% of total)	..	..	50
LABOUR FORCE PARTICIPATION			
Female labour force (% of total)	..	..	..
Female unemployment (% of female labour force)	..	..	..
EDUCATION			
Adult illiteracy rate (% of people aged 15+)			
Female	..	..	..
Male	..	..	..
Net primary enrolment ratio (% of age group)			
Female	..	..	100
Male	..	..	99
Net secondary enrolment ratio (% of age group)			
Female	..	..	77
Male	..	..	67
Gross tertiary enrolment ratio (% of age group)			
Female	..	..	4
Male	..	..	3
HEALTH			
Life expectancy at birth (years)			
Female	71	72	73
Male	67	68	69
Infant mortality rate (per 1,000 live births)	23	20	17
Prevalence of HIV (% of people aged 15–24)			
Female	..	..	..
Male	..	..	..

Source: World Bank database of Gender Statistics

* World Bank Atlas 1991 (for 1990 figures), 1997 (1995) and 2002 (2000)

.. Figures not available.

Priority Concerns

Among the 12 critical areas of concern outlined in the 1995 Beijing Platform for Action, the Tonga Government has identified the following, in order of priority, for national action:

1. Institutional Mechanisms for the Advancement of Women
 2. Women and the Economy
 3. Education and Training of Women
 4. Women in Power and Decision-making
 5. Women and Health
- Followed by: 6. Women and Poverty; 7. Human Rights of Women; 8. Violence Against Women; 9. Women and the Environment; 10. The Girl-child; 11. Women in the Media; 12. Women and Armed Conflict.

A Decade of Action

Tonga's National Women's Machinery (NWM) is the Women and Development Centre which is located in the Prime Minister's Office. Since the Fourth World Women's Conference in Beijing, 1995, the country has been committed to strengthening the family unit. Tonga is not a signatory to CEDAW.

Institutional Mechanisms for the Advancement of Women

Top among the NWM's priorities is strengthening institutional mechanisms which promote the advancement and protection of women. A multi-sectoral National Advisory Committee on Gender and Development came into operation in 2000 to review and co-ordinate issues affecting gender equity and equality. Membership is drawn from various ministries, government departments and NGOs. The NWM is also represented on the committee.

Policies guiding work on various aspects of gender equality are the National Strategic Development Plan (2001–2004), which advocates full employment for women and men, and enhanced education opportunities for both sexes; and the National Policy on Gender and Development (2001) which envisions gender equity in a Vision 2025 target and advocates free and equal participation by women and men in all sectors.

More Tongan women are taking up business activities

Women and the Economy

The National Strategic Development Plan (2001–2004) has put gender equity on a list of desired outcomes for Tonga. However, the integration of gender issues in poverty-reducing and income-enhancing structures, such as structural adjustment activities and trade, has not been realised due to a lack of resources and appropriate skills. Plans for implementation of a gender-responsive budget have similarly been delayed.

At the time of reporting, the Central Planning Department was undertaking, in collaboration with the NWM, a study on women in the informal sector. This study will identify women’s employment potential.

The Deputy Secretary and Head of the NWM is a member of the national task force on the Millennium Development Goals (MDGs), with responsibility for ensuring that gender considerations are taken into account in the national MDG programme.

Women in Power and Decision-making

Tonga has no female parliamentarians or government ministers. However, 14.8% of ministerial and departmental heads are women. Fewer than 10% of Chief Executive Officers in the private sector are women, and 0.4% in the professional and senior management ranks of the Public Service.

The focus on gender equality in a recent Tonga Participatory Assessment on Hardship study was on the different roles of women and men in decision-making at different levels, and the perceived status of women in the past five years. The study reported that the status of women was seen as having improved due to increased access to skills training, higher education, better organisation and participation in community development activities, and increased community recognition of women in high positions in (which in turn is seen as contributing to women’s increasing participation at the national level).



Chart 60.1: Organisational Structure of Tonga NWM

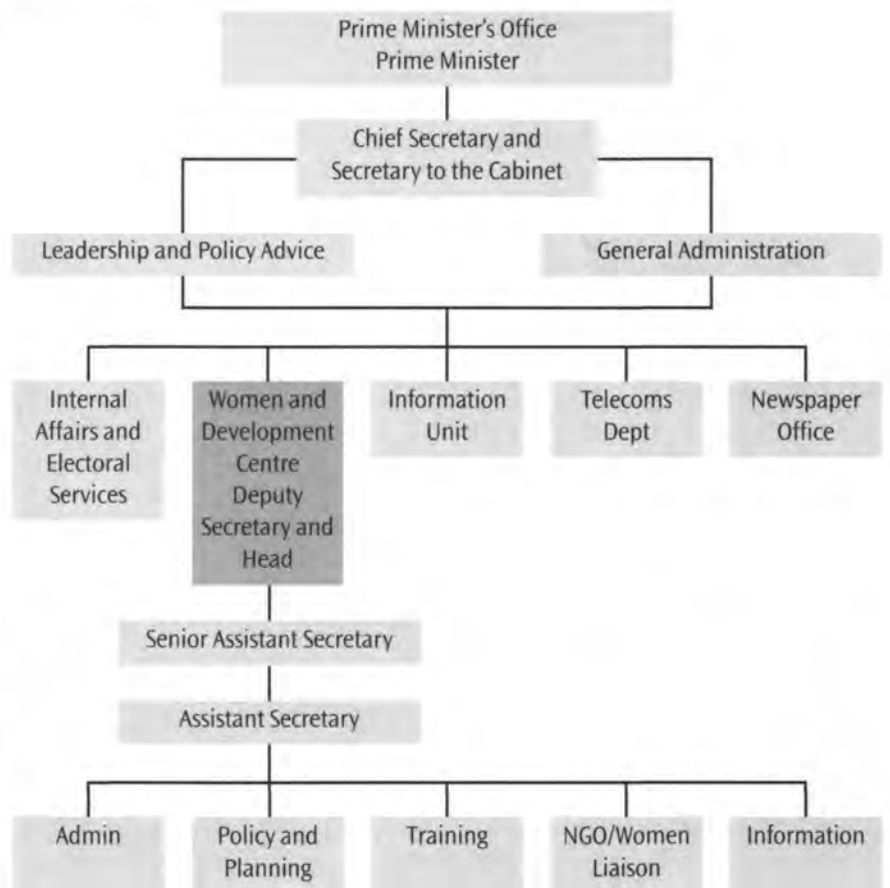


Table 60.1: Budget Allocation for Tonga NWM since 2001

	2001/02	2002/03	2004/05
Percentage of Prime Minister's Office budget of the National Budget	5.95%	3.36%	2.41%
Percentage of WDC budget of that of the Prime Minister's Office budget	2.41%	4.18%	6.92%

National Women's Machinery

The Women and Development Centre is the National Women's Machinery (NWM) and is a section in the Prime Minister's Office. The Prime Minister is therefore also the Minister Responsible for Women's Affairs.

Highlights of the work of the NWM have been progress in gender mainstreaming and in advancing women's human rights. In 2001, the National Policy on Gender and Development was approved by the Government and launched by the Prime Minister at a big event that was broadcast live on TV and radio to reach the Outer Islands and villages.

The NWM works closely with the Central Planning Department (CPD), which is the co-ordinator of the Government's bilateral aid programme and most development projects from donor countries and international agencies. The CPD is also a member of the National Advisory Committee on Gender and Development and its technical committee.

Partnerships

The NWM works with all ministries, government departments, NGOs and the private sector as necessary. Examples of collaborative efforts are outreach programmes on gender awareness and training with rural and Outer Island women with the National Council of Women; CEDAW awareness training with the Catholic Women's League; research in a number of CEDAW areas (e.g., domestic violence) with the Legal Literacy Project; and sharing of information and data on women's reproductive and sexual health with Tonga Family Health.

Concerns for the Future

Tonga will concentrate on the areas of violence against women, women in the economy, and women in power and decision-making as part of its progress towards eventual ratification of CEDAW.

Employment is essential for poverty reduction



Tuvalu

COUNTRY REPORT (Summary)

Gender Profile

	1990	1995	2000
POPULATION*			
Total population (000)	..	11	11
Female population (% of total)	..	..	52.5
LABOUR FORCE PARTICIPATION			
Female labour force (% of total)	..	..	..
Female unemployment (% of female labour force)	..	..	..
EDUCATION			
Adult illiteracy rate (% of people aged 15+)			
Female	..	..	..
Male	..	..	..
Gross primary enrolment ratio (% of age group)**			
Female	..	..	100
Male	..	..	100
Gross secondary enrolment ratio (% of age group)**			
Female	..	..	73
Male	..	..	83
Gross tertiary enrolment ratio (of females to males)	..	..	..
HEALTH			
Life expectancy at birth (years)			
Female	..	..	69
Male	..	..	65
Infant mortality rate (per 1,000 live births)***	43.5	49.8	34.9
Prevalence of HIV (% of people aged 15–24)			
Female	..	..	..
Male	..	..	..

Source: World Bank database of Gender Statistics

* World Bank Atlas 1991 (for 1990 figures), 1997 (1995) and 2002 (2000)

** UNESCO statistics for 1997–2000

*** Tuvalu Health Division Annual Report 2002, Ministry of Health

.. Figures not available.

Priority Concerns

Among the 12 critical areas of concern outlined in the 1995 Beijing Platform for Action, the Government of Tuvalu places priority on the following:

- Education and Training of Women
- Women and Health
- Women and the Economy.

A Decade of Action

Tuvalu, one of the lowest populated nations in the world, acceded to CEDAW in 1999. Its National Women's Machinery (NWM) is the Department of Women's Affairs which is located in the Ministry of Home Affairs and Rural Development.

Achievements in improving gender equality include:

- The ratification of the agreement on the 1995 Beijing Platform for Action and accession to CEDAW in 1999;
- The establishment of the NWM, and development of a Women's Policy and the gender-sensitive Corporate Plan for the NWM;
- National Council of Women alignment with the Regional Rights Resource Team, a UNDP project, to deliver legal literacy and training;
- The establishment of a task force to oversee implementation of CEDAW;
- A gender mainstreaming co-ordination committee which is an advisory board to the NWM;
- The mainstreaming of gender issues and interests in the policies of sectors such as the fishing industry, education and tourism;
- Assistance to grassroots women in the Outer Islands and to the unemployed to obtain financial assistance for basic needs (such as fish tanks), and economic work (such as poultry rearing, access to local food markets, agriculture).

Education and Training of Women

Tuvalu is reasonably gender-balanced in school enrolment through to secondary level, and 45% of all overseas tertiary scholarships since 1991 have gone to women. Female representation in middle and senior posts in the civil service, however, is less than a fourth of that for

males, and more needs to be done to involve men in addressing gender issues.

Many women still believe that education for girls is irrelevant as it focuses on preparing students for white collar urban jobs and not for the realities of rural living and working. In addition, adult training is carried out on an ad hoc basis. The majority of courses are not targeted to mainstream women into production and development spheres but to improve and reinforce current reproductive and traditional roles.

The Government plans to review the education system, intensify awareness-raising of the importance of female education, develop programmes to encourage women with limited education to return to learning, and increase vocational training opportunities for women.

Women and Health

The number of tuberculosis cases is increasing and the filariasis bacterium is present in 20% of the population¹. There is also some concern over the potential threat of HIV/AIDS being brought back by Tuvaluan seafarers and overseas workers.

Programmes on Filariasis, HIV/AIDS and sexually transmitted infections have been launched. Projects have been initiated on adolescent reproductive health, which is now being taught in the health science curriculum in schools. Programmes on adolescent health issues are also broadcast on radio.

Immunisation programmes, health promotion and nursing services, and environmental, food and nutrition services are also improving though the shortage of skilled workers is constraining greater progress.

Women and the Economy

About 21% of Tuvalu's female population are in paid employment. Most of the others work in the unpaid informal economy and at home. They still lack training in small business management and opportunities to secure funding for projects.

The production and sale of handicrafts continues to be the main income-



Box 61.1: Constraints on Gender Development, Tuvalu

There are a number of constraints on progress in gender equality in Tuvalu.

- Establishing mechanisms for development is a slow process, and thus many policies and programmes of action have yet to be implemented;
- Key health issues are the high incidence of poor maternal health and still-inadequate health service delivery because of the shortage of skilled staff and facilities, especially in the Outer Islands;
- Much of the violence against women is unreported;
- There is no baseline data;
- There are cultural and conditioning constraints in society;
- Communication networks between relevant government agencies and CSOs are inadequate;
- Budgetary constraints restrict the implementation of NWM plans;
- There is a lack of sufficiently skilled staff at the NWM;
- Budgetary constraints hamper plans to expand education;
- Continued high population growth.

generating activity for the majority of women, but it remains organised at household level and its potential there is undeveloped.

Violence Against Women

There is no available data on which to make assumptions on the level of gender-based violence. There is anecdotal evidence of some violence against women but in Tuvalu's cultural context, where

such violence would bring shame on the offender and family, few incidents are reported. Laws against abuse, assault and rape exist, but many reports are withdrawn before they reach the prosecution stage.

Women in Power and Decision-making

Women's involvement in politics remains marginal – only one woman was a

parliamentarian in the last 10 years. In trying to encourage more women to come forward as representatives, the Government introduced the Fale Kaupule Act (1999) which requires the equal participation of women in local government. It is hoped that women will build on their experience at this level and move to higher levels in government.

The reasons for low political participation – and lack of real presence in government decision-making – are complex. They begin with the cultural tradition of women playing a role behind the scenes, and are compounded by lack of economic opportunity and heavy domestic workloads which discourage many women from running for office even in local village development committees.

National Women's Machinery

The NWM began as the voluntary post of Women's Interest Officer (WIO) in 1976 under the then Women's Committee. Funds were scarce. In 1979, the WIO title was changed to Women Development Officers (WDO) who were funded by UNFPA. WDOs were nominally with the Tuvalu National Council of Women but were supervised by the Ministry of Social Services.

After that, the WDO post was shifted to the Local Government Department in the Office of the Prime Minister (1983) and then to a number of other Ministries and departments until, in 1990, it was

established within a Community Affairs Division. In 1999, the Department of Women's Affairs was established.

The NWM's best achievement in recent years has been the media and public campaign to ensure understanding of CEDAW and the concept of gender before accession to the Convention. The NWM also drew up the Corporate Plan of Action.

Partnerships

The NWM works closely with CSOs such as the Tuvalu Association of Non-government Organisations, the Tuvalu Family Health Association and Tuvalu National Council of Women. It is also strengthening the National Co-ordinating Committee in order that it may critically analyse major developmental activities and policies for the integration of gender concerns.

Funding for various activities comes from regional and international organisations.

Concerns for the Future

The top three areas Tuvalu will concentrate on in the near future are: education and training, women and the economy; and women and health.

End Note

1 Filariasis is caused by a parasitic worm, spread by mosquitoes, and can enter the lymphatic system causing swelling and scarring.

Vanuatu

COUNTRY REPORT (Summary)

Gender Profile

	1990	1995	2000
POPULATION*			
Total population (000)	157	169	197
Female population (% of total)	48.5	48.6	48.7
LABOUR FORCE PARTICIPATION			
Female labour force (% of total)	..	..	..
Female unemployment (% of female labour force)	..	..	..
EDUCATION			
Adult illiteracy rate (% of people aged 15+)			
Female	..	..	..
Male	..	..	..
Net primary enrolment ratio (% of age group)			
Female	..	..	89
Male	..	..	90
Net secondary enrolment ratio (% of age group)			
Female	15	..	29
Male	19	..	24
Gross tertiary enrolment ratio (% of age group)			
Female	..	..	..
Male	..	..	..
HEALTH			
Life expectancy at birth (years)			
Female	66	68	70
Male	63	65	67
Infant mortality rate (per 1,000 live births)	52	43	35
Prevalence of HIV (% of people aged 15–24)			
Female	..	..	..
Male	..	..	..

Source: World Bank database of Gender Statistics

** 2000–2001 figures in the Human Development Report 2003.

.. Figures not available.

Priority Concerns

Among the 12 critical areas of concern outlined in the 1995 Beijing Platform for Action, the Government of Vanuatu places priority on the following:

1. Violence Against Women, Women in Power and Decision-making, Women in Poverty, Institutional Mechanisms for the Advancement of Women
2. Education and Training of Women, Women and Health, Human Rights of Women
3. The Girl-child
4. Women and the Economy.

A Decade of Action

Vanuatu acceded to CEDAW in 1995. The National Women's Machinery (NWM) is the Department of Women's Affairs which is located in the Office of the Prime Minister.

Policy Development

The NWM has prioritised a number of areas for policy development since 2001.

A Gender Policy was developed in 2001 and gender-awareness training and workshops to increase capacity building in gender analysis and planning carried out. A gender management team and system were also developed in consultation with the Public Service Women's Network.

A five-fold increase over seven years of reported cases of violence against women has led to a Violence Against Women in Vanuatu Policy in 2002. The NWM has provided training for Chiefs on the Family Protection Order Bill and lobbied extensively for its adoption together with the other amendments on gender equality in legislation.

A draft Women in Government Policy was completed in 2001 as part of the Women in Decision-making overall focus. Only four women have sat in Parliament since independence in 1980. There are no women on 15 government committees and only on 4 out of the 30 committees are women represented at 30% level. In the government sector, only 34% of the jobs are held by women and in 2003, women held only 11% of the senior positions in the Public Service. In the formal sector, women generally earn 80% of what men earn.

The objective of the Women in

Box 62.1: Tackling Poverty and Violence

The Vanuatu Women's Development Scheme (VANWODS) pilot project was started by the NWM in 1996 with financial and technical support from the UNDP/UNOPS Regional Equitable and Sustainable Human Development Project. The project was initiated in response to the Vanuatu National Plan of Action for Women to provide disadvantaged women with access to micro-finance and income-earning opportunities.

VANWODS is considered a successful micro-finance project, having achieved significant milestones in the promotion of micro-enterprises and household savings among the generally economically inactive disadvantaged women within and around the capital, Port Vila.

As of December 2002, VANWODS had a roster of 741 active clients with a total outreach of 810 very poor and disadvantaged women who are provided access to savings and loans facilities. It has recorded a consistent repayment rate of 100% and has been able to progressively cover 25% of its operating costs.

Over the years, the VANWODS project has embraced the vision of becoming a sustainable financial institution owned and managed by its own members and beneficiaries. In 2001, after five years of operation, it reached a size and stage that it became desirable to transform the project into an independent beneficiary-owned organisation registered under the Charitable Associations Act of Vanuatu.

Its mission is to contribute to poverty reduction in Vanuatu through the economic empowerment of disadvantaged women by providing them with access to microfinance services, enterprise training and community organisation support.

Violence Against Women

The Vanuatu Women's Centre (VWC) has offered the following services: *Counselling and Support Service July–September 2002*:

- 498 clients were dealt with – 298 at the Centre, 141 assisted through phone counselling, 6 through mobile counselling and 53 who requested information;
- Counsellors attended 10 *kastom* meetings to represent and speak on behalf of women – 1,047 people were present, including 785 men and 262 women
- 11 Domestic Violence Court Orders were facilitated by VWC of which three clients were assisted through the Court Fees Fund;
- 2 mobile counselling visits were made around Vila, 1 visit to offshore islands and 1 to a village in North Efate;
- 5 women were assisted through Safe House services funded by NZAID.

Community Education and Awareness:

- 378 men and 453 women were reached during community education and awareness talks;
- 5 radio programmes were produced and 3 comments on issues made in local and overseas media;
- 3,200 community education materials were distributed, mostly to Committees Against Violence Against Women (CAVAWs), schools and Government agencies;
- 7 CAVAWs – established in Outer Islands – were financially supported with Vt30,000 each;
- 210 copies of Legal Literacy materials (family law brochures) were distributed.

Legal Advocacy and Lobbying

- VWC has continued to lobby for the Family Protection Order Bill, through the media in the last 3 months;
- VWC has provided awareness on the new Domestic Violence Court Orders through meetings, workshops, talks and the media.

Government Policy (which at the time of reporting was still awaiting government adoption) is to ensure women's equal representation in government by 2006. Already, workshops on voter education for women, and training women candidates have been held. A draft Women in the Public Service Policy was also completed in 2003 (see Box 62.2 page 223).

The development of an Economic Empowerment of Women Policy began in 2002 but has yet to be completed. The purpose of this policy is to raise the standard of living of women and their families to alleviate the effects of poverty.

A draft Women and Health Policy was completed in 2003 and plans made for a Women in Education Policy in 2004. In 2001, approximately half of all schoolchildren in the 4–6 years age group were attending pre-school classes, 50% of them female. In primary schools, females are accessing education almost in proportion to their representation in the general population. The drop-out rate for girls in the higher school levels, is, however, high, and fewer females apply for tertiary scholarships. As far as health matters are concerned, only 15% of women between 18–35 years use contraception, and accessing health care in rural areas (Outer Islands) is difficult and maternal mortality can be high.

National Women's Machinery

The NWM was established in 1983 and originally located in the Ministry of Culture, Religion, Archives and Women's Affairs. At the time, its programmes were based on the traditional roles of women and included courses on sewing, cooking, home economics and building stoves.

In 1997, the NWM was moved to the Office of the Prime Minister and it now develops and co-ordinates policies on women's advancement. Following the 1997 Comprehensive Reform Programme, nine benchmarks for women were identified:

- Visibility and meaningful participation of women in decision-making;
- Valuation of the contribution of women;
- Economic equality and independence;

- Combating violence against women and abolishing discriminatory laws;
- General physical and mental health;
- Reproductive health;
- Customs, religion and culture;
- Education; and
- Environmental management and subsistence production.

In 1998, financial constraints led to the

withdrawal of five of the NWM's six posts of Women Field Officers in the provinces. Its budget has also been frozen at Vt9,766,000 (US\$84,238) since 2001. On the plus side, a gender planner joined the NWM in 2000.

Traditional and public attitudes also slow the NWM's work and to improve its public profile, the NWM works through its

'working in partnership' philosophy. The geography of Vanuatu is a further hindrance, making communication and transport difficult and expensive.

The NWM's best achievements are the development of the Women in Government and Women in the Public Service policies, as well as the 2002 Violence against Women Policy.

The NWM has good working relations with government ministries and agencies.

Partnerships

The NWM works closely with a number of CSOs, including the Vanuatu Women's Development Scheme, on micro-credit schemes, and with Wan Smol Bag and church organisations on training trainers in voter education. The Vanuatu National Council of Women, Vanuatu Women's Centre and Family Health Association have extensive input into the development of all policies.

The NWM has also consulted the Malvatumauri (Council of Chiefs) on the development of policies and the Family Protection Order Bill.

International partnerships also benefit the NWM's work.

Concerns for the Future

Over the next few years, the NWM will concentrate on improvement in a number of areas.

It will work on increasing the representation of women in decision-making levels, especially through the Women in Government Policy and Women in Public Service Policy. Faced with a five-fold increase in domestic violence reports, it will focus on combating violence against women. It will also work towards improving women's economic empowerment, and their education and health. Work on gender mainstreaming will continue.

Box 62.2: Women in the Public Service

A document, Policy Guidelines for Women in the Public Service 2003–2006, drawn up by the Vanuatu NWM, shows that while the Government is committed to gender equity – as evidenced in its Comprehensive Reform Programme, the Nine Benchmarks for Women in Development and the embracing of the Millennium Development Goals – actual progress, especially in the Public Service, has been slow.

There are, for example, fewer women holding senior positions in the Public Service than men; and where women are in such posts, their salary levels are generally lower than men's. The number of women in national statutory bodies and commissions is also low – a study of 30 statutory bodies showed that women made up only 8% of the workforce.

The present strategy of integrating gender analysis at all levels in sector planning requires that senior government officers recognise that women need to be targeted and gender-sensitive programming encouraged. But, according to the document, women also need more support and training in order that they may be promoted to senior posts in government.

The document believes that, as a temporary measure, it may be necessary to introduce legislation setting aside quotas for women in the Public Service, statutory bodies and commissions. Other legislation on equal opportunities and against sexual harassment is also needed.

There is, in addition, a pressing need for the collection of better sex-disaggregated data if progress in gender equality is to be monitored.

The main objectives of the document are to:

- Increase to 30% the proportion of women at Director-General and Director levels in the Public Service by 2006;
- Increase to 30% the representation of women in statutory bodies, commissions and tribunals by 2006;
- Attain an equal number of women and men in employment in the Public Service by 2006;
- Improve workplace and employment practice in line with gender-equality and anti-discrimination legislation;
- Encourage women to take employment in non-traditional areas;
- Provide more and better skills training for women;
- Improve career planning for women in the Public Service, and
- Encourage the collection of sex-disaggregated statistics for gender analysis.