

**THE REVISED PACIFIC PLATFORM FOR ACTION ON
ADVANCEMENT OF WOMEN AND GENDER EQUALITY
2005 TO 2015**

A REGIONAL CHARTER

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ACRONYMS

ADB	-	ASIAN DEVELOPMENT BANK
CEDAW	-	COMMITTEE ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN
CNMI	-	COMMONWEALTH OF NORTHERN MARIANA ISLANDS
CROP	-	COUNCIL OF REGIONAL ORGANISATIONS OF THE PACIFIC
COMSEC	-	COMMONWEALTH SECRETARIAT
DAWN	-	DEVELOPMENT ALTERNATIVES WITH WOMEN FOR A NEW ERA
FSM	-	FEDERATED STATES OF MICRONESIA
GAD	-	GENDER AND DEVELOPMENT
HIV/AIDS	-	HUMAN IMMUNE VIRUS/ACQUIRED IMMUNE DEFICIENCY SYNDROME
HLM	-	HIGH LEVEL MEETING
IJAL	-	INSTITUTE OF JUSTICE & APPLIED LEGAL STUDIES
NC	-	NEW CALEDONIA
NGO	-	NON GOVERNMENT ORGANISATION
PACFAW	-	PACIFIC FOUNDATION FOR THE ADVANCEMENT OF WOMEN
PICTA	-	PACIFIC ISLAND COUNTRIES TRADE AGREEMENT
PIFS	-	PACIFIC ISLANDS FORUM SECRETARIAT
PNG	-	PAPUA NEW GUINEA
PPA	-	PACIFIC PLATFORM FOR ACTION
RRRT	-	REGIONAL RIGHTS RESOURCES TEAM
SPC	-	SECRETARIAT OF THE PACIFIC COMMUNITIES
UNDP	-	UNITED NATIONS DEVELOPMENT FUND
UNESCAP	-	UNITED NATIONS ECONOMIC & SOCIAL COMMISSION FOR ASIA & PACIFIC
UNIFEM	-	UNITED NATIONS DEVELOPMENT FUND FOR WOMEN
VAW	-	VIOLENCE AGAINST WOMEN
WID	-	WOMEN IN DEVELOPMENT

NADI DECLARATION

RECALLING that gender equality is one of the fundamental principles of the Noumea Declaration of 1994 and that sustainable development is not possible without the advancement of women;

TWENTY Pacific Island countries and territories attended this landmark 9th Triennial Meeting and Second Pacific Ministers Meeting on Women, in Nadi, Republic of the Fiji Islands, adopted the Revised Pacific Platform for Action on the Advancement of Women and Gender Equality 2005-2015 as a “living document”.

NOTING the recent Forum Leaders’ endorsement of the Pacific Plan, Pacific Ministers for Women’s Affairs called for the clear articulation of gender equality in the Pacific Plan and for Pacific Island Countries and Territories (PICTs) to accelerate their efforts in addressing gender inequalities and critical emerging concerns;

ON THE ACHIEVEMENTS of the 20 member PICTs in the implementation of the PPA:

- Most members have developed national action plans on women and gender development;
- Twelve countries have ratified CEDAW and only one has reported to the New York committee;
- Most countries report low representation of women in Parliament;

REFLECTING UPON these achievements, Ministers agreed on the need to accelerate 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;

RECOGNISING THE NEED for a long-term forward looking perspective, Ministers adopted the Revised PPA (RPPA) as a “living document” to advance their commitment to gender equality and equity. The RPPA has four strategic themes of Mechanisms to Promote the Advancement of Women, Women’s Legal and Human Rights, Women’s Access to Services and the Economic Empowerment of Women that will guide Pacific action for the 2005-2015 decade with triennial reviews by Ministers.

HAVING AGREED ON the four strategic themes, the Ministers call upon governments, regional and international agencies and development partners to take affirmative actions for the effective implementation of the Revised Pacific Platform of Action.

OF PARTICULAR CONCERN is the need for adequate required resources to advance full implementation the RPPA. The Secretariat of the Pacific Community is encouraged 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 level.

The Ministers call on Pacific governments and administrations 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 Revised Pacific Platform for Action on Advancement of Women and Gender Equality 2005-2015.

SECOND PACIFIC MINISTERIAL MEETING ON WOMEN

Nadi, Fiji Islands

19 – 20th August 2004

MINISTERIAL COMMUNIQUE

SECOND PACIFIC MINISTERIAL MEETING ON WOMEN

**Nadi, Fiji Islands
19th - 20th August 2004**

MINISTERIAL COMMUNIQUE

The second Pacific Ministers meeting on Women was held on 19 – 20th August 2004, at the Tanoa International Hotel in Nadi, Fiji Islands. Ministers and Officials responsible for Women ministries and departments from twenty Pacific Island Countries and Territories (PICTs) attended the meeting.

The Ministers expressed their deep appreciation to the Government and the people of the Republic of the Fiji Islands for hosting the 2004 meeting, for the warm hospitality and generous manner in which all delegations to the Officials and Ministers meeting have been welcomed and the arrangements made for the meetings.

The Ministers meeting was preceded by a meeting of senior officials and women leaders from Pacific Island governments, non-government organisations, development partners, researchers and academics to review the achievements made, the challenges and obstacles encountered by PICTs on their efforts to implement the Pacific Platform for Action (PPA) and the Beijing Platform for Action and the extent to which advancement of women and gender equality has been attained

The theme of the conference “ Gender Equality: Commitment or Tokenism” invited critical reflection on the degree to which gender equality has been advanced in the Pacific Islands in the last ten years. Ministers acknowledged that achievements have been variable between and within countries and territories in some areas. Ministers would like to see more concerted efforts and increased levels of resources allocated to progress gender equality.

THE PACIFIC PLATFORM FOR ACTION (PPA)

The Ministers noted that since the adoption of the Pacific Platform for Action (1994) and its thirteen critical areas of concern and the Beijing Platform for Action (1995), the Pacific Island countries and territories have used these two platforms to guide actions for national, regional and international cooperation’s for empowerment of women in the areas of political, legal, social and cultural rights.

(i) Evaluation of Progress on the Implementation of Pacific Platform of Action

Ministers commended the results of the studies on “national women’s machinery and the progress on the implementation of the PPA” commissioned by the SPC to provide more in-depth analysis of some of the significant issues arising out of the principles and goals of the Platforms for Action. These studies included:

- Pacific Platform for Action on Women: An Evaluation of the Thirteen Critical Issues and the status of Pacific Women 1994 – 2004
- Review of Institutional Mechanisms, Policies, Legislation and Programmes in Support and Promotion of Gender Equality in the Republic of Marshall Islands, Samoa and Fiji
- Globalisation and Trade and the Impact on Pacific Women
- HIV/AIDS and Women in the Pacific Island Countries and Territories
- Government Budgets and Gender Equality in the Pacific Islands
- Migrant Women Workers
- The Impact of Tradition and Religion on Women's lives in the South Pacific

(ii) The Revised Pacific Platform for Action – The way Forward

The Ministers noted that the thirteen critical areas of concern in the PPA are not prioritised, nor do they have quantifiable goals. They agreed to the inclusion of gender indicators to be used, in the future, as the basis of evaluating and monitoring progress under the platform. They re-clustered the thirteen critical areas of concern under four strategic themes across which poverty eradication will be a focus;

- Mechanisms to promote advancement of women,
- Women's legal and human rights,
- Women's access to services,
- Economic empowerment of Women

These themes would retain the vision of the PPA, defines more realistic and achievable goals, with indicators to measure progress towards these goals and with a stronger Gender and Development (GAD) approach complementing the Women in Development (WID) approach.

CRITICAL EMERGING ISSUES.

The past decade has witnessed a period of rapid change for the region. Some critical issues have emerged over this period that would have significant impacts on the livelihood of Pacific peoples, including:

(i) POVERTY ERADICATION

The Ministers expressed concern at the growing (though not usually acknowledged) rate of poverty in the region. They noted that poverty has worsened in some PICTs over the past decade especially amongst some disadvantaged groups including single mothers and youth. They further noted that poverty has direct implications on many areas, including education, health and migration of labour. Further, poverty is extricably linked to other social ills of society, including lawlessness and crimes. A major shortcoming relate to the current lack of timely and quality information and the need to develop indicators to measure the state of poverty in PICTs. The Ministers agreed on the need for sex disaggregated data to clearly show the gender impact of poverty.

(ii) GLOBALISATION AND TRADE LIBERALIZATION

The Ministers noted that whilst globalisation and liberalization of trade provide new opportunities for women, it could also further marginalise and increase the vulnerabilities of women particularly in the small island economies of the Pacific. The Ministers considered a number of measures, aimed at maximizing benefits and minimizing the risks.

(iii) HIV/AIDS

The Ministers expressed great concern about the increasing vulnerability of women to HIV/AIDS. They acknowledged that much remains to be done to address the gender inequalities. This is compounded by the different social roles, and expectations for women and men, some of which are deeply embedded in culture, tradition and religion, which put women at greater risk. The Ministers also welcomed the approval of the Regional Strategy on HIV/AIDS by the Leaders at the recent Forum Leaders Meeting in Apia, Samoa.

(iv) LABOUR MIGRATION

The Ministers acknowledged the positive contribution by women migrant workers to the socio-economic development of their countries through improved living standards, skill acquisition, and remittances. They raised concern regarding the human rights of migrant women workers. The Ministers also acknowledged that more effective and closer regional and international co-operation between law enforcement agencies is needed to prevent and suppress the trafficking in women. Ministers further acknowledged the need for national and regional data banks to collect and store statistical information about labour mobility within the region.

(v) PEACE AND SECURITY

The Ministers noted with concern that women and children suffer the most in any situation of conflict, such as those that recently affected some of the countries of the region. The Ministers commended the outstanding role played by women as peacemakers in areas with armed conflict. They were however concerned at the lack of recognition usually accorded to women during post conflict situations, despite their critical role in bringing about peace.

(vi) TRADITION AND RELIGION

The Ministers acknowledged the important role of tradition and religion and recommended that religious organisations recognise the equal roles of men and women.

(vii) MEDIA, INFORMATION, COMMUNICATION AND TECHNOLOGY

The Ministers highlighted the important role of the media in advocating for the advancement of women and gender equality. Media is a powerful tool that can either promote or exclude women issues from public discourse. There is a need to work with the media towards changing the stereotyping portrayal of women in their reporting.

(viii) MILLENNIUM DEVELOPMENT GOALS – MAKING THEM MORE APPLICABLE FOR THE PACIFIC.

The Ministers agreed on the need to make the MDGs more applicable for the Pacific together with appropriate targets and indicators with which to measure success. They further agreed that MDGs need to be mainstreamed into the national planning processes of PICTs, and baseline reporting be developed with assistance from international and regional organisations.

RESOURCES AND FINANCIAL ARRANGEMENTS

The Ministers commended development partners and other stakeholders and encouraged them to commit additional resources to support the implementation of the Revised Pacific Platform for Action at the community, national and regional levels.

PREPARATIONS FOR REVIEW AND APPRAISAL OF THE IMPLEMENTATION OF THE BEIJING PLATFORM OF ACTION

Ministers noted that the outcomes of this meeting will in turn provide the basis for the Pacific region's participation and response to the ESCAP Asia/Pacific High Level Meeting to be held in Bangkok from September 7th to the 10th and for subsequent inclusion in a conference on the Global Review and Appraisal of the Beijing Platform for Action to be hosted by the United Nations Commission on the Status of Women at its 49th Session in March 2005 in New York.

APPRECIATION

Ministers expressed their sincere appreciation to the chair, Hon. Adi Asenaca Caucau, Minister for Women, Social Welfare and Poverty Alleviation for her leadership of the meeting, and the government of the Republic of Fiji Islands for hosting the meeting.

The Ministers adopted the communiqué as a 'living document' this 20th day of August 2004. In adopting the communiqué, Ministers agreed that members requiring to consult further at their home countries and territories would be able to do so.

20th August, 2004.

I INTRODUCTION:

1. The 9th Triennial Conference of Pacific Women provides the Pacific region with its first in-depth regional analysis of the status of women in the region. The Conference reviewed the achievements made, the challenges and obstacles encountered in the region on the implementation of the Pacific Platform for Action and the Beijing Platform for Action and the extent to which gender equality still remains an elusive goal.

2. The Conference brings together senior officials and Heads of National Women's Machineries from Pacific Island governments, non-government organisations, development partners, researchers and academics to:

- a) Discuss the role and place of gender in the development processes of the Pacific Island countries and territories;
- b) Identify and make practical recommendations and strategies to address gender inequality.

3. In preparation for the 9th Triennial Pacific Women's Conference seven research papers were commissioned to provide in-depth analysis of some of the significant issues arising out of the principles and goals of the action platforms. A major output is the review of the thirteen critical areas of action under the PPA. This component includes the development of gender indicators¹ to be used, in future, as the basis of evaluating and monitoring progress under the platform. Both quantitative and qualitative research where available were obtained. It suggests revisions to the Platform to define more achievable set of goals with indicators to measure progress towards these goals.

4. The research papers provided the basis for discussions at the 9th Triennial Conference. They highlight accomplishments, and identify the immediate challenges at the national and regional levels.

5. The research papers addressed the following topics:

1. Pacific Platform for Action on Women: An Evaluation of the Thirteen Critical Issues and the status of Pacific Women 1994 - 2004²
2. Review of Institutional Mechanisms, Policies, Legislation and Programmes in Support and Promotion of Gender Equality in the Republic of Marshall Islands, Samoa and Fiji³
3. Globalisation and Trade and the Impact on Pacific Women⁴
4. HIV/AIDS and Women in the Pacific Island Countries and Territories⁵
5. Government Budgets and Gender Equality in the Pacific Islands⁶

¹ Indicators proposed are contained in Part VI of the report.

² Penelope Schoeffel, Consultant, 20 July 2004

³ Elise Huffer, Department of History/Politics, University of the South Pacific

⁴ Margaret Malua, KVA, Samoa

⁵ Chaitanya Lakshman, Institute of Justice and Applied Legal Studies, Suva

⁶ Rhonda Sharp, Hawke Research Institute, University of South Australia

6. Migrant Women Workers⁷
7. The Impact of Tradition and Religion on Women's lives in the South Pacific⁸

6. Collectively, the research papers commissioned for the 2004 Triennial Conference identified common obstacles to the advancement of women's equality and provided recommendations to overcome these obstacles.

7. The findings and recommendations were presented to the Second Pacific Ministerial Meeting on Women held on August 19th and 20th, 2004. These outcomes, in turn, will provide the basis for Pacific region's participation and submission to the ESCAP Asia/Pacific High Level Meeting to be held in Bangkok from September 7th to the 10th and for subsequent inclusion in a conference on the Global Review and Appraisal of the Beijing Platform for Action to be hosted by the United Nations Commission on the Status of Women at its 49th Session in March 2005 in New York.

8. The Outcomes Document from the 9th Triennial Conference of Pacific Women held in Nadi, Fiji Islands (16 to 18 August 2004) and subsequently endorsed at the Second Pacific Ministerial Meeting on Women (19 to 20 August 2004) contains key findings of the review exercise on the implementation of the thirteen critical issues in the Pacific Platform for Action on Women and Sustainable Development, adopted in 1994 by Pacific Island Countries and Territories (PICTs).

II. EVALUATING PROGRESS ON IMPLEMENTING OF PPA

9. Since the adoption of the Pacific Platform for Action (1994) and the Beijing Platform for Action (1995) the Pacific Island countries and territories have used the platforms for actions to guide national, regional actions and international cooperation's for empowerment of women in the areas of political, legal, social and cultural rights.

10. The theme of the Conference "Gender Equality: Commitment or Tokenism" invites critical reflection on the degree to which gender equality have advanced in the Pacific Islands in the last 10 years. Measured against the benchmarks embodied in the action platforms some progresses have been made in certain critical areas. The Conference however acknowledged that achievements have only been minimal and in other areas no concerted efforts have been made to progress gender equality. There are a number of contributing factors to this including structural, political and cultural impediments.

11. It was acknowledged that despite years of policy development and commitment to gender equality and to mainstreaming of gender and development, the experience of multilateral and bilateral agencies, commercial firms and non-government organisations indicates that the *translation of policy into outcomes remains challenging*. Particular reference was made to the very limited opportunities for regular cross stakeholder dialogue on gender issues within the current structures.

⁷ Avelina Rokoduru, Department of History/Politics, University of the South Pacific

⁸ Akuila Yabaki and Eta Varani Norton

12. The challenge is in the act of balancing or making prominent the concepts of WID and GAD 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.

13. In 1994 the Pacific Women's Bureau successfully coordinated the Pacific Platform for Action. Delegates from all 22 SPC member countries and territories met in Noumea and endorsed a set of principles and a plan of action to advance the equality of women in the region. The Pacific Platform for Action is a charter for national and regional action on women and sustainable development. The Pacific Platform for Action was further taken to the Fourth World Conference on Women held in Beijing in 1995, which culminated in the Beijing Declaration and the accompanying Beijing Platform for Action.

14. The 13 critical areas of concern and objectives of the PPA cover most of the 12 critical areas contained in the Beijing Platform for Women. There are only a few areas of departure: the Beijing Platform does not include agriculture and fisheries, culture and family, or indigenous people's rights. The Pacific Platform does not include critical areas of concern in the Beijing Platform with respect to stereotyping of women, and inequality in women's access to all communication systems; and discrimination against and violation of the rights of the girl child.

15. The 9th Triennial Conference acknowledges the Commonwealth Plan of Action (CPoA) 2005 - 2015 and the Denarau Declaration. The Commonwealth Ministers of Gender Affairs held in Nadi, Fiji in June 2004 and attended by twelve Pacific Island Countries and territories endorsed the CPoA. The CPoA focuses on four (4) critical areas that the Commonwealth Secretariat will address from 2005 - 2015. These are gender, democracy, peace and conflict; gender, human rights and law; gender and economic development; and gender and HIV/Aids.

16. The objectives of the action platforms are reflected in the "Millennium Development Goals". One hundred and forty seven (147) Heads of States and governments in September 2000 adopted these goals. The eight goals in this document complement the critical areas of concern in the action platforms. At present the SPC is collecting information to establish MDG baseline data for the Pacific Region. UNDP is also working to ensure that all MDG targets and indicators are gender sensitive. The Conference emphasises that unless all goals are analysed from a gender perspective the achievements of these goals will not be fully realised. The Conference urges all stakeholders, both in government and in civil societies, to ensure gender sensitive analysis of the MDG as a whole.

17. Pacific Island countries have made many commitments to advance the status of women in the last 10 years. In addition to adopting the principles embodied in the platforms for action many countries have ratified the Convention on the Elimination of all forms of Discrimination Against Women, and these ratifications may be considered substantial achievements in and of themselves. Nevertheless, as the research studies make clear, some of the legislation of Pacific Island countries has shown only minimal compliance with the values embodied in the platforms for action.

So how is progress to be measured? How do we distinguish between commitment and tokenism in an objective sense?

18. Major constraints encountered in the assessment of the PPA includes:

- it lacks indicators by which progress can be measured;
- lack of baseline data in most countries or absence of time-frames to monitor progress;
- its strategic focus is weak; and
- it does not clearly distinguish between regional and national objectives.

19. For example the difficulty with providing a regional assessment of the PPA is that there are limits to statistical comparisons showing differences between males and females in different country populations, and these comparisons are not always fair indicators of progress. The Pacific region is the most culturally and geographically diverse region of the world. In undertaking a regional overview of the PPA, it is important to be sensitive to great differences in wealth, stages of economic development, population size and historical and cultural factors between Pacific Island countries.

20. One of the critical areas of the PPA is “Peace and Justice”. The action plan under this heading is “to find a blend of tradition and democracy and manage the conflict and change in our societies”. Although there are a variety of initiatives at the national and regional levels that could advance this goal, without refining its strategic focus, and providing a target and a time frame for its achievement, it is not possible to objectively measure progress in this area.

21. The Pacific Governments have further agreed that it will assist our understanding and analysis of the 13 critical areas of the PPA to organize them into four broad headings or themes for gender equity and sustainable development. These are:

- Mechanisms to promote advancement of women
- Women’s legal and human rights
- Women’s access to services
- Economic empowerment of Women

22. The 13 critical issues were not prioritised in the PPA, and the order in which they were listed in the Noumea Declaration does not imply that one concern was regarded as more critical than another. The degree of concern attached to the critical issues will vary between countries according to their circumstances. Accordingly, Pacific Island countries will continue to choose their priorities from the PPA as reflected in National Plans of Action.

23. Whereas it is important to retain the vision embodied in the Pacific Platform for Action it is necessary to define a more practical, and achievable set of goals which are accompanied by a specific set of implementation strategies, and indicators for monitoring progress. The Beijing Platform for Action has recently adopted such indicators. The Conference had agreed to the revision of the Pacific Platform of Action with indicators as outlined in Part VI.

24. Unlike the Beijing Platform for Women, the PPA tends to reflect more of a “Women in Development” (WID) approach than the newer “Gender in Development” (GAD) approaches. The WID approach is designed to support practical initiatives to assist women but does not address the inherent inequities of traditional roles. The GAD approach aims for equity by identifying systemic inequalities, and setting goals with objectives and strategies to address them. The meeting noted that there is obvious merit to each approach and their relevance to the diverse needs of rural and urban women in Pacific island communities.

25. A recurring theme in the recommendations of the research studies is a recognition of the need for more research and more information particularly information that is disaggregated by sex. The understanding underlying these recommendations is that objectively based gender studies and gender sensitive indicators are important instruments for change. They increase awareness of inequalities, provide a basis for proposals for change and provide the information policy makers and planners require.

III. REVISED PPA - THE WAY FORWARD

A. Mechanisms to Promote the Advancement of Women

26. The PPA strategic objective under this heading is to develop and strengthen appropriate mechanisms that will enhance the advancement of women at all levels. Similarly, the Beijing Platform for Action calls for the creation or strengthening of national machineries for women.

27. The Conference noted that in 1994 every PICT government had established National Machineries for Women (NMW). In a WID approach specifically aimed at meeting strategic interests of benefit to women and where the orientation of NMW is to focus on gender and development, the NWM is the designated central policy-coordinating unit within government for the advancement of women and government-wide mainstreaming of gender issues and concerns in policy areas.

28. The Conference recognizes that the most pressing issue in a consideration of the implementation of the platforms for action is that governments have not provided adequate resources to national machineries. The successful implementation of the action platforms will largely depend on the institutional strength of these organizations. However, it is widely noted that governments do not provide or otherwise ensure adequate funding for their National Machineries for Women. Governments further appear to expect their national women's machineries for women to implement the PPA, BPoA, MDG 3, the Commonwealth Plan of Action and CEDAW. Many Pacific Island countries reported specifically targeted expenditures to women and girls in the form of funding of women's affairs. However, the national budget allocations ranged from 0.002% to 1%.

29. The Conference acknowledges that the government budget is the single most important policy tool of government. It mirrors in financial terms, what is important to a government and to a society, showing what, who and whose work and contribution is valued. Either deliberately, or more often unintentionally, government budgets also tell us what is less valued, who is less valued and whose contribution is not actively supported. Government budgets however continue to be formulated, presented, implemented and audited as if they were neutral in their impacts on the lives and empowerment of women and men and different groups of women and men.

30. Gender Responsive Budget Initiatives (GRBIs) provide a mechanism to mainstream a gender perspective into economic policies with the government budget serving as an entry point. These kinds of initiatives will help governments to understand the impacts of their actions on the welfare of particular groups of people, including disadvantaged and vulnerable groups, and through that understanding, take responsibility for those outcomes.

31. Most Pacific Island countries have had at least one donor assisted technical assistance project for institutional strengthening of women's machinery and those implemented in the last 10 years have had gender mainstreaming components. In 2002 and 2003, three Pacific Island countries participated in pilot projects that initiated gender/youth perspectives into the budget processes. The main achievement

of these pilots was to raise awareness of gender/youth issues within the participating governments. However, mainstreaming gender perspectives into budgetary policy is a long-term process and this Conference recognizes the importance of local conditions in shaping and sustaining this process. At present there is little evidence that Pacific Island governments are formulating budgets that are gender responsive.

The Pacific Women's Bureau

32. The first Pacific Women's Conference was held in Tahiti in 1981. One of the recommendations of that conference was to establish a Women's Bureau. The SPC Pacific Women's Bureau was created in 1982 as a regional coordinating agency with a mandate to promote women's issues in the region. It is the only regional intergovernmental body recognized by Pacific women's national machineries and women's non-governmental organizations to take a lead role in dealing with women's issues in the Pacific region.

33. Currently the top priority of the Pacific Women's Bureau is to assist PICTs and regional organizations to improve the status of women through the implementation of the PPA, the BPoA and the Women's Convention (United Nations Convention on the Elimination of All Forms of Discrimination Against Women)

34. States parties to CEDAW undertake to submit periodic reports on the measures they have taken to give effect to the Women's Convention. Reporting to the United Nation's CEDAW provides Pacific countries with an opportunity to measure achievements and identify difficulties they have experienced in implementing the provisions of this Convention. The Pacific Women's Bureau has been active in assisting Pacific countries with their reporting obligations.

35. Joint collaboration with regional and international development partners will continue to feature prominently in the work of the Bureau to promote women's rights as human rights, the role of women in peace and security using the media, gender training, legislative review and institutional strengthening for national women's machinery. The maintaining of a regional database to monitor the progress of the advancement of women in all PICTs along the proposed gender indicators in the thirteen critical areas of the Pacific Platform of Action, BPoA and the UN Millenium Development Goals in relation to Goal 3 will also be an integral component of the Bureau's work in the future.

Recommended Actions

36. The meeting affirms that informed and influential national machineries are necessary to advance a gender perspective particularly in situations where there is a lack of gender awareness.

37. Accordingly, the Conference urged Governments to support the following initiatives:

- **National machineries for women to be sufficiently financed and resourced with increased number of professional and technical staff necessary for**

gender mainstreaming efforts in policy and legislative processes and capacity-building support for other government ministries and departments.

- **Where the ministry for women does not exist that the NWM is placed within central policy coordinating ministries such as Finance or National Planning.**
- **Establishment of gender policy and planning units in the offices of the prime minister or president, finance and planning departments or equivalent policy-making departments.**
- **Integrate and institutionalise gender mainstreaming efforts throughout government.**
- **Raise awareness of gender issues in policies and budgets, promote political will amongst relevant senior officials and politicians to integrate a gender perspective into policies and budgets and establish effective monitoring and enforcement system of incentives and/or penalties**
- **Support and recognise non-governmental women's organizations, and high level processes by which representatives of stakeholders concerned with women's interests and gender equality are consulted and have input into government policy and programmes that impact on the lives of women.**
- **Ensure at national and regional levels that the necessary disaggregated data is readily available to monitor the progress in the future implementation of the platforms for action. The monitoring to be conducted by NWMs' senior officials in their Triennial meetings followed by a regional Ministers' meeting to review progress in the implementation of the PPA.**
- **Request national statistics offices to collect data based on the revised PPA gender indicators.**
- **Support Pacific Women's Bureau's mandate in employing a social and gender statistician to assist the work of member countries; establish a database for PPA indicators; in conjunction with other agencies, work to improve the collection and analysis of gender data and statistical gender sensitivity; and contribute to other monitoring initiatives.**
- **Ensure that in addition to the current staffing complement, more policy and technical staff are recruited by the Secretariat of the Pacific Community to meet the new roles envisaged for the Pacific Women's Bureau in the future.**
- **PWB to consider sub-regional mechanisms including sub-regional desks.**

B. Women's Legal and Human Rights

Legal and Human Rights

38. At present 13 PICTs have ratified CEDAW. The Women's Convention requires state parties to bring legislation, as well as judicial and administrative policies, programmes and practices in line with the human rights goals. State parties further provide periodic progress reports to the Committee on the Elimination of Discrimination Against Women (CEDAW) at the United Nations. CEDAW addresses many issues relevant to the platforms for action including the subject areas covered by the research articles prepared for this conference. To date, Fiji, Kiribati and Samoa, have submitted to CEDAW its initial, first and second periodic reports and several others have begun compiling their reports. Regional agencies and development partners have prepared a Pacific regional report on the status of CEDAW implementation, as well as country reports for some countries.

39. The Pacific Platform for Action noted that although human rights are enshrined in the constitutions and legislation of PICTs, institutional, attitudinal and social barriers often prevent women from gaining full protection of their legal systems or exercising their legal rights. Cultural beliefs, religious practices and social bias, and a lack of awareness of legal rights hinder the exercise of rights.

40. Considerable progress has been noted throughout the Pacific region in recognizing gender issues in relation to legal and human rights. Multilateral, bilateral, regional and civil society organizations have played a leading role. The Regional Rights Resource Team (RRRT) has provided programming for legal literacy and human rights institutional strengthening activities in many countries; and in conjunction with the UNDP has produced a guide to assist Pacific countries with reporting obligations under CEDAW.

Recommended Actions

41. The Conference urges Governments to:

- **Continue to play a greater role in the promotion of women's legal and human rights and the elimination of all forms of discrimination against women.**
- **Ratify CEDAW if they have not done so already.**
- **Undertake the process of reviewing legislation, policies, programmes, administrative procedures and regulations to ensure compliance with CEDAW provisions and submit timely reports to the United Nations on the progress of implementation.**
- **Establish national human rights institutions in Pacific Island countries, where none presently exist.**
- **Establish legal aid assistance programmes to ensure that women have access to the judicial process.**

Participation of women in political and public decision-making

42. Gender inequalities that impede women from playing an equal role with men operate in many organisations and at different levels of society. In order to achieve greater representation of women in political and public bodies it is necessary to sensitively consider attitudinal, cultural and religious factors to the political advancement of women, supporting practices that enhance the status of women and seeking to address more urgently those that continue to disadvantage women.

43. The Pacific Platform declares that women's input into decision-making is imperative for appropriate, sustainable development for families, communities and Pacific Island countries and territories. It notes that women are vastly underrepresented in government, although there are few exceptions including other decision-making bodies, and that only Guam had achieved the target set by the UN Economic and Social Council of 30% women at decision-making levels of government.

44. A successful initiative toward the goal of shared decision-making was noted in Samoa, which is the first Pacific country to establish a parallel system of local government representation for women. Although the Government decision is not without difficulties, it has the potential for strengthening the role of women in local government and will enable government to communicate more effectively with women and include them directly in national programs. In addition, the positive initiatives undertaken by the Women in Politics programme in some of the Pacific Island countries were acknowledged. Other countries have achieved a degree of gender equity in appointments to boards of statutory bodies.

45. Increases in the number of women to positions of leadership at council or national assemblies have been erratic or stagnant. Further, the Parity Law passed in France came into operation since 2001 in the French Pacific Territories, which required political parties to put forward equal numbers of male and female candidates for legislative office. This initiative may provide an important model for Pacific Island countries to address gender imbalance in national assemblies.

46. Although the election of a single woman to local or national government may represent considerable achievement in some Pacific Island countries, glaring inequalities in the relative number of men and women serving in elected office remains the status quo. Some Pacific Island countries have no women currently sitting as members of their national assemblies; and in assemblies that do have women, the male/ female ratio indicate more needs to be done to address the imbalance.

47. The Conference recognizes the importance of increasing women's political representation in parliament and cabinet. Not surprisingly, the countries with high levels of political representation of women have the most gender balanced policies and laws. Strengthening women's representation in parliament and indeed at all levels of decision making in a country are determinates of a supportive gender equality enabling environment allowing further initiatives such as gender responsive budget initiatives.

Recommended Actions:

48. The Conference encouraged governments to:

- **Create an environment that is conducive for women to stand for elections;**
- **Take affirmative action by promoting and putting in place policies and practices that enhance gender parity in political representation.**
- **Promote and strengthen the practice of shared decision-making within the family and within their communities.**
- **Take an affirmative approach by encouraging capable women of our society to participate in politics at all levels of decision-making in various institutions.**
- **Provide security mechanisms for women candidates in the national general elections**
- **Encourage equal participation of men and women in public life, in political parties, statutory bodies and Boards and management roles in governments, the private sector and civil society organisations.**
- **Undertake multi-sectoral approach to investment in the national machinery of women, involving key government ministries including MOW, MOF, MNP working together to mainstream gender issues and concerns throughout the government processes.**

Violence Against Women

49. The Conference recognizes the devastating effects of violence and sexual violence against women, including an increase in school dropouts, an increase in teenage pregnancies, and increases in alcohol and substance abuse. In short, violence against women is costly in financial and human terms to society, to culture, to public health and to productivity.

50. The Beijing Platform for Women states that violence against women is a manifestation of the entrenched unequal power relations between men and women. In this sense, violence is an area that cross cuts every other critical area of concern in the action platforms. The Pacific Platform for Action called for the elimination of domestic violence to be made a national priority.

51. A number of successes have been noted. Since 1993 there has been increased donor support for counselling and civil action centres in several Pacific countries based on a model developed by the Fiji Women's Crisis Centre. Further, a new model for addressing family and sexual violence in PNG adopts a comprehensive and long-term strategy involving government and non-government cooperation. In this model

centres established at city hospitals provide victims with medical, counselling, police and legal support. Many Pacific countries have established one or more centres since 1993 to assist women with problems of family violence, rape and other crises. Public awareness programs have been initiated in many countries to raise awareness of the problem of domestic violence. As well, it has been noted that there has been considerable improvement in some countries in police attitudes toward domestic violence. At the regional level a number of initiatives to address gender based violence including the regional workshop jointly organized by SPC, COMSEC, UNIFEM and PIFS in 2003.

52. Notwithstanding these positive initiatives, the Conference recognizes that violence against women is a significant ongoing issue for Pacific countries. Violence and sexual violence are common occurrences in Pacific Island countries and go largely unopposed because of entrenched cultural or legal norms. Married women in many Pacific Island communities are powerless to negotiate sex, let alone safe sex, thereby increasing their vulnerability to sexually transmitted diseases. As well, it has been noted that migrant women workers, particularly, illegal migrant women have increased vulnerability to violence and exploitation.

53. Women are disadvantaged by ideologies derived from many social structures including churches that relegate women to subordinate status. In many communities, it has been noted that violence against women is tolerated if not sanctioned by culture.

54. It is noted as well, that culture has often been invoked to justify discrimination against women

55. At present, it is noted that the problem of violence against women is being addressed to a greater extent by CSOs than by government.

Recommended Actions:

56. The Conference urges Governments to:

- **Play a greater role in eliminating violence against women through policy, legislation and programmes.**
- **Formulate policies and supportive legislation to criminalise any form of violence.**
- **To recognize that family violence is not a private issue but a serious public problem and request that Governments address this problem.**
- **Call upon religious and traditional leaders to take positive steps to challenge established assumptions that may contribute to the problem of violence against women.**
- **Reaffirm the need to have policies and programmes to collect and publicise data on violence against women and its economic costs and curb the prevalence of sexual and family violence collecting disaggregated data to quantify economic costs of violence against women.**

- **Adopt a multi-sectoral approach and to recognise the important role of men, women, boys and girls in addressing the problem of violence against women.**

Culture and the Family

57. The preservation of culture and tradition may at times be in conflict with an equally strong desire for development and “the good life” in the western sense. Urbanization, monetised economies and changing values have contributed to a trend toward nuclear families with a proportional weakening of kin relations. Approximately 30 % of the population in Pacific Island countries now live in towns, whereas only twenty years ago the number was less than 10% in most countries. To take appropriate affirmative action in adopting dualism approach in the PICTs. This is to allow and accept desires for modern development to integrate with the relevant elements of our traditions and culture to enhance “the good life” and retain a proportioned population in the rural areas.

58. The Conference recognizes that the family is the most important unit in Pacific Island society, and notes the growing concern about the breakdown of family support structures. This trend points to the need to put new emphasis on preserving some traditions especially the obligation to care for elderly kin and the disadvantaged.

59. Several Pacific countries have initiatives for preserving and recording cultural values, traditions and practices. Furthermore, some countries have initiated action on the preservation of cultural heritage sites. In many countries, however, governments cannot afford to acquire the land for these sites, which are under customary ownership, to protect and restore them according to the terms of World Heritage

60. Another area of progress relates to the protection of “traditional knowledge and expressions of culture” of Pacific Island communities. In the past, there have been situations where traditional knowledge, stories or art forms have been appropriated for economic gain without access to benefit sharing or legal recourse by the traditional owners. This is now being addressed by an initiative to protect and promote traditional knowledge and expressions of culture under modified intellectual property laws. This has been an important aspect of the work of the Culture Department at the SPC with assistance from UNESCO and the Pacific Forum Secretariat.

Recommended Actions:

61. The Conference urges Governments to:

- **Endorse that any future studies in the region on gender issues be conducted by appropriately qualified consultants with preference for regional experts from PICTs .**
- **Formulate policy and programmes to record traditional knowledge and preserve positive customary cultural values, traditions and practices and**

- **Promote and strengthen family life education where men and women are encouraged to share the commitment, responsibilities, decision-making and duties of raising a family and caring for the elderly, persons with disabilities and with other special needs.**
- **Endorse a multi-sectoral and coordinated approach from Government, private sector, NGOs, development partners, donors for collection and analysis of relevant qualitative and quantitative disaggregated data**
- **Recognize the need for in-depth studies into issues raised concerning the role of tradition and religion on women’s lives in the Pacific.⁹**

Environment

62. Pacific Governments have not been very responsive to the PPA goal: To recognise and utilise the critical role and knowledge of women in environmental management and development, and to recognise and address the long term environmental effects and threats of military and mining-related activities.

63. Most Pacific Island countries have departments responsible for the environment, which implement or coordinate national environmental policies in a gender-neutral manner. In Cook Islands, Palau and Kiribati, fifty per cent of the jobs at management level in environmental departments are held by women. For most of Pacific countries, only one third or more of people employed at decision-making levels in environmental offices are women. It is evident also that in the past decade there has not been much research on women’s indigenous knowledge, resource management and environmental preservation. As well many countries have conducted environmental research that included the study of impacts on women.

64. Further it is noted that women are actively involved in many national, regional and international environmental civil society organizations in the Pacific. The South Pacific Environmental Programme (SPREP) works at the regional level. SPREP has a policy to mainstream gender in its operations, and to target women if the environmental issue is associated with women’s occupational specializations.

65. The PPA identifies the potentially destructive effects of mining and logging operations on the community and the environment. A decade later however, it is noted that deforestation is continuing in Papua New Guinea and the Solomon Islands at a rate that suggested serious consequences for the loss of biodiversity. Phosphate mining has severely affected the environment of Nauru. (MDG in the Pacific: Relevance and Progress, ADB 2003)

66. The Conference recognizes that although the consequences of global warming were not fully appreciated a decade ago climate change and rising sea levels have serious environmental implications for some Pacific Island Countries.

Recommended Actions:

⁹ The 9th Triennial Meeting noted with reservations the recommendations contained in the report titled “The Impact of Tradition and Religion on Women’s Lives in the South Pacific” prepared by Akuila Yabaki and Eta Varani Norton.

67. The Conference encourages governments to intensify efforts to support the Barbados Plan of Action for Small Island Developing States.

Indigenous Rights

68. One of the recommendations under this critical area is to promote cultural exchanges. Membership in the Council of Pacific Arts includes SPC's 22 member countries as well as Easter Island, Hawaii, and Norfolk. This year's Pacific Arts Festival was held in Palau. Twenty-seven Pacific Island nations took part. The theme of the festival was "*Oltobed a malt: Nurture, Regenerate, Celebrate*"

69. The Pacific Platform for women recognized that there exists a denial of rights to some indigenous peoples within the Pacific region. All Pacific Island governments, including US and French territories, have empowered indigenous majorities except for New Caledonia, which has an indigenous majority government in two of three provinces.

70. The Conference recognizes the right of all indigenous peoples to self-determination.

Recommended Actions:

71. The Conference call on governments to uphold the identity and rights of indigenous peoples, especially the rights of women, in the development process, and particularly intellectual properties and copyright protection of their creative arts.

72. The Conference encourages the Secretariat of the Pacific Community to continue its consultative work with the countries and territories from around the region (in order) to develop a model law on the protection of intellectual property and traditional knowledge that then can be adapted at national level.

C. Women's Access to Services

Health

72. Health services in Pacific Island countries tend to be provided by hospitals that are generally located in urban areas. Accordingly, those living in rural areas that are unable to travel to where health services are provided may effectively be denied health services. All Pacific Island countries provide family planning services although, once again, access to services varies. Abortion is prohibited in all Pacific Island countries. Not surprisingly, maternal mortality is lowest in those countries where a high percentage of births are medically supervised.

73. The Conference recognizes that health education and health promotion is essential to combat the increase in non-communicable diseases in Pacific Island countries. Most Pacific Island countries have seen a significant increase in the

incidence of non-communicable diseases or so called “life style diseases” including hypertension and diabetes. A number of agencies including SPC, the WHO, UNICEF, UNFPA and FAO have worked actively with governments of Pacific Island countries in areas of public health, health education and health promotion addressing these and other health issues.

74. Other diseases related to tobacco consumption including heart disease, cancer, and certain respiratory diseases may be significantly decreased by instituting legislative controls. The Tobacco and Alcohol section of the SPC has been active in assisting countries implement the Framework Convention on Tobacco Control. To date fourteen Pacific Island countries have signed or ratified the Convention. The hope is that by instituting legislative controls relating to, among other things, tobacco imports, sales, and advertising there will be a decrease in tobacco related disease.

75. As the cost of treating non-communicable diseases is beyond the reach of most Pacific island countries, promoting healthy life styles through public awareness programs and health education can provide excellent returns for dollars spent.

76. The Global Fund Project to fight AIDS, tuberculosis and malaria operates in eleven PICTs with disease specific goals. HIV/AIDS is an illness having direct implications for the provision of health care. But it is not just a health issue. The spread of the virus and its impact raise basic gender issues and illustrate the need for PICT governments, international organizations and civil society to work with religious and traditional leaders to identify cultural and religious practices which impact on gender relations thereby increasing vulnerability of women and children to HIV/AIDS.

77. While the number of officially reported cases of HIV/AIDS in the Pacific is low relative to other regions of the world, HIV/AIDS is well established in Guam, Papua New Guinea, New Caledonia and French Polynesia. Moreover, it is difficult to know the full extent of the pandemic due to inadequacies of HIV/AIDS data available in many countries.

Recommended Actions:

78. The Conference urges Governments to:

- **Develop a gender policy and plan of action that meet the different needs of women and men and promotes gender equity in access to services, training and employment.**
- **Improve the quality of and access to affordable medical services and reproductive health services.**
- **Improve access to health education and provision of programmes for disease prevention.**
- **Promote the establishment of free screening facilities on cancer cases and monitor the rising incidences of cancer.**

- **Closely monitor health reforms and the social impacts on women and their families by National Women’s Machineries.**
- **Provide additional resources in combating increased incidences in non-communicable diseases.**
- **Provide a full range of reproductive health information and services to both men and women, including young and adolescent men and women.**
- **Review all aspects of legislation relevant to reproductive health**
- **Recognise that women with disabilities are doubly discriminated to overall access to health services against and ensure that issues affecting them are incorporated into national policies and programmes.**

Education and Training

79. There is a direct relationship between education levels and employment. Where women’s education levels are equal to men, women are rapidly increasing their share of labour markets and business ventures in the formal economy. Conversely, in countries where women have relatively low education levels women are making very slow progress in the formal economy.

80. Education and training of women is a critical area of concern in the both platforms for action. Achieving universal primary education is the second goal of the Millennium Development Goals. Article 10 of CEDAW requires state parties to take all appropriate measures to eliminate discrimination against women in order to ensure that women have equal rights with men in the field of education.

81. The first PPA goal for education is to ensure gender equality at all levels, including selection for training programmes and the allocation of scholarship awards. In the past decade steady progress has been made in most Pacific countries toward this goal.

82. It is noted that although females, particularly in the younger age groups, are slightly more likely to have secondary education than males, they are less likely than males to have tertiary education in most countries.

83. In general, the countries with the lowest literacy rates have not been successful in providing mass programs of non-formal and literacy education targeting women.

Recommended Actions:

- **The Conference reiterates the importance of equality in education training for girls and boys, women and men at all levels, including selection for training programmes and scholarship awards. In this regard, governments are called to develop a gender policy and plan of action for their Departments of Education¹⁰.**

¹⁰ PNG and Tonga have made advances in this area

- **The Conference further calls upon all governments to review school curricula and textbooks to ensure they are free of negative gender stereotyping.**
- **The Conference calls for the participatory consultation with all stakeholders during the design and implementation phases of any education reform process.**
- **The Conference acknowledged the important role of technical and vocational education, life skills training programmes and entrepreneurial programmes in promoting sustainable livelihood and the reduction of poverty. In this regard the Conference calls for the further strengthening of this mode of education and training in all PICTS to complement the formal education system.**

D. Economic Empowerment Of Women

84. Although labour force data is available for all countries it is difficult to make regional overviews and comparisons because of different ways information is collected and analysed. For example, the significance of women's contributions to the informal sector may not always be recognized. Even simple differences in the way "work" is defined or the way census questions are asked impact on the results. More attention to gender sensitivity is needed both in the collection of data on labour force and economic information and in its statistical analysis to allow monitoring of the PPA.

Recommended Actions:

85. **The Conference urges Governments to:**

- **Ensure that the law upholds women's rights to equal opportunity in all fields of employment.**
- **Support women's participation in income generating activities in rural areas and in disadvantaged households as well as in women-headed households.**

IV. CRITICAL EMERGING ISSUES

- ***POVERTY ERADICATION***

86. The Pacific Platform for Action predicted that poverty would become an issue of higher priority in the near future. Indeed, it is noted that in the last decade poverty has worsened in some Pacific countries, and within countries, poverty has increased among certain disadvantaged groups including single mothers, and women and youth.

87. The PPA action plan under the critical area of Poverty calls for research and data to assess poverty levels by country and by region. Poverty may be measured in a variety of ways but often the information that is necessary for these indicators does

not exist for most Pacific Island countries. Further information must be disaggregated by sex to allow comparisons between males and females.

88. Poverty has implications for every critical area of concern including the subjects of the papers for this conference. Contributors to this conference have noted that poverty has direct implications for many issues including education, health, including the spread of HIV, and the migration of labour. Furthermore, according to the World Health Organization tobacco consumption and poverty are inextricably linked. Many studies have shown that in the poorest households in low-income countries as much as 10% of total household expenditure is on tobacco leaving proportionately less money for food, education and health care.

Recommended Actions:

The Conference requests Governments to:

- **Address the root causes of poverty particularly as the issue of poverty relates to women.**
- **Make use of regional and international organisations to provide technical assistance and develop country specific and gender specific sex disaggregated data and supporting indicators to assist in the development of integrated national poverty reduction strategies as well as in monitoring the rate of implementation of the strategies.**
- **Work with development partners to mobilise resources to implement integrated poverty reduction strategies.**
- **Ensure that all male and female wage earners in the private sector be covered by a social insurance fund or similar scheme.**
- **Promote greater understanding of the money economy including the support for financial literacy programs in schools and communities.**

- ***GLOBALISATION AND TRADE LIBERALIZATION***

89. Globalisation and liberalization of trade whilst providing opportunities for women have also the negative impact of further marginalising and increasing the vulnerabilities of women.

90. The dominant economic themes of the last decade are trade liberalization and globalization. In many Pacific Island countries trade barriers, in the form of tariffs on imported goods, which serve to protect locally produced goods from outside competition are being reduced. Trade liberalization is a gender issue because it impacts on men and women differently because of their different roles in the economy.

91. For Pacific women, trade liberalization will bring new economic opportunities as well as job losses in agriculture, manufacturing and fishing particularly employment

opportunities in these industries, but there are negative effects of globalization as well including the risk of reduced family food crops as they are replaced by employment in cash crop industries. Regional Trade Agreements provide tools to respond and address the implications of globalization on Pacific economies and should be encouraged to mainstream gender into government policies to address food security and health issues and other social problems relating to women.

Recommended Actions:

The Conference urges Governments to:

- **Undertake a regional approach to obtaining financial and technical support to identify and take advantage of opportunities arising out of globalization for Pacific women.**
- **Monitor trade liberalization trends by sector or trade agreements to better understand the implications of liberalized trade on Pacific women, men, boys and girls.**
- **Ensure the participation of women and incorporation of gender issues and concerns in PICTA and upcoming Economic Partnership Agreement negotiations that would be launched in September 2004.**
- **Recognise that the discussion of the Pacific Plan is an ideal opportunity for women to be involved in advocating for gender issues at a regional level and support the inclusion of women representatives in the Pacific Plan Taskforce.**
- **Encourage the Forum Secretariat Gender Adviser to jointly collaborate with other relevant agencies to conduct gender impact studies of trade liberalisation under instruments such as PICTA and EPA and monitor the gender implications of trade agreements including those under negotiation, with a view to addressing negative impacts on women's livelihoods and status, specifically the impacts of tariff revenue losses, job losses, land registration/privatisation and liberalisation of utilities, health and education .**
- **Mainstream gender issues and concerns into trade negotiations and discussions and delay making further trade liberalization commitment without substantive consultation with countries and territories.**
- **Agree to a coordinated approach at the national and regional level through partnerships between governments, private sector, NGOs and CSOs to address problems arising out of trade liberalization.**
- **Patent intellectual property rights of traditional knowledge.**

92. The PICTs have had to grapple with new and emerging issues that have emerged in the region since the adoption of the Pacific Platform for Action.

- ***HIV/AIDS***

93. HIV/AIDS may be considered primarily a health issue, there is, in fact, a direct and reciprocal relationship between increased vulnerability to HIV/AIDS and decreased human security. Different social roles and expectations for women and men, some of which are rooted in culture, decrease security and heighten vulnerability both to HIV infection and other social and economic impacts of the disease. Alcohol abuse, cultural and gender inequalities including denial and lack of knowledge about HIV/AIDS, the prevalence of violence and sexual violence against women, and inequality of social and economic status increase women's vulnerability to HIV/AIDS. Accordingly, it is necessary to address systemic issues, as well as health issues, to prevent the spread of this disease.

94. HIV/AIDS is an illness having direct implications for the provision of health care. But it is not just a health issue. The spread of the virus and its impact raise basic gender issues and illustrate the need for PICT governments, international organizations and civil society to work with religious and traditional leaders to identify cultural and religious practices which impact on gender relations thereby increasing vulnerability of women and children to HIV/AIDS.

95. While the number of officially reported cases of HIV/AIDS in the Pacific is low relative to other regions of the world, it is difficult to know the full extent of the pandemic due to inadequacies of HIV/AIDS data available in many countries.

96. Given the vulnerability of the small island states and the lack of resources the spread of HIV/AIDS has the potential of annihilating entire populations in some of our small island states. Women are further disadvantaged due to the hierarchical and patriarchal system that exists within our societies that denies women their sexual and reproductive health rights. Smaller island states are particularly vulnerable to the impact of the spread of HIV/AIDS due to the small population size, lack of resources, and the potential for wide-spread social stigma and taboos around the issue of sexuality which may hinder awareness and prevention efforts. Women and adolescent girls are particularly at risk given societal gender inequalities as well as power imbalances within interpersonal relationships that often deny them full exercise of their sexual and reproductive rights.

97. Prevention and treatment of HIV/AIDS raises many difficult issues including reproductive rights, teenage sexuality, policy approaches to disease prevention, and parent to child transmissions. The complexity and sensitivity of these issues require strong political leadership. It is noted that denial and lack of commitment among governments is a serious obstacle to disease prevention.

Recommended Actions:

The Conference called for action in these areas:

- **Strengthen primary health care services - particularly mother and child, family planning and STI services – as the necessary foundation for HIV/AIDS interventions.**
 - **Governments to curb the spread of HIV/AIDS by creating an enabling environment where the vulnerable status of women is protected. This includes amongst other measures the review of existing laws and policies that may contribute to women’s susceptibility to HIV infection and other sexually transmitted diseases, and the adoption of laws and policies focusing on sexual health and reproductive rights, the rights of the girl-child, men and boys and the rights of women.**
 - **Strong political commitment at all levels of decision-making on the threat posed by HIV/AIDS and an expanded response from different partners/stakeholders (governments, international organisations, civil society, religious and traditional leaders, private sectors, media) in a region-wide campaign against AIDS and elimination of practices that increase the vulnerability of women, young girls and children to HIV/AIDS.**
 - **Governments to take ownership of HIV/AIDs as a development and human security issue and to devise creative budget measures and to lessen dependence on donor funding.**
 - **Recognise that women with disabilities are doubly discriminated (insert: overall access to health services) against and ensure that issues affecting them are incorporated into national policies and programmes.**
 - **Governments should develop comprehensive surveillance and data collection strategies to develop a more accurate reflection of the nature and magnitude of HIV/AIDs in Pacific nations.**
 - **Government should increase the capacity for free, voluntary and confidential counselling and testing for HIV working in partnership with NGOs and other agencies as well as advocating for affordable anti-retroviral treatment drug and therapy.**
 - **Governments adopt and facilitate the resourcing and implementation of the regional strategy on HIV/AIDs recently approved by Forum Leaders in Apia.**
-
- ***LABOUR MIGRATION***

98. Labour migration is another aspect of globalization, which impacts Pacific Island countries. International labour migration for the Pacific is said to have started only 30 years ago. This emerging issue has important implications for the role and place of gender in the developmental process of the PICTs.

99. The Conference acknowledges the positive contribution of women migrant workers to the socio-economic development of their countries through improved living standards, skill acquisition, and remittances.

100. Moreover, the Conference recognizes that negative attitudes toward labour migration as well as other problems including a lack of information, policies and programs to assist migrant women, have had a negative impact on the human rights of migrant women workers.

101. In addition to increased migration of legal or documented migrant women workers there is anecdotal evidence of large numbers of undocumented or illegal women migrant workers in many PICTs. This includes Ni-Vanuatu and Solomon Island women workers in New Caledonia, and the suspected presence of undocumented women migrant workers in Fiji. Illegal migrant women workers have few legal rights, and this increases their vulnerability to exploitation and violence in their receiving communities.

102. More effective and closer regional and international co-operation between law enforcement agencies is needed to prevent and suppress the trafficking in women. This includes coordinated efforts to strengthen labour laws, immigration and border controls, and monitoring capabilities.

103. There needs to be national and regional efforts to establish data banks and databases to collect and store statistical information about labour mobility within the region. Regional efforts could also facilitate networks between countries for trade unions and other occupational associations to assist with the resolution of common migration issues including employment contracts, wages and working conditions.

Recommended Actions:¹¹

The Conference urged Governments to:

- **Control and monitor the activities of private recruitment agencies by governments through its relevant ministries and departments and other stakeholder institutions to prevent exploitation and abuses of women migrant workers in the PICTs.**

¹¹ Reservations were placed by Cook Islands and New Caledonia: Cook Islands refrained from making any commitment to these recommendations until a country study is undertaken on its women migrants.

New Caledonia requested that these recommendations be addressed together with the rights of the indigenous people particularly with regards to contributing factors to poverty levels of indigenous populations.

- **Recognize that more research is needed on the conditions that impact migrant women workers. Areas that need special focus include the scrutiny of all contractual agreements, working and living conditions of these migrant women workers, how they are processed by the host immigration, labour and other relevant government ministries.**
- **Recognize that further research on remittances received by households and the extent to which they are used to improve women's lives, and analysis on the ways that the migration of male workers impacts on women and families.**
- **Ensure that greater consideration of labour issues is needed at the regional and international levels to address gender equality relating to safety and security, health, education and other needs of migrant women workers.**
- **Undertake more in-depth studies on migrant women workers in PICTs.**
- **Study closely the underlying causes and impacts of brain-drain to national economies of PICTs with a view to addressing the causes or increasing the benefits received.**

- ***PEACE AND SECURITY***

104. Recent conflict situations in some of the Pacific Island countries have affected women and children more negatively than other sections of the society. Experience of women and girls in situations of armed conflict, which is intricately linked to their status in society. That despite women's continued role in peace making and social maintenance before, during and after situation of conflict at the community level, women have usually been marginalised in formal peace processes.

105. Women have become active in promoting peace but are still the 'missing faces' from the official negotiating tables. The UN Security Council 1325 provides a comprehensive framework for the promotion and support of the protection of women and their role in peace building and identifies the active participation of women, and the incorporation of the women's perspective at all decision making levels as critical not only to the goal of equality but also to the goal of peace.

106. In times of armed conflict, human rights violations are frequent. Often these violations disproportionately affect women and children. Since 1993, three Pacific Island countries have experienced violent conflicts: Papua New Guinea, Solomon Islands, and Fiji. All of these conflicts are in the process of resolution with regional and international support. Women played an instrumental role in the peace-making process in Bougainville, and in the Solomon Islands. The Fiji National Ministry of Women was consulted during the process of Fiji's National Defense Review in 2000, through the Women, Peace and Security Committee and the National Council of Women also made a submission.

107. One of the PPA goals under this heading is peace education / conflict resolution in the curricula of formal and non-formal educational institutions. In furtherance of this goal UNESCO in conjunction with the Associated Schools Project

Network provides programs for education and peace in UNESCO member countries. As well, the Regional Rights Response Team in partnership with the Council for Pacific Education has developed country specific training manuals for teachers.

108. Several countries have reported the inclusion of peace and justice education in secondary curricula and some countries have conducted studies or pilot activities on promotion of peace and justice in schools.

109. In 2000, Pacific Forum Leaders pledged to a number of principles, in the Biketawa Declaration, which included the importance of averting the causes of conflict and resolving conflict by peaceful means.

110. The first goal under the PPA objective is to include peace education /conflict resolution in the curricula of formal and non-formal educational institutions. The Conference notes that some countries have reported the inclusion of peace and justice education in secondary school curricula. Some countries have also reported conducting studies or pilot activities on promotion of peace and justice in schools since 1993.

111. Recognising that PPA's commitment to peace, justice and shared decision making efforts must be intensified to support women and girls participation and representation at all levels of peace building.

Recommended Actions

The Conference calls on Governments to:

- **Promote peace by integrating peace/conflict resolution course content in formal and non-formal educational institutions.**
- **Implement UN Security Council Resolution 1325 which provides a comprehensive framework for the promotion and support of the protection of women and their role in peace building at all levels of our society right from the family unit.**
- **Promote peace by integrating traditional methodologies of reconciliation in the peace processes**
- **Recognise and enhance women's inclusion in early warning systems, conflict prevention peace processes and negotiations and post conflict reconstruction**
- **Recognises the need to address the processes of peace and justice in decision-making and conflict resolutions.**
- **Make use of regional and international organisations to conduct gender sensitivity training for peacekeepers so as to ensure that they are sensitive to issues on the ground.**

- **Utilise the provisions under the Biketawa Declaration to proactively monitor national security situations with the view to averting potential conflicts and resolving possible conflicts by peaceful means.**
- **Develop, put in place and resource national disaster mitigation and response plans to protect against loss of life and property in times of natural disasters.**
- ***TRADITION AND RELIGION***

112. The Conference noted the Consultant's Report and findings on the impact of tradition and religion on Pacific women's lives which is often blamed for women's lower status and recommended that religious organisations promote the equality of women.

113. The wider society does acknowledge the important role the religious organisations plays in strengthening community identity and solidarity. However, in representing the underprivileged, the religious should also recognize its responsibility to curtail and minimize certain church activities that burden women constantly siphon off resources from the household. The church has an equally important task of promoting and implementing programmes that pursue strategic and practical gender issues.

114. The religious organisations should promote equal opportunities for men and women in its hierarchy.

Recommended Actions

The Conference urges Governments to:

- **Recognise the influence that religious organisations have on the lives of Pacific people and develop partnerships with religious organisations in promoting and implementing programmes that pursue strategic and practical gender empowerment issues as well as spiritual development.**
- **To encourage Pacific Island countries and territories to work in collaboration with the religious institutions toward enhancing equal opportunities for men and women.**
- ***MEDIA/INFORMATION COMMUNICATION & TECHNOLOGY***

115. The Conference highlighted the important role of the media in advancing women and gender equality. Media is a powerful tool that can either promote or shut out women issues from public discourse. There is a need to work with the media towards changing the stereotyping portrayal of women in the media.

116. The information and communications work part of the Pacific Women's Bureau since it was first set up in 1984 represents a long-standing recognition of media work in the Pacific. Although the media was not identified as a critical area under the PPA, the work of the Bureau is premised on Section J of the Beijing Platform for Action. Section J, which recognizes the link between information, media and empowerment of women.

Recommended Actions:

The Conference urges Governments to:

- **Request the Pacific Islands Forum Secretariat highlight the important role of media and its impact on women's issues and concerns on gender issues in the Pacific Plan.**
- **Support women and media as an emerging area of concern to be presented to Pacific ministers and endorsed as part of the renewed Pacific Platform for Action.**
- **Consider and endorse a regional scoping study as part of the Pacific Women's Bureau work-plan to assist regional indicators for the above. The study will result in a strategic plan for action on Section J of the Beijing Platform of Action within the Pacific Platform for Action.**
- ***MILLENIUM DEVELOPMENT GOALS***

117. The revised PPA includes appropriate indicators from the MDGs, recognizing the interrelationships with the MDGs and noting that the MDGs will not be achieved without the full and equal participants of women. Gender is a cross cutting issue in MDGs.

118. Women disproportionately suffer the burden of poverty, are the primary agents of child welfare, are the victims of widespread and persistent discrimination in all areas of life. They are increasingly susceptible to HIV/AIDS and other major diseases. Women also play an indispensable role in the sustainable management of natural resources, and have the right to gain as much as men from the benefits brought by globalization.

Recommended Actions:

The Conference urges Governments to:

- **Adapt Millennium Development Goals to make them more appropriate for PICTs and integrate them into national planning processes in all Pacific Island countries, with MDG national base-line report developed, appropriate targets set and indicators formulated with the assistance of regional and international agencies.**

V. RESOURCES AND FINANCIAL ARRANGEMENTS

119. The full implementation of the revised Pacific Platform for Action on Advancement of Women and Gender Equality 2005 to 2015 – a Regional Charter will require strong government commitment and support for its implementation. This means increased allocation of resources to translate the goals and objectives of the charter into concrete programmes and activities to promote gender equality and the empowerment of women.

120. Government, development partners and donor communities are urged to make a commitment and provide increased resources both human and financial to ensure progress towards implementing of the Regional Charter.

VI. MONITORING AND EVALUATION

125. The Pacific Platform of Action for Women and Sustainable Development, while retaining the vision of the 1993, should be consolidated and revised so that it is more action-oriented. The major goals (the critical issues) objectives, implementation strategies and indicators should be defined. The PPA must emphasize *mainstreaming*, addressing the goals, objectives and strategies to the agencies that make policy, provide resources and provide services – to government departments, civil society and the private sector agencies. The following matrix summarizes the proposed revisions.

THEME	GOAL	OBJECTIVE	STRATEGY
1. MECHANISMS TO PROMOTE ADVANCEMENT OF WOMEN	1.1 Develop and Strengthen Appropriate Mechanisms for the Advancement of Women	Governments act on their commitments to women and gender and development	Establish a gender policy and planning unit to promote and coordinate gender data collection, mainstreaming, budgeting and auditing.
		Governments encourage and provide adequate resources for effective NMW ¹²	Review and define the roles of women's departments and women's CSOs ¹³
		Regional coordination and information sharing activities are strengthened	Define and endorse the role of the SPC Women's Bureau
2. WOMEN'S LEGAL AND HUMAN RIGHTS	2.1 Elimination of all forms of discrimination against women	All governments to ratify CEDAW	Ratification of CEDAW
		Governments review national legislation to ensure that women's human rights are fully protected by the law	<ul style="list-style-type: none"> i. Targeted Gender Sensitisation Programs ii. Review Legislation iii. Review Family Law and establish a Family Court iv. Monitor the Status of Women v. Study Issues of Conflict between Custom and Law on Gender Issues
		All women and men understand their legal rights	Promote legal literacy

¹² National Machineries for Women

¹³ Civil Society Organizations

THEME	GOAL	OBJECTIVE	STRATEGY
	<i>2.2 Full participation of women political and public decision-making</i>	Political parties identify, endorse and support both women and men as candidates for political offices	Increase political party support for women candidates
		Equitable participation by women and men in public life	Increase the number of women appointed and elected to public office
		Equitable participation by women and men on Statuary Bodies and Boards of Directors of State Owned Enterprises	Increase the number of women appointed to Statuary Bodies and as members of Boards of Directors of State Owned Enterprises
		Equitable participation by women and men in management roles in governments, the private sector and civil society organizations	Increase the ratio of women to men in executive positions in governments, civil society, and the private sector.
	<i>2.3 To eliminate sexual and family violence</i>	Policies and programs to prevent sexual and family violence	<ul style="list-style-type: none"> i. Analysis of legislation regarding violence ii. Seminars for lawmakers, the Police and the Judiciary attitudes towards sexual and family violence iii. Change public attitudes towards sexual and family violence iv. Governments support for Programs to assist female victims of violence v. Sexual Harassment policy and guidelines vi. Prevention of trafficking of women and children, and sex and paedophile tourism

		Collect and publicise data on violence against women	Measure trends in cases violence against women
<i>2.4 Uphold customary cultural values and traditions, including the family, consistent with the need to ensure gender equality.</i>		Policy and programs to record traditional knowledge and preserve positive customary cultural values, traditions and practices	Gender inclusive Cultural Preservation
		Men and women equally share the commitment, responsibilities, decision-making, and duties of raising a family	Family life education
		Address the growing concern of elders about breakdown of traditional family support structures.	Develop national social indicators on social change and the family
GOAL	OBJECTIVE	STRATEGY	
<i>2.5 Women's critical role and knowledge is recognized and included in environmental management and conservation</i>	Increase women's awareness and participation in environmental management and protection	Environmental Protection Awareness Environmental education in school curricula	
<i>2.6 Achieve sustainable peace in the family, the community and society</i>	Promote Peace Education and a Culture of Peace	Teach conflict resolution skills in schools and to target groups	

	<i>2.7 Uphold the identity and rights of indigenous peoples, especially the rights of women, in the development process.</i>	Support international initiatives for indigenous rights	Initiate national and international government policies on indigenous rights
	<i>3.2 Ensure women's reproductive and other health needs are addressed and adequately resourced</i>	National Health policy and programmes meets the different needs of women and men and promotes gender equity in access to services, training, and employment	Develop a gender policy and plan of action for the Department of Health
		Improve the quality of and access to medical services and reproductive health services	Monitor Health Indicators for women and men
		Improve access to health education and provision of programs for disease prevention	Monitor Health Education and Wellness Promotion Indicators
		Prevent the spread of HIV/AIDS and STI	Education the public on HIV/AIDS and STI
		Provide and improve basic services accessible to all women and men.	Monitor Indicators for the provision of basic services
	GOAL	OBJECTIVE	STRATEGY
	<i>3.3 Gender equality in access to formal and non-formal education and training.</i>	Equality in education training for girls and boys, women and men at all levels, including selection for training programmes and scholarship awards.	vii. Develop a gender policy and plan of action for the Department of Education viii. Monitor Indicators for gender equality in education

		Ensure School curricula and textbooks are free of negative gender stereotyping	Review school curricula and textbooks
3. <u>ECONOMIC EMPOWERMENT OF WOMEN</u>	<i>4.1 To increase the participation of women in the formal economy and to recognise and support women's contribution to the informal sectors.</i>	Ensure that the law upholds women's rights to equal opportunity in all field of employment	Equal opportunity legislation
		Governments research t data and collection on women's roles in development.	Monitor Indicators for gender equality in employment
		Increase the number of women in business	<ul style="list-style-type: none"> i. Provide business and financial management training to women ii. Link training, micro-finance and micro-enterprise in programmes for women. iii. Monitor Indicators on women and men who are self employed in small businesses and/ or micro-enterprises
	<i>4.2 Promote and support women's participation in agriculture and fishing, both paid and unpaid activities, and to recognise women's role in food security.</i>	Policy and programmes for agriculture and fisheries for gender equity in access to services, training, and employment	Develop a gender policy and plan of action for the department s of agriculture and fisheries
		Collect information on women's roles in agriculture and fishing	Monitor women's roles in production, and processing and marketing in agriculture and fisheries
		Policies and programs to ensure household and national food security	Develop a national, gender inclusive food and security policy and nutrition policy

	<p><i>4.3 Address the root causes of poverty, particularly as it relates to women</i></p>	<p>Governments conduct national policy-based research on poverty and hardship/</p>	<p>Establish gender sensitive poverty monitoring units in departments of finance and planning</p>
		<p>National policies to provide economic security and improve the economic status of women.</p>	<ul style="list-style-type: none"> i. Analyse women's rights and access to economic resources ii. Gender Sensitive Anti-Poverty Strategy iii. Record and monitor the proportion of the population covered by non-kin social safety nets.
	<p>4.4 Integrate a gender perspective into economic policies in particular budget and trade policies</p>	<p>National Budgets and bi-lateral, regional and multilateral trade agreements improve the economic and social status of women</p>	<ul style="list-style-type: none"> i. Implementations of mechanism that promote gender responsive budgets ii. development of a gender perspective in trade policy; gender impact analysis and monitoring of trade liberalization agreements

VII. FORWARDING IMPLEMENTATION - Indicators

1. MECHANISMS TO PROMOTE THE ADVANCEMENT OF WOMEN

GOAL 1.1 Develop and strengthen appropriate mechanisms for the advancement of women

OBJECTIVE 1.1.1: Governments act on their commitments to women and gender and development.

Strategy: Establish a gender policy and planning office, or desk, in the highest level policy department in governments, to promote and coordinate gender data collection, mainstreaming, budgeting and auditing

Why?	So that governments are able to act on and implement their commitment to the PPA and other international agreements concerning the status of women, and gender and development (e.g. CEDAW, MDGs).
How?	Define and implement relevant gender policies for each sector and line department; coordinate mainstreaming of gender and development in the operations of line departments; collect data on national gender and development indicators; monitor and audit the implementation of gender policy budgeting and; and, prepare annual progress reports to Cabinet.
Indicator of Progress	<ul style="list-style-type: none">✓ A gender policy and planning office, or desk, is established in the highest level policy department in governments.✓ All line departments have gender policies and goals, reflected in their operations and budgets.
Who is responsible?	Parliament and Cabinet

OBJECTIVE 1.1.2: Governments encourage and provide adequate resources for effective national machineries for women and development.

Strategy: Review and define the roles of the women's department and women's CSOs in relation to governments service for women in communities, and increase consultation between them.

Why?	Governments services to women in communities are more effective and accountable
How?	Develop a mission statement for the women's department, defining its role in governments and its services to the public Require the women's department to hold annual consultation with the representatives of community-based women's CSOs, to (i) evaluate the quality and effectiveness of the services provided by the women's department, and (ii) prepare the annual work programme of the women's department.
Indicator of Progress	Governments provide core funding for the operation of the Women's Department, with adequate resources to serve women in governments community development programmes Annual evaluations by women's CSOs are favourable.
Who is responsible?	Cabinet, the Ministry of Finance and Planning, and the Ministry in which the women's department is located.

OBJECTIVE 1.1.3: Regional coordination and information-sharing activities are strengthened

Strategy: Define and endorse the role of the SPC Women's Bureau

Why?	To clarify the role and mandate of the SPC Women's Bureau and to ensure that it is provided with the resources to fulfil that role.
How?	Governments define and endorse SPC Pacific Women's Bureau as the principal coordinating agency in the region for collecting data and information on women and gender issues, policies and programs in the Pacific region, and for sharing information on women and gender issues among the relevant agencies in countries in the region.
Indicator of Progress	<ul style="list-style-type: none">✓ The SPC Pacific Women's Bureau maintains a database on gender and development indicators for all member countries, and also on national and regional policies, programmes and projects for women and gender in development.✓ The SPC Women's Bureau shares the information it collects effectively, as assessed by the triennial regional meetings of Pacific women✓ The SPC Women's Bureau is provided with adequate resources to fulfil the functions that have been defined and endorsed for it by the governments of the region
Who is responsible?	The regional meeting of Ministers for Women.

2. WOMEN'S LEGAL AND HUMAN RIGHTS

GOAL 2.1: Elimination of all forms of discrimination against women

OBJECTIVE 2.1.1: For all Pacific States to ratify the Treaty for the Rights of Women (The convention for the elimination of all forms of discrimination against women – CEDAW)

Strategy: Ratification of CEDAW

How to do it:	Advocacy and awareness raising by civil society groups, including the National machinery for Women.
Indicators of Progress	✓ CEDAW is ratified with or without reservations (Number and nature of reservation) and with or without the optional protocols
Why?	To ensure governments makes an international commitment to and affirmation of women's legal and human rights, equality and empowerment.
Who is responsible?	The Governments through its Ministry of Foreign Affairs initiates ratification. The governments' agency responsible for gender policy and planning monitors and reports to governments and to the UN. Civil Society groups prepare "shadow reports, to ensure that the views of all stakeholders are represented.

OBJECTIVE 2.1.2: Governments review national legislation to ensure that women's human rights are fully protected by the law

Strategy (i) Targeted Gender Sensitisation Programmes

Why?	To gain the support of decision makers that women and men have equal rights, to be protected and upheld by law
How?	Collect evidence to show where the inequalities exist. Organize participatory gender awareness seminars for police, the judiciary, legislators, senior civil servants, and parliamentarians
Indicator of Progress	✓ Annual assessment of national progress in raising the awareness of lawmakers, policy makers and law-enforcers on national issues of gender inequality, and the provisions of CEDAW.
Who is responsible?	Civil society groups, Governments office for gender policy and planning and the National machinery for Women's Advancement.

Strategy (ii) Review Legislation

Why?	To ensure that the laws provide for equal opportunities for women and men and eliminate discrimination against women (as in CEDAW)
How?	Legislative reviews by experts
Indicator of Progress	✓ National laws do not discriminate against women and men and protect women's legal rights,
Who is responsible?	Civil society groups, Governments office for gender policy and planning and the National machinery for Women's Advancement.

Strategy (iii) Review Family Law and establish a Family Court

Why?	To ensure that that family law equally upholds the rights and interests of women, men and children.
How?	Legislative reviews by experts
Indicator of Progress	✓ Establishment of a Family Court
Who is responsible?	Civil society groups, Governments office for gender policy and planning and the National machinery for Women's Advancement.

Strategy (iv) Monitor the Status of Women

Why?	To monitor the protection of human rights, including women's rights
How?	Establish an independent monitoring agency such as a Human Rights Commission or NGO. Its task should include the collection of gender-disaggregated data on the application of the law.
Indicator of Progress	✓ An independent monitoring agency, such as a Human Rights Commission or NGO is established, adequately funded, and effectively operational.
Who is responsible?	Advocacy by civil society groups, the private sector, the governments office for gender policy and planning and the National machinery for Women's Advancement.

Strategy (v) Study Issues of Conflict between Custom and Law on Gender Issues

Why?	To identify and resolve issues of conflict between custom and human and women's rights.
How?	Strengthening the understanding among traditional leaders of women's human and legal rights and the advantages to society as a whole of improving the status of women.
Indicator of Progress	✓ Removal of conflicts between custom and law.
Who is responsible?	Advocacy by civil society groups, the private sector, the legal profession, the governments office for gender policy and planning and the National machinery for Women's Advancement.

OBJECTIVE 2.1.3: For all women and men to understand their legal rights

Strategy: To promote legal literacy

Why?	To ensure women and men are aware of their legal and human rights, and their duties and responsibilities as citizens,
How?	Programs to raise women's and men's awareness of their legal rights in relation to national or local issues of gender inequality
Indicator of Progress	✓ Measurable increases in the legal, health, educational and economic status of women.
Who is responsible?	Advocacy by civil society groups, the private sector, the legal profession, the governments office for gender policy and planning, and the National machinery for Women's Advancement.

GOAL 2.2: Full participation of women political and public decision-making

OBJECTIVE 2.2.1: For political parties to identify, endorse and support both women and men as candidates for political offices

Strategy: Increase political party support for women candidates

Why?	To ensure that the interests of women and men are equally represented in governments at all levels.
How?	CSOs to direct campaigns to women voters and voter education campaigns to promote gender equality in public life. Also to lobby political parties, to encourage political parties to involve women and men equally as active decision-makers in political platforms and policies.
Indicator of Progress	✓ Number of women in high political party positions and percentage of women in high political party positions. ✓ Number of women endorsed as party candidates in each election.
Who is responsible?	Civil society groups, political parties, the private sector, the governments office for gender policy and planning and the National machinery for Women's advancement.

OBJECTIVE 2.2.2: Equitable participation by women and men in public life

Strategy: Increase the number of women appointed and elected to public office.

Why?	To ensure that women's concerns and interests are represented in national and local governments and in national law-making and high level decision-making
How?	Analyse traditional leadership and the roles if any permitted to women. Change the law to require that women are included in traditional councils, or to establish parallel local government councils for women, so their voice is formally represented in the local governments system. Conduct Public awareness campaigns and training on democracy directed to women. National campaign to raise awareness of the value to society of equal political representation by women and men; campaigns to encourage women to stand for public office; campaigns to encourage women and men to vote for women candidates
Indicators of Progress	✓ Proportion of seats held by women in national parliament (indicator for MDG Goal 3) ✓ Increased numbers of women candidates standing for elections in local, municipal, and national elections

- ✓ Increased numbers of women appointed to local governments bodies
- ✓ Increased number of Women in parliament and percentage of parliamentarians who are women over a given number of years representing terms of office
- ✓ Increased number and percentage of Women in ministerial / cabinet posts and percentage of women in ministerial / cabinet posts over a given number of years representing terms of office
- ✓ Increased number of Women in governments committees and percentage of women members of governments committees over a given number of years representing terms of office
- ✓ Increased international rank based on the composite indicators to measure gender empowerment (GEM) which is calculated by UNDP from indicators for economic and political participation and power over economic resources.

Who is responsible? Electoral commission or equivalent body, and advocacy by civil society groups, the private sector, community organizations, Departments of Local Governments. The governments' offices for gender policy and planning and the national machineries for Women's Advancement.

OBJECTIVE 2.2.3: Equitable participation by women and men on Statuary Bodies and Boards of Directors of State Owned Enterprises

Strategy: Increase the number of women appointed to Statuary Bodies and as members of Boards of Directors of State Owned Enterprises.

Why?	To ensure that women's concerns and interests are represented in Statuary Bodies and Boards of Directors of State Owned Enterprises.
How?	National campaign to raise awareness of the value to society of equal political representation by women and men; to encourage women to stand for public office; and to encourage women and men to vote for women candidates
Indicators of Progress	<ul style="list-style-type: none"> ✓ Establish current base line showing female representation on the boards of Statuary Bodies and of Directors of State Owned Enterprises. Record the number of Women represented each year by organization. Assess change in numbers after five years
Who is responsible?	Advocacy by civil society groups, the governments office for gender policy and planning and the national machinery for Women's Advancement.

OBJECTIVE 2.2.4: Equitable participation by women and men in management roles in governments, the private sector and civil society organizations

Strategy: Increase the ratio of women to men in executive positions in governments, civil society, and the private sector.

Why?	To bring women's skills and perspectives to management in all sectors,
How?	Through the equal education and training of women in management and creation of equal opportunities for women.
Indicators of Progress	<ul style="list-style-type: none"> ✓ Percentages of women and men holding senior governments positions ✓ Percentage of women and men in management positions in the private sector ✓ Percent of women and men who are heads of NGOs
Who is responsible?	Education Department, all governments and Private sector organizations. civil societies, the governments office for gender policy and planning and the national machinery for Women's Advancement

GOAL 2.3: To eliminate sexual and family violence

OBJECTIVE 2.3.1 Policies and programs to prevent sexual and family violence

Strategy (i): Analysis of legislation regarding violence

Why?	To assess governments commitment to ensuring that the law provides adequate protection for women and deters and punishes violence against women.
How?	Review legislation on rape, family violence and sexual harassment
Indicator of Progress	✓ The law deters and punishes violence against women under any circumstances.
Who is responsible?	Department of Justice

Strategy (ii): Seminars for law-makers, the Police and the Judiciary attitudes towards sexual and family violence

Why?	So laws are enacted, interpreted and enforced to protect women and girls.
How?	Awareness programs on violence against women for legislators, judiciary and policy to ensure that laws, operational procedures, and rules of evidence are gender sensitive
Indicator of Progress	✓ The judiciary reviews the laws; lawmakers change the laws, if necessary; the police and judiciary enforce the laws.
Who is responsible?	Office of the Legislature, the Department of Justice and the Department of Police

Strategy (iii): Change public attitudes towards sexual and family violence

Why?	To educate the public to understand that physical assault against a person is a criminal act, and to change attitudes and practices in the resolution of family conflicts
How?	Public awareness/education campaigns directed to men and women on dealing with and managing conflicts in a non-violent manner
Indicator of Progress	✓ Public attitude survey shows a low tolerance of family violence among both males and females
Who is responsible?	Departments responsible for social welfare and family affairs, women's, the relevant NGO and the churches

Strategy (iv) Governments support for Programs to assist female victims of violence

Why?	To provide medical, counselling, police and legal support for the victims of family and sexual violence.
How?	Governments, CSOs, and the churches and private sector organizations join forces to establish family support centres.
Indicator of Progress	✓ Family support centres are established and accessible
Who is responsible?	Department of Police, Justice. Departments responsible for social welfare and family affairs, CSOs, the churches, and private sector organizations

Strategy (v): Sexual Harassment policy and guidelines

Why?	To ensure that women are treated with respect in the workplace by eliminating sexual harassment.
How?	The law requires employers to formalize policies and develop guidelines to prevent sexual harassment in the workplace
Indicator of Progress	✓ Policies against sexual harassment are adopted by all employers

Who is responsible? Department of Labour, the Department of Justice

Strategy (vi): Prevention of trafficking of women and children, and sex and paedophile tourism

Why? So that governments is aware of and has policies to prevent human trafficking
How? International and regional agencies and CSOs specializing in the issues raise governments awareness of the issue as an emerging issue in the Pacific region affecting women and girls in particular, and to ensure that governments has institutionalised measure to prevent and punish occurrence.
Indicator of Progress ✓ Governments has a policy to prevention of trafficking of women and children, and sex and paedophile tourism
Who is responsible? Departments of Foreign Affairs, Justice, Police and Social Welfare, National and International CSOs and inter-governmental agencies for crime prevention.

OBJECTIVE 2.3.2 Collect and publicise data on violence against women

Strategy: Measure trends in cases violence against women

Why? To assess and publicise the extent of the problem and to change public attitudes.
How? Collect statistics on violence against women and make them public at regular intervals.
Indicators of Progress ✓ Data is systematically collected on violence indicators (below) and made public
Who is responsible? The governments' offices for gender policy and planning; departments of Police, Justice, Health; civil society organizations; and the national machinery for Women's Advancement.

Indicators on Violence

Incidence of domestic or family violence

What? ✓ Annual number of cases of assault involving family members, by sex and age of victim and alleged perpetrator.
Why? To measure trends in reported cases of family violence.
Where? The sources of the information are the Department of Police and the Department of Justice and the Women's Crisis Centre or equivalent Civil Society Organization.

Incidence of rape

What? ✓ Number of cases of rape reported, and number of cases resulting in a conviction, by a given year over a given number of years
Why? To measure trends in reported cases of rape. Many cases are not reported, so this data can only be indicative of the issue.
Where? The sources of the information are the Department of Police and the Department of Justice and the Women's Crisis Centre or equivalent Civil Society Organization.

Assaults on women

What? ✓ *Total number of reported cases involving assault on women as a percentage of all reported cases of assault*
Why? To measure trends in reported cases of assault against women. Many cases are not reported, so this data can only be indicative of the issue. Assault may include family

violence, sexual assault, and other criminal acts.

Where? The sources of the information are the Department of Police and the Department of Justice and the Women's Crisis Centre or equivalent Civil Society Organization.

Homicides in which women are the victims

What? ✓ Homicides in which women are the victims as a percentage of all homicide
Why? To measure trends in homicide to assess whether women are more likely than men to be victims of homicide.

Where? The source of the information is the Department of Police

Gender difference in crime

What? ✓ Percentage of males and females convicted of crimes by age of convicted person and type of crime (e.g. crimes against the person and crimes against property)

Why? To measure social trends and changes in society.

Where? The source of the information is the Department of Police

GOAL 2.4 Uphold customary cultural values and traditions, including the family, consistent with the need to ensure gender equality.

[OBJECTIVE 2.4.1: Policy and programs to record traditional knowledge and preserve positive customary cultural values, traditions and practices](#)

Strategy: Gender inclusive Cultural Preservation

Why? To ensure that traditional knowledge and skills of women and men are not lost in the process of social change.

How? Establish and fund national program for the preservation of culture and traditional knowledge, including domains of women's cultural knowledge and cultural heritage that is inclusive of women's contributions.

Indicator of Progress ✓ National program for recording cultural knowledge of women and men is in operation

Who is responsible? Department responsible for cultural affairs

[OBJECTIVE 2.4.2: For men and women to equally share the commitment, responsibilities, decision-making, and duties of raising a family](#)

Strategy: Family life education

Why? To encourage equal commitment of men and women to family life and to sharing responsibilities, household duties, and decision-making

How? Develop family life education programs for schools, and communities

Indicator of Progress	✓ Reduction in the number of divorces and marital separations and marital conflict.
Who is responsible?	The churches, civil society groups, the governments office for gender policy and planning and the National machinery for Women's Advancement

OBJECTIVE 2.4.3: Address the growing concern of elders about breakdown of traditional family support structures.

Strategy: Develop national social indicators on social change and the family

Why?	To study social change
How?	Collect and analyse social statistics cultural, gender, social, and lifestyle changes, to inform policies and programs to assist families to adjust
Indicator of Progress	✓ Comprehensive social statistics collected and analyses (see indicators below)
Who is responsible?	CSOs, Governments Department of Planning, Social Welfare. Community Development, Women, Youth National Statistics Office

Indicators on the family and social change

Rate of Urbanization

- What?* ✓ The change in the percentage of the population (males and females by age group) living in urban areas in the inter-census period.
- Why?* To measure how fast the urban population is growing to help to assess social change. In all countries social change occurs more rapidly in urban populations.
- Where?* The source of information is the reports of the last two national censuses

Dependency Ratio

- What?* ✓ Ratio of women and men in the work force to dependent children and elderly people.
- Why?* To measure the proportion of the population who are economically dependent.
- Where?* The source of information is the report of the national census

Family counselling and other support systems

- What?* ✓ National program/s established to assist families with problems established (yes/no)
- Why?* To assess national progress towards establishing institutions and mechanism to address problems of cultural and social change as they affect the family.
- Where?* The source of information is department responsible for cultural affairs and or social welfare and NGOs.

Provisions for the Elderly

- What?* ✓ National policy and plan and programme of action on the needs of elderly people established (yes/no)
- Why?* To assess national progress towards providing assistance for the elderly particularly in urban situation or areas of the country experiencing rapid

social and economic change.

Where? The source of information is department responsible for social welfare and NGOs.

Provisions for the disabled

What? ✓ National policy and plan and programme of action on the needs of disabled people established (yes/no)

Why? To assess national progress toward providing assistance for disabled girls and boys and women and men, particularly in urban situation or areas of the country experiencing rapid social and economic change.

Where? The source of information is department responsible for social welfare and NGOs.

Divorce Rate

What? ✓ Divorce rate; number of divorces per 1000 married couples in a given period of time

Why? To measure change over time in the number of married couples who divorce in relation to the total number of married couples, This is an indicators of social change and family issues to inform social policy and planning

Where? The source of information is the Department of Justice and national census

Female breadwinners

What? ✓ Per cent of households in which a woman is the primary income earner or provider.

Why? To measure changes in women's roles in the family and society

Where? Census data, surveys.

Single women in younger age groups

What? ✓ Per cent of unmarried/ unpartnered women in the age group 25-35.

Why? To measure changes in women's marriage choices

Where? Census data, surveys.

Rights of the Child

What? ✓ Governments ratification of the International Convention on the Rights of the Child (yes/no)

Why? To assess governments commitment and action on behalf of the welfare of children in society.

Where? The source of information is the department of foreign affairs

GOAL 2.5 Women's critical role and knowledge is recognized and included in environmental management and conservation.

OBJECTIVE 2.5.1: Increase women's awareness and participation in environmental management and protection.

Strategy (i): Environmental Protection Awareness

Why?	Raise the awareness of women in the community on environmental issues that are of particular concern to them, and encourage women to use their traditional knowledge to protect and preserve the natural environment.
How?	Training and awareness programs directed to women on national environmental and resource management issues, including safe solid waste management and nature conservation.
Indicator of Progress	✓ Women are active in waste management and nature conservation activities in all communities
Who is responsible?	The department responsible for environmental matters, Environmental CSOs operating at national level, SPREP

Strategy (ii): Environmental education in school curricula

Why?	Raise the awareness of girls and boys about national environmental issues and how they can help to protect the environment.
How?	Include environmental education national curricula for all schools including teacher training, primary and secondary school curricula.
Indicator of Progress	✓ Environmental studies are included in all school curricula.
Who is responsible?	The Department of Education

GOAL 2.6: Achieve sustainable peace in the family, the community and society

Objective 2.6.1: Promote Peace Education and a Culture of Peace

Strategy: Teach conflict resolution skills in schools and to target groups

Why?	To encourage a culture of peace and improve the skills of women and men in conflict resolution.
How?	Develop materials conflict resolution skills for use in schools, with target groups such as the police and community leaders, journalists, and CSOs for community education
Indicator of Progress	✓ Materials are developed and widely used in schools, the media, and by CSOs in communities.
Who is responsible?	Department of education, Department of Community Development UNESCO, CSOs

GOAL 2.7: Uphold the identity and rights of indigenous peoples, especially the rights of women, in the development process.

Objective 2.7.1 Support international initiatives for indigenous rights

Strategy: Initiate national and international government policies on indigenous rights

Why?	To ensure the rights and dignity of indigenous people are upheld nationally and internationally
How?	Governments protect national indigenous identity and rights with appropriate national policies, and support international initiatives for indigenous rights and self-determination
Indicator of Progress	See indicators

Who is responsible? Parliament, Cabinet, departments of culture, justice, and foreign affairs

Indicators for monitoring policies and programmes on indigenous rights

Draft Declaration on the Right of Indigenous People

- What?* ✓ Governments support the initiatives of the United Nations Draft Declaration on the Rights of Indigenous People, of the UN Commission on Human Rights (yes/no)
- Why?* To assess national commitment to global action on behalf of indigenous people.
- Where?* The source of information is the department of foreign affairs

Covenant on Rights

- What?* ✓ Governments ratify the International Convention on Economic, Social and Cultural Rights (yes/no)
- Why?* To assess national commitment to global initiatives affirming that peoples have the right of self-determination, to freely determine their political status and freely pursue their economic, social and cultural development.
- Where?* The source of information is the department responsible for foreign affairs.

Initiatives to safeguard the intellectual property of indigenous people

- What?* ✓ Governments have policies to safeguard the intellectual property of the nation's indigenous people (yes/no)
- Why?* To assess national commitment to this objective.
- Where?* The source of information is the department of foreign affairs and the department of justice

Recognition of Intellectual property of indigenous women

- What?* ✓ Governments recognise that in safeguarding the intellectual property of indigenous people, there are categories of that intellectual property that belong to women (yes/no)
- Why?* To assess national commitment to this objective.
- Where?* The source of information is the department of foreign affairs and the department of justice

Action for indigenous people

- What?* ✓ Governments endorse and support for UN recommendations to member states for activities in support of the rights and needs of indigenous people (yes/no)
- Why?* To assess national commitment to global initiatives
- Where?* The source of information is the department of foreign affairs and the department of justice

Protection of Indigenous land rights and land tenure

- What?* ✓ Governments policy and programs ensure the protection of indigenous land rights and land tenure systems specifically including the land and property rights of women
- Why?* To assess national commitment to this issue.
- Where?* The source of information is the department of lands and the department of justice

3. WOMEN'S ACCESS TO SERVICES

GOAL 3.1 Ensure women's reproductive and other health needs are addressed and adequately resourced

[OBJECTIVE 3.1.1: National Health policy and programmes meets the different needs of women and men and promotes gender equity in access to services, training, and employment](#)

Strategy: Develop a gender policy and plan of action for the Department of Health.

Why?	To ensure equity between women and men as users and providers of health services
How?	Health Planners work with the national gender policy and planning unit to produce a draft policy. Invite input from CSOs, and organizations representing health professionals.
Indicator of Progress	<ul style="list-style-type: none">✓ Health Policy is endorsed by Cabinet.✓ The ratio of males and females employed as nurses, paramedics, and doctors.✓ The number of females and males enrolled in training programs for nurses, paramedics and doctors by national and overseas training institutions
Who is responsible?	Gender policy and planning unit, Department of Health.

[OBJECTIVE 3.1.2: Improve the quality of and access to medical services and reproductive health services](#)

Strategy: Monitor Health Indicators for women and men

Why?	To assess improvement in the quality and accessibility of services to women
How?	Establish a set of relevant national and regional indicators and a data base to record data at national and regional levels
Indicator of Progress	Progress on the following indicators
Who is	Gender policy and planning unit, Department of Health, Office of Statistics,

responsible? National and regional MDG monitoring programmes, SPC demography, health, statistics programmes, and Pacific Women's Bureau, WHO.

Indicators for measuring improvement in the quality and accessibility of medical and reproductive health services

Life expectancy at birth by sex

What ✓ Life expectancy at birth is an estimate of the number of years a newborn infant would live if prevailing patterns of mortality were to stay the same throughout the child's life.

Why To obtain a statistical summary of current differences in female and male mortality across all ages. Women normally live longer than men.

Where? The source of the data is population censuses

Population per doctor

What ✓ The total number of doctors divided by the number of the population.

Why To measure the accessibility of health care services

How Governments' employment records.

Population per nurse / paramedic

What ✓ The total number of nurses / paramedics divided by the number of the population.

Why To measure the accessibility of health care services

Where? Governments' employment records.

Proportion of health budget allocated for rural health services

What ✓ The percentage of the total annual budget for the health sector that is allocated for rural health services, including salaries, capital works, supplies and equipment.

Why To measure the priority given to rural health services in the allocation of national resources for health.

Where? The source of the data is the records of the department of health.

Maternal mortality rate

What ✓ Percentage of deaths per 1000 (or 100,000¹⁴) live births which result from childbirth or associated complications.

Why A measure of the health status of women giving birth, and of the medical attention they have access to.

Where? The source of the data is health department records

Proportion of medically supervised births

What ✓ The percentage of deliveries supervised by trained personnel, disaggregated by urban and rural areas.

Why A measure to assess the availability of and access to trained birth attendants

Where? The source of the data is records of the health department

¹⁴ This measure can be adjusted to show rates for small Pacific Island populations. For example the number of cases multiplied by the number of people in the population produces a crude per capita rate. This number multiplied by 100,000 produces an internationally comparable rate.

Proportion of deliveries with antenatal care

- What ✓ Percentages of women giving birth who have had at least one antenatal check up during pregnancy, disaggregated by urban and rural areas.
- Why To measure women's access to antenatal care. The data can then be compared with the two previous indicators in assessing the services offered to women in childbirth.
- Where? The sources of the data is records of the health department

Proportion of all births to women under 20

- What ✓ Percentages of births to women aged less than 20 years.
- Why To measure the proportion of births are to teenage mothers.
- Where? The sources of the data is records of the health department

Infant mortality rate by sex

- What ✓ Percentage of male and female infant deaths in the first three months of life per 1000 live births
- Why To measure the health of women and infants in the peri natal period the data can then be compared with previous indicators to assessing the services offered to women in childbirth.
- Where? The sources of the data is records of the health department and the population census

Under-five Mortality by sex

- What ✓ Percentage of male and female child deaths in the first five years of life per 1000 live births
- Why To measure the health and well being of young girls and boys and to examine any gender differences.
- Where? The sources of the data is records of the health department and the population census

Child immunization rate

- What ✓ Percentage of children who have received the nationally prescribed immunizations
- Why To measure the effectiveness of maternal and child health care and disease prevention services.
- Where? The sources of the data is records of the health department

Total fertility rate

- What ✓ The average number of children that would be born alive to a woman during her lifetime if she was to bear children at each age in accordance with age specific fertility rates
- Why To allow assessment of the effectiveness of family planning programs and women's access to contraception
- Where? The sources of the data are population censuses

Proportion of population using modern birth spacing methods

What	✓ Percentage of women of childbearing age who are using (or whose partners are using) modern contraceptive methods
Why	To measure the availability and/or acceptability of modern contraceptives and birth spacing.
Where?	The sources of the data are records of the health department and national surveys.

Education and Family size

What	✓ Births per woman by the education level of the woman
Why	To measure whether education levels influence decisions made by women on the number of children they bear.
Where?	National census

OBJECTIVE 3.1.3: Improve access to health education and provision of programs for disease prevention

Strategy: Monitor Health Education and Wellness Promotion Indicators

Why?	✓ To assess improvements in the knowledge of women and men to prevent illness
How?	Establish a set of relevant national and regional indicators and a data base to record data at national and regional levels
Indicator of Progress	Progress on the following indicators
Who is responsible?	Gender policy and planning unit, Department of Health, Office of Statistics, National and regional MDG monitoring programmes, SPC demography, health, statistics programmes, and Pacific Women's Bureau, WHO.

Indicators for monitoring improvements in access to health education and provisions of programs for disease prevention

Proportion of health budget allocated for non-curative services

What	✓ The percentage of the total annual budget for the health sector that is allocated for non-curative health services, such as programs for antenatal care, maternal and child health, immunization, and health education
Why	To measure the priority given to activities for prevention of illness in the allocation of resources for health.
Where?	The source of the data is the records of the Department of health.

Sex differences in substance use

<i>What</i>	✓ Percentage of men and women over 15 who use alcohol, tobacco, betel and kava.
<i>Why</i>	To measure substance use and abuse, and to provide information of health education and measure progress with health education.
<i>Where?</i>	For alcohol and tobacco use, the source of the data will be WHO and SPC STEP survey data carried out nationally by governments departments of health every five years. For kava and betel, similar surveys will be necessary.

Some censuses collect information on substance use.

Sex differences in Diabetes rates

- What* ✓ The percentage of women and men diagnosed with Diabetes Mellitus by ten-year age groups.
- Why* To measure the proportion of females and males with diabetes, by sex and age group to assess progress with health education and disease prevention activities. Women are more vulnerable to Diabetes in most Pacific countries.
- Where?* The source of the data is health department records and national surveys

Gender and Obesity

- What* ✓ The percentage of women and men in the population aged 15 years and over who are obese by class 1-3 indicators (BMI 30.0 -40.0)
- Why* To measure obesity in the population to assess progress with health education and disease prevention activities. Women are more vulnerable to obesity in most Pacific countries and obesity can increase the risk of diabetes.
- Where?* The source of the data is health department records and national surveys

Gender and Suicide

- What* ✓ Number of suicides per 1000 (rate) by sex and age
- Why* To assess differences in social stress and mental health between girls and boys, women and men in different age groups
- Where?* The source of the data is health department records

OBJECTIVE 3.1.4: Prevent the spread of HIV/AIDS ¹⁵ and STI ¹⁶

Strategy: Public Education on HIV and STI

Why?	To raise the awareness and understanding of women and men of the risks and how to protect themselves. Also to understand that victims of HIV/AIDS must be accepted in communities, and treated kindly and humanely
How?	Learn and apply best international practices and allocate adequate resources to public education programmes, including sex education in secondary schools.
Indicator of Progress	Progress on the following indicators
Who is responsible?	Coordinating committee involving Government departments, CSOs, the Private Sector and Churches.

Indicators for monitoring success in preventing the spread of HIV/AIDS and STI

Gender differences in cases of sexually transmitted infections (STI)

- What* ✓ Number of cases of sexually transmitted infection (STI) cases diagnosed

¹⁵ Human Immunodeficiency Virus / Acquired Immune Deficiency Syndrome.

¹⁶ Sexually Transmitted Infections

in females and males in a given year over a given number of years.
Why To assist measuring the risk of HIV infection to women and men, because STI increases vulnerability to HIV, and assess whether women are more vulnerable, also to assess whether measures to combat HIV transmission are succeeding, for policy, planning and prevention programmes.

Where? The source of the data is health department records

Tuberculosis (TB) rate

What ✓ Percentage of women and men with TB per 1000 or 100,000

Why A proxy indicator to assist in measuring HIV infection risk, as TB increases vulnerability to HIV infection (and vice versa), and to assess whether women are more vulnerable, for policy, planning and prevention programmes.

Where? Health department records

STI rate

What ✓ Percentage of STI cases in women and men per 100,000

Why To assist measurement of the risk of HIV infection to women and men, and assess whether women are more vulnerable, and to allow comparisons of HIV/AIDS rates between countries. For policy, planning and prevention programmes.

Where? STI surveillance data from the health department.

HIV rate

What ✓ Percentage of HIV female and male cases per 100,000

Why To measure the rate of HIV infections in women compared with men for policy, planning and prevention programmes.

Where? HIV/AIDS surveillance data from the health department

Prevalence rate of HIV/AIDS in vulnerable female groups

What ✓ The rate (expressed as a percentage of a specified population, for example pregnant women, children, sex workers) of persons alive with an HIV infection

Why To identify groups at risk, to help focus prevention activities and to monitor success of HIV/AIDS prevention programmes/

Where? HIV/AIDS surveillance data from the health department.

Condom use.

What ✓ Percentage of sexually active men and women who regularly use condoms

Why To measure national awareness of messages about safe sex and HIV AIDS prevention.

Where? HIV/AIDS surveillance data from the health department/

National and Regional Strategy on HIV AIDS

What ✓ Governments have adopted a national strategy and plan on HIV AIDS linked to the Pacific Regional Strategy on HIV/AIDS 2004-2008. (yes/no)

Why A measure of progress by governments in regional and worldwide actions to combat the spread of HIV/AIDS. Further information on national progress can be obtained from national AIDS committees when these are established.

Where?
Director of Health

Sex education in Schools

What ✓ Sex Education curriculum developed and taught in primary and secondary schools, including education on HIV/AIDS (yes/no)

Why To assess national progress in preventing the spread of HIV AIDS and teenage pregnancy. Further assessment can be done to review *Where?* effective the curriculum is and whether it has positive outcomes in relation to the goals, by examining teenage pregnancy rates and HIV infection rates in teenagers.

Where? Director of Education

OBJECTIVE 3.1.5: Provide and improve basic services accessible to all women and men.

Strategy: Monitor Indicators for the provision of basic services

Why?	To assess improvements in access to basic services.
How?	Establish a set of relevant national and regional indicators and a data base to record data at national and regional levels
Indicator of Progress	Progress on the following indicators
Who is responsible?	Gender policy and planning unit, Department of Health, Private health sector, Office of Statistics, National and regional MDG monitoring programmes, SPC demography, health, statistics programmes, and Pacific Women's Bureau, WHO.

Indicators for monitoring progress on the provision of basic services

Access to safe water

What? ✓ *Percentage of the population by locality with improved water supply*

Why?

Women are the major users of water and the major beneficiaries

Where? The census provides this information in most countries.

Access to improved sanitation

What? ✓ *Percentage of the population by locality with access to improved sanitation.*

Why?

To assess government commitment and household self-help for improved sanitation.

Where? *The census provides this information in most countries.*

Access to health services

What? ✓ *Percentage of the total population with access to functioning health services within a 5-mile radius by locality*

Why? *To measure the commitment of governments to providing health services that is accessible to all women.*

Where? *The source of information is the department of health and department of statistics.*

Access to transportation

- What?* ✓ Proportion of population who have access to transport services
- Why?* To measure the commitment of governments to providing transport infrastructure and connectivity to all communities
- Where?* Census, also department of transport, department of public works

GOAL 3.2: Gender equality in access to formal and non-formal education and training.

Objective 3.2.1. Equality in education training for girls and boys, women and men at all levels, including selection for training programmes and scholarship awards.

Strategy (i): Develop a gender policy and plan of action for the Department of Education

Why?	To ensure equity between women and men as users and providers of health services
How?	Education Planners work with the national gender policy and planning unit to produce a draft policy. Invite input from CSOs, and organizations representing health professionals.
Indicator of Progress	✓ Education gender Policy is endorsed by Cabinet. ✓ The ratio of males and females employed as teachers and principals at all levels. ✓ The number of females and males enrolled in teacher training at national and overseas training institutions
Who is responsible?	Gender policy and planning unit, Department of Health.

Strategy (ii): Monitor Indicators for gender equality in education

Why?	To determine whether there is inequality between girls and boys, and to inform policies to promote equality.
How?	Establish a set of relevant national and regional indicators on education and a data base to record data at national and regional levels
Indicator of Progress	Progress on the following indicators
Who is responsible?	Gender policy and planning unit, Department of Education, Office of Statistics, National and regional MDG monitoring programmes, SPC demography, health, statistics programmes, and Pacific Women's Bureau, WHO.

Indicators to monitor gender equality in education

Proportion of the population with no education by sex and age	
What	✓ The percent of female and males with no education in the population, and the proportion of males and females with no education in the age group 15-24 years ¹⁷ .

¹⁷ MDG 2, Target 3, indicator 8.

Why To measure difference between the total number of illiterate men and women in the population and the number in the younger age group 15-24.
Where? The source of information is national censuses

Average years of schooling by sex

What ✓ The average numbers of years of education of women and men attained by women and men over 25 years of age.
Why To measure whether men and women in the population have had equal amounts of education, and if no, what the differences are.
Where? The source of information is national censuses

Net enrolment ratios by level and sex¹⁸

What ✓ Net enrolment is the ratio of the number of girls and boys of official school age who are enrolled in school to the girls and boys in the population who are of official school age.
Why To measure whether girls have equal opportunity and access to education at every level
Where? The source of information is national census reports, reports of the department of education and UNESCO databases for UN member states.

Proportion of girls and boys starting in year 1 who reach year 5¹⁹

What ✓ The percent of girls and boys enrolled in year 1 or primary school compared to the percent of girls enrolled in year 5 of primary school, over a period of five years.
Why To measure whether girls are more likely than boys to drop out of primary school.
Where? Enrolment data collected by the department of education and aggregated for all schools, and UNESCO databases for UN member states.

Enrolments by level and sex

What ✓ The annual percentage of boys and girls enrolled in the first year of primary, last year of primary, last year of middle school and last year of senior secondary school
Why To compare enrolments of girls and boys at key stages of the education system.
Where? The source of information is enrolment data collected by the department of education and aggregated for all schools, also UNESCO databases for UN member states.

Tertiary enrolments and choice of fields of study, by sex

What ✓ The number of females and males enrolled in tertiary education institutions by choice of subject of study, by given years, for a given number of years.
Why To assess whether females are participate equitably at tertiary education levels, and to measure the numbers of females taking up studies in fields usually dominated by males (to see if increasing numbers of females are studying non-traditional subjects).
Where? Scholarship award records of the department of education or public service

¹⁸ MDG 2, Target 3, indicator 7, for primary education only.

¹⁹ MDG 2, Target 3, indicator 7,

commission

Overseas tertiary scholarship awards by sex

- What ✓ The percentage of all overseas scholarships awarded to female and males by given years for a given number of years.
- Why To assess whether females receive an approximately equal proportion of scholarship awards.
- Where? The source of information is scholarship award records of the department of education.

National tertiary scholarship awards by sex

- What ✓ The percentage of national scholarships awarded to female and males by given years for a given number of years.
- Why To assess whether females receive an approximately equal proportion of scholarship awards.
- Where? The source of information is scholarship award records of the department of education.

Participation in short-term regional and national training programs by sex

- What ✓ The percentage of training awards to female and males by given years for a given number of years.
- Why To measure whether women and men have equal opportunity to develop their job skills, and improve eligibility for promotion.
- Where? The source of information is analysis of in-service and client training programs of all governments departments in given years over a given number of years.

Appointments to teaching positions by level and sex

- What ✓ Percent of females and males holding primary and secondary school teaching positions by level of appointment/seniority
- Why To measure equity in the primary and secondary teaching professions. Women have tended to predominate in primary teaching and men in secondary teaching. If there are approximately the same number of women and men teaching at both levels, this is an indicator of gender equality.
- Where? The source of information is analysis of education department personnel records.

Enrolments in teacher training by level and sex

- What ✓ Percent of female and male teacher trainees by level (diploma, degree) and program of study (primary and secondary teacher training) in given years over a number of given years.
- Why To measure female and male equity in the primary and secondary teaching professions. This can be compared with the previous indicator.
- Where? The source of information is analysis of education department scholarship

and teacher training placement records.

Non-Formal Education (NFE)

<i>What</i>	✓ The number and type of NFE programs offered to women and men or both (e.g. employment skills, business, domestic skills, literacy, etc.) and the number enrolled by sex and year.
<i>Why</i>	To assess whether NFE programs are being offered to women and what the content is; which may allow assessment to be made of the coverage, relevance and utility of these programs for policy and planning.
<i>Where?</i>	The sources of information are the Department of Education, the Department of Labour, the Department of Agriculture, the Department of Women's, and CSOs

[OBJECTIVE 3.2.2: Ensure School curricula and textbooks are free of negative gender stereotyping](#)

Strategy: Review school curricula and textbooks

<i>Why?</i>	To ensure the school curriculum is free of gender biased materials that may limit the aspirations of girls or boys for their roles in life including employment
<i>How?</i>	Review the school curriculum and materials at each level including teacher training.
<i>Indicator of Progress</i>	✓ Gender analysis completed, curriculum development is informed by gender analysis, and curriculum materials are appropriately revised. (yes/no)
<i>Who is responsible?</i>	Department of Education

4. ECONOMIC EMPOWERMENT OF WOMEN

GOAL 4.1: To increase the participation of women in the formal economy and to recognise and support women's contribution to the informal sectors.

[OBJECTIVE 4.1.1: Ensure that the law upholds women's rights to equal opportunity in all field of employment](#)

Strategy: Equal opportunity legislation

<i>Why?</i>	To ensure that women have legal rights to equal opportunities in all aspects of employment.
<i>How?</i>	Review labour laws and employment practices
<i>Indicator of Progress</i>	✓ Equal opportunity laws enacted (yes/no)
<i>Who is responsible?</i>	Department of Justice and the Department of Labour

OBJECTIVE 4.1.2: Governments conduct or facilitate research and collect data on women roles in the national economy and development.

Strategy: Monitor Indicators for gender equality in employment

Why?	To determine whether there is inequality between girls and boys, and to inform policies to promote equality.
How?	Establish a set of relevant national and regional indicators employment and a data base to record data at national and regional levels
Indicator of Progress	Progress on the following indicators
Who is responsible?	Gender policy and planning unit, Department of Labour and Employment, Office of Statistics, National and regional MDG monitoring programmes, SPC demography, statistics programmes, and Pacific Women's Bureau, ILO

Indicators to monitor gender equality in employment

Economically active population by sex

What ✓ *Percentage of males and females aged 15 and over, who are economically active, including those employed in for money, for subsistence, or both, and those who are unemployed and seeking employment*

Why *To measure the difference between the number of males and females who are economically active*

Where? The source of information is the national census

Wage employment by sex

What ✓ Percent of economically active women and men employed for wages, by occupation and industry, public and private sectors.

Why To measure and compare women's and men's share of employment including their occupations and employment and the sectors they work in.

Where? *The source of information is the national census*

Non-agricultural wage employment by sex²⁰

What ✓ *Percentage of men and women in the labour force, excluding those employed in agriculture, and fisheries*

Why *To measure women's share of wage employment in governments, business and finance, and non-rural industries*

Where? The source of information is the national census

Persons employed in managerial, profession and technical occupations by sex

What ✓ Percent of women and men employed in managerial and professional technical occupations

Why To measure women's share of employment at the higher paid and most influential levels of the work force.

Where? *The source of information is the national census*

²⁰ MDG 3. Target 4, indicator 11.

Persons self-employed by sex

What ✓ The percentage of men and women in the total labour force who are self employed.

Why To measure the proportion of women in the total labour force who are self-employed, compared the proportion of men.

Where? The source of information is the national census

OBJECTIVE 4.1.3 Increase the number of women in business

Strategy (i): Provide business and financial management training to women

Why?	To increase women's opportunities to operate their own enterprises
How?	Targeting women with existing commercial skills or resources, develop and offer short courses on the principles of business management and finance targeting women on weekends or after school or during school holidays, using schools or technical college facilities.
Indicator of Progress	✓ Increased numbers of women successfully operating small businesses
Who is responsible?	Gender policy and planning unit, Department of Commerce, Office of Statistics, SPC demography and statistics programmes, and Pacific Women's Bureau, ILO, UNDP

Strategy (ii): Link training, micro-finance and micro-enterprise in programmes for women

Why?	To increase the opportunities for women to successful in micro and small enterprises.
How?	Identify proven market opportunities, provide targeted training and micro-finance, and hands-on business advice and management
Indicator of Progress	✓ Increased numbers of women successfully operating micro-enterprises
Who is responsible?	Gender policy and planning unit, Department of Commerce, Office of Statistics, SPC demography and statistics programmes, and Pacific Women's Bureau, ILO, UNDP

Strategy (iii): Monitor Indicators on women and men who are self employed in small businesses and/ or micro-enterprises

Why?	To assess the difference between women's and men's role in private enterprise
How?	Establish a set of relevant national and regional indicators employment and a data base to record data at national and regional levels
Indicator of Progress	Progress on the following indicators
Who is responsible?	Gender policy and planning unit, Department of Commerce, Office of Statistics, SPC demography and statistics programmes, and Pacific Women's Bureau, ILO, UNDP

Indicators to monitor gender and business

Business licences issued by year, and sex of licensee

What ✓ The annual percentage of men and women who apply for business licenses

Why To measure the number of women and men in business. (Note: additional research may be needed as women may operate businesses licensed to men.)

Where? Department of Commerce

Business loans by sex

What ✓ The percentage of men and women who have business loans from all major banks, total number of business loans by sex of borrower.

Why To measure women's access to capital, loans, and related financial services compared to that of men.

Where? The source of information is the records of private sector banks, and the national development bank or other governments- owned lending agencies.

Micro-finance clients by sex

What ✓ The total percentages of women and men who have loans from micro credit providers by a given year and over a number of given years

Why To measure women's access to micro-finance compared to that of men.

Where? The source of information is records of micro-finance providers in governments departments and financial institutions, and non governments organizations

Business development and financial training programs and trainees by sex

What ✓ The annual number and type of training programs offered and percentages of women and men trained by each program

Why To measure the accessibility of business development and finance training for women and men.

Where? The source of information is records of governments and CSO business development training providers. Also ILO and UNDP.

GOAL 4.2: Promote and support women's participation in agriculture and fishing, both paid and unpaid activities, and to recognise women's role in food security.

[OBJECTIVE 4.2.1 Gender equity in policy and programmes for agriculture and fisheries in access to services, training, and employment](#)

Strategy: Develop a gender policy and plan of action for the departments of agriculture and fisheries.

Why?	To ensure equity between women and men as clients and providers of extension services
How?	Agriculture and fisheries planners work with the national gender policy and planning unit to produce a draft policy. Invite input from CSOs, and organizations representing health professionals.
Indicator of Progress	<ul style="list-style-type: none">✓ Gender policy for agriculture and fisheries is endorsed by Cabinet.✓ The ratio of males and females training and employed as programme managers and extension agents.✓ The ratio of females and males served by extension services and other development programmes.
Who is responsible?	Gender policy and planning unit, departments of agriculture and fisheries

OBJECTIVE 4.2.2: Collect information on women's roles in agriculture and fishing

Strategy: Monitor women's roles in production, and processing and marketing in agriculture and fisheries

Why?	Measure, compare and analyse the roles of women and men in agricultural and fisheries production
How?	Research trends in women's participation rates and roles.
Indicator of Progress	<ul style="list-style-type: none">✓ Percentage of women and men in labour force employed in (i) agriculture and/or fisheries for subsistence, (ii) agriculture and/or fisheries for both money and subsistence.(iii) agriculture and/or fisheries for money
Who is responsible?	Departments of agriculture and fisheries, national statistics offices

OBJECTIVE 4.2.3: Policies and programs to ensure household and national food security

Strategy: Develop a national, gender inclusive food security policy and nutrition policy

Why?	To address national food security issues, recognizing women's roles in food production and/or processing and marketing, and recognizing the economic, trade, and public health issues health associated with growing dependence on imported food.
How?	Conduct economic research on national food supply and distribution systems and prices, and epidemiological analysis of nutrition-related disease. use the result to inform national policy.
Indicator of Progress	<ul style="list-style-type: none">✓ National gender inclusive food security policy formulated and programmes of action being implemented (yes/no)✓ Data on food imports as a percentage of total imported goods, and the proportion of rice as a percentage of total food imports, and per capita cost of rice imports.

Who is responsible? ✓ National nutrition policy formulated and programmes of action implemented addressing gender issues in nutrition(yes/no)
 Departments of finance, planning and agriculture, trade and the national statistics office.

GOAL 4.3: Address the root causes of poverty, particularly as it relates to women

OBJECTIVE 4.3.1: Governments conduct national policy-based research on poverty and disadvantage

Strategy (i): Establish gender sensitive poverty monitoring units in departments of finance and planning

Why?	Poverty is increasing in Pacific Island countries, and women may be disproportionately affected, especially where their social and economic status is low. Governments need to know who the vulnerable groups are to inform policy, planning and the design of programmes.
How?	Establish poverty monitoring units in departments of finance and planning that work in consultation and coordination of effort with the gender policy and planning unit.
Indicator of Progress	Monitor poverty indicators for women and men.
Who is responsible?	Ministry of Finance and Planning, National Statistics Office.

Indicators to monitor poverty²¹

Gender-Related Development Index Rank.

What?	✓ The Gender-related Development Index is a composite indicator calculated by UNDP based on indicators for female life expectancy, female adult literacy and enrolment ratios, and female share in the economy.
Why?	To make international comparisons, The rank of a country by GDI is a measure of relative female human development
Where?	The sources of the data is from national census and economic data and is published in UNDP Human Development Reports.

Human Poverty Index

What?	✓ A composite indicator to measure deprivation, based on the proportion of the population expected to die before age 40, who are illiterate, who have low economic resources, who lack access to health services and clean water, and who are underweight children.
Why?	To compare the national rank with other countries – to make international comparisons and assess the national situation compared to other countries.
Where?	The index is calculated by UNDP. The source of the data is the department of statistics and/or the department of finance or economic affairs, and the information is based on census data, data collected in national household income and expenditure surveys, and special surveys.

HDI rank

²¹ Explanations of poverty indicators and measures in this section are from *Poverty: Is it an Issue in the Pacific*. Asian Development Bank. Manila, 2003

What?	✓ The UNDP Human Development Index is a composite indicator based on statistical indicators for life expectancy at birth, adult literacy rate and enrolment ratios, and Gross domestic product (GDP) adjusted for purchasing parity rate (PPP).
Why?	To measure the comparative situation of the country. The HDI indicators are compared and countries are ranked by their human development attainments as measured by the indicator.
Where?	The source of the data is national census and economic data calculated by UNDP and published in its Human Development Report

National poverty line

What?	✓ The poverty line is defined as the minimum income that is needed for essential living requirements (such as food, clothing, housing, water, energy, transport, health, education) to be able to live according to the norms of the society.
Why?	✓ MDG poverty Indicator: the poorest quintile in national consumption. To measure the proportion of people in the population who are defined as poor or "below the poverty line" because they have insufficient resources to live according to the norm. Studies show that poor women are usually more disadvantaged than poor men.
Where?	The source of the data is the department of statistics or the department of finance or economic affairs, and the information is based on calculations of the poverty line from data in national household income and expenditure surveys.

Food poverty line

What?	✓ Food poverty line is based on a calculation of the cost of foods (referred to by economists as a "basket of food") that meets a minimum food energy requirement per adult per day. It is based on foods normally consumed by people in lower income groups.
Why?	To measure the proportion of people in the population living in severe poverty because they cannot afford or otherwise obtain access to food to the amount or value calculated for the food poverty line. Studies show that poor women are usually more disadvantaged than poor men.
Where?	The source of the data is the department of statistics or the department of finance or economic affairs, and the information is based on data in national household income and expenditure surveys, and special surveys.

Basic Needs poverty line

What?	✓ A basic needs poverty line is based on the food poverty line with an added allowance for basic items required in the particular country or region for minimum standards of living.
Why?	To measure the proportion of the population who live in live in severe poverty. Studies show that poor women are usually more disadvantaged than poor men.
Where?	The source of the data is the department of statistics and/or the department of finance or economic affairs, and the information is based on data collected in national household income and expenditure surveys, and special surveys.

Gini Coefficient

- What? A measure of income inequality
Why? To assess the extent of economic inequality in the population
Where? Department of statistics

Proportion of female-headed households

- What? ✓ The percentage of all households headed by women
Why? Female-headed households are assumed to be more vulnerable to poverty because they lack an adult male bread-winner, or co-breadwinner, and because women are less likely than men to own assets such as land or the family home, and therefore are more economically insecure²².
Where? The source of the information is normally derived from census data and /or surveys

Proportion of women and men below US\$ 1 (ppp) per day (MDG indicator).

- What? ✓ The percentage of women and men who live on a sum less than that equivalent to one US dollar per day adjusted for purchasing parity rate (PPP). This is an indicator for Millennium Development Goal 1.
Why? To measure the proportion of people in the population who are defined as poor on an income indicator. Studies show that poor women are usually more disadvantaged than poor men.
Where? The source of the information is household income and expenditure surveys and special surveys. The World Bank collects comparative figures

Poverty gap ratio (MDG indicator)

- What? ✓ A measure of the incidence x depth of poverty]
Why? To measure the proportion of people who are poor by the extent of their poverty. How many? How severe?
Where? The source of the information is the department of statistics This is an indicator for Millennium Development Goal 1.

Gender disaggregation of poverty data

- What? ✓ The department of statistic or other data collection agency disaggregates all poverty data based on individual cases by sex (yes/no).
Why? To measure whenever possible differences between men and women so that women's poverty issues can be highlighted and addressed in national policy and programmes.
Where? The source of the information is the department of statistics

Proportion of women and men with energy consumption below the minimum

- What? ✓ The average total kilojoule / calorie intake per woman, man, girl and boy, per day
Why? To assess the proportion of men and women who are undernourished. The measure assumed that a national minimum has been established for monitoring. This is an indicator for Millennium Development Goal 1.
Where? The sources of the data is from national surveys

Prevalence of underweight children under five years of age

- What? ✓ Proportion of children under five who are below the standard weight for
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Why?	age To assess the extent of child malnutrition (the cause may be lack of food, but also chronic illness or parasites). The measure assumes that a national minimum has been established for monitoring. This is an indicator for Millennium Development Goal 1.
Where?	Health department monitoring data

OBJECTIVE 4.3.2: National policies to provide economic security and improve the economic status of women.

Strategy (i): Analyse women's rights and access to economic resources

Why?	To assess whether women are likely to be more vulnerable than men to poverty
How?	Review economic data and laws and administrative practices relating to property including inheritance laws, gender analysis of customary land tenure.
Indicator of Progress	Proportion of women and men in the population with equal legal and customary rights to own and inherit economic resources.
Who is responsible?	Gender policy and planning unit. department of statistics, justice department, lands department

Strategy (i): Gender Sensitive Anti-Poverty Strategy

Why?	To assess whether inequality between men and women is recognised as a potential poverty issue in policy and planning on poverty by governments.
How?	Coordinate the work of poverty monitoring units with the gender policy and planning units in government departments of finance and planning
Indicator of Progress	✓ National poverty strategy specifies gender issues and concerns and factors them into poverty analysis
Who is responsible?	Cabinet, Ministry of Finance and Planning,

Strategy (ii): Record and monitor the proportion of women and men in the population covered by (non-kinship) social safety nets.

Why?	To analyse trends in the proportion of women and men who are members of pension or disability insurance funds, savings club, provident fund or other social security scheme.
How?	Include census questions, conduct survey of insurance and provident fund providers
Indicator of Progress	<ul style="list-style-type: none"> ✓ Percentage of female and male members of the total labour force covered by retirement and disability insurance funds as a percentage of the workforce employed for wages. ✓ Percent of government employers covered by retirement and disability insurance funds, by sex ✓ Per cent of private sector employees covered by retirement and disability insurance funds or similar scheme, by sex. ✓ Percentage of female and male members of the total labour force engaged in farming or fishing, or other informal sector occupations, which may include domestic servants who save for retirement or emergency needs. ✓ The number and percent of women and men per year who receive poverty allowance and old age allowances.
Who is responsible?	Government and Private employers, insurance companies, national statistics office

