

# Pacific Leaders Gender Equality Declaration Trend Assessment Report 2012-2016



Prepared by



PACIFIC ISLANDS  
FORUM SECRETARIAT

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## Secretary General of The Pacific Islands Forum Secretariat



**By Dame Meg Taylor**  
**Secretary General Pacific**  
**Islands Forum Secretariat**

This question forms the central objective of the Pacific Leaders Gender Equality 2012-2016 Trend Assessment Report. When they adopted the PLGED Leaders expressed their deep concern that progress towards gender equality in the region was slow. For example women's representation in Pacific Legislatures were the lowest in the world; and violence against women were unacceptably high and women's economic opportunities were limited.

At the dawn of the Sustainable Development Goals in 2015, the region was reminded that gender equality and poverty remained unfinished business from the Millennium Development Goals. The Beijing Platform for Action Review was also completed last year, which noted that none of the 13 critical areas of action, identified by our women and girls, and adopted by countries in 1995, were being met.

All Forum Members have now committed to the 2030 Development Agenda which has a specific goal on gender equality and empowering women and girls. Gender equality is also a principle being championed across all the other goals.

Pacific Leaders have prioritised reporting and monitoring of gender equality progress on an annual basis. Reports like this play a valuable role in helping to mobilise action, influence policy and revitalise our commitments in the six key areas identified in the PLGED: gender responsive government policies and programmes; decision making; women's economic empowerment; ending violence against women; gender parity in education, and better health outcomes for our women and girls.

Investing in data use and analysis to measure progress on gender equality is vital. Country led reporting captures the voices of our most vulnerable and marginalised groups, such as women, girls, children, women and girls with disabilities, and young women. Women in all their diversities are an excellent resource to guide sustainable development. In saying this, I do

*How well are Pacific Islands Forum member countries progressing the Pacific Leaders Gender Equality Declaration (PLGED) adopted by Forum Leaders in 2012, and reaffirmed in 2015?*

note the challenges faced by some Members when it comes to collecting meaningful statistics.

As a member of the Every Woman Every Child High Level Advisory Group established by UN Secretary General Ban Ki-moon, I will continue to promote gender equality in the region as a way to improve women's access to health, data on women's health, and better outcomes for our women, girls, children and adolescents. Every Woman Every Child's Global Strategy on Women's, Children's and Adolescents' Health is an important initiative that would benefit from great input from you all. If you care about improving the lives of women and girls around the world then I encourage you to consider submitting a formal commitment to signify your support.

To meet the SDGs for our women and girls, we need to increase our commitment and investments on gender equality, by accelerating the pace of progress on priorities articulated in the SAMOA Pathway, PLGED, Global Strategy on Every Women Every Child, and the Framework for Pacific Regionalism including the specific priority on preventing cervical cancer related deaths.

I would like to thank Forum member countries and civil society for contributing towards monitoring and reporting on the Pacific Leaders Gender Equality Declaration. Each year we learn more, and through this learning we become wiser as a region in addressing the inequalities and protecting and promoting the rights of our women and girls.

In solidarity for gender equality

  
**Secretary General,**  
Dame Meg Taylor

## Pacific Leaders Gender Equality Declaration



*Solomon Islands Prime Minister Hon Manasseh Sogavare at the launch of the Family Protection Act, 8th April 2016. Photo courtesy of Government of Solomon Islands*

### (Adopted in 2012 and reaffirmed in 2015)

The Leaders of the Pacific Islands Forum met from 27 to 30 August 2012 in Rarotonga and brought new determination and invigorated commitment to efforts to lift the status of women in the Pacific and empower them to be active participants in economic, political and social life.

Leaders expressed their deep concern that despite gains in girls' education and some positive initiatives to address violence against women, overall progress in the region towards gender equality is slow. In particular Leaders are concerned that women's representation in Pacific legislature remains the lowest in the world; violence against women is unacceptably high; and that women's economic opportunities remain limited. Leaders understand that gender inequality is imposing a high personal, social and economic cost on Pacific people and nations, and that improved gender equality will make a significant contribution to creating a prosperous, stable and secure Pacific for all current and future generations.

To realise this goal, Leaders commit with renewed energy to implement the gender equality actions of the Convention for the Elimination of All Forms of Discrimination against Women (CEDAW), the Millennium Development Goals (MDGs),<sup>1</sup> the Revised Pacific Platform for Action on Advancement of Women and Gender Equality (2005 to 2015); the Pacific Plan; the 42nd Pacific Island Forum commitment to increase the representation of women in legislatures and decision making; and the 40th Pacific Island Forum commitment to eradicate sexual and gender based violence.

To progress these commitments, Leaders commit to implement specific national policy actions to progress gender equality in the areas of gender responsive government programmes and policies, decision making, economic empowerment, ending violence against women, and health and education:

### Gender Responsive Government Programmes and Policies

- Incorporate articles from the Convention for the Elimination of all forms of Discrimination against Women (CEDAW) into legislative and statutory reforms

and policy initiatives across government;

- Support the production and use of sex disaggregated data and gender analysis to inform government policies and programmes;
- Strengthen consultative mechanisms with civil society groups, including women's advocacy groups, on key budget and policy issues of national and sub-national governments.

### Decision Making

- Adopt measures, including temporary special measures (such as legislation to establish reserved seats for women and political party reforms), to accelerate women's full and equal participation in governance reform at all levels and women's leadership in all decision making.
- Advocate for increased representation of women in private sector and local level governance boards and committees (e.g. school boards and produce market committees).

### Economic Empowerment

- Remove barriers to women's employment and participation in the formal and informal sectors, including in relation to legislation that directly or indirectly limits women's access to employment opportunities or contributes to discriminatory pay and conditions for women.
- Implement equal employment opportunity and gender equality measures in public sector employment, including State Owned Enterprises and statutory boards, to increase the proportion of women employed, including in senior positions, and advocate for a similar approach in private sector agencies;
- Improve the facilities and governance of local produce markets, including fair and transparent local regulation and taxation policies, so that market operations increase profitability and efficiency and encourage

<sup>1</sup> now the Sustainable Development Goals

women's safe, fair and equal participation in local economies.

- Target support to women entrepreneurs in the formal and informal sectors, for example financial services, information and training, and review legislation that limits women's access to finance, assets, land and productive resources

#### **Ending Violence against Women**

- Implement progressively a package of essential services (protection, health, counselling, legal) for women and girls who are survivors of violence.
- Enact and implement legislation regarding sexual and gender based violence to protect women from violence and impose appropriate penalties for perpetrators of violence.

#### **Health and Education**

- Ensure reproductive health (including family planning) education, awareness and service programmes receive adequate funding support;
- Encourage gender parity in informal, primary, secondary and tertiary education and training opportunities.

Leaders called on Development Partners to work in a coordinated, consultative and harmonised way to support national led efforts to address gender inequality across the region in line with the Paris Declaration on Aid Effectiveness and Cairns Compact on Strengthening Development Coordination in the Pacific. Leaders also requested Development Partners to increase financial and technical support to gender equality and women's empowerment programmes, and to adopt strategies within their programmes to provide employment and consultation opportunities for women in the planning and delivery of development assistance to the region.

Leaders agreed that progress on the economic, political and social positions of women should be reported on at each Forum Leaders meeting. They directed the Forum Secretariat, with the support of the Secretariat of the Pacific Community and Development Partners, to develop, as part of the Pacific Plan performance monitoring framework and annual report to Leaders on country progress in implementing the above commitments and moving towards achieving greater gender equality.



Minister for Women the Hon Michaelia Cash.  
Photo courtesy of IPAA ACT

## Executive Summary

Leaders expressed their deep concern that despite gains in girl's education and some positive initiatives to address violence against women, overall progress in the region towards gender equality is slow. In particular Leaders are concerned that women's representation in Pacific legislature remains the lowest in the world, violence against women is unacceptably high, and that women's economic opportunities remain limited.

*Pacific Leaders Gender Equality Declaration 2012*

Progress on the Declaration was initially slow initially but has gained momentum over the last three years as members progressed their National Gender Policies, action plans and strategies on advancing gender equality and empowerment of women and girls; along with the support of development partners, regional organisations, UN agencies and civil society through the implementation of projects and programmes at the national and regional level.

### **In the 2013 PLGED report...**

Leaders noted the overall progress on promoting gender equality remained slow and inconsistent with most countries displaying either mixed results or were off-track to achieve the goals set out in MDG 3 - Promoting gender equality and empowerment of women. Forum countries exhibited worsening or mixed results on women in decision making, women's economic empowerment and ending violence against women.

In response to the first annual report, Leaders called for accelerated efforts with specific focus on: addressing gender inequalities; supporting women with disabilities; adopting temporary special measures to improve women's access to employment and economic opportunities; and improving sexual reproductive health services.

### **In the 2014 and 2015 PLGED reports...**

The 2014 and 2015 PLGED reports noted that although it has taken time for the countries to respond to the Pacific Leaders Gender Equality Declaration, progress since the 2013 report included electoral reform, legislative reform for gender based violence, improved support services for the victims of violence, the implementation of projects to promote economic empowerment and sustainable livelihoods, improved access to reproductive health services and a groundswell of activity around strengthening the capacity of women as potential leaders. A few countries considered reserved seats at local and municipal level, Samoa adopted a quota of 10 percent reserve seats in parliament. Awareness on issues of violence against women, leadership and economic empowerment was at its highest point in the region.

### **And in the 2016 report**

Key milestones for members include greater efforts towards mainstreaming gender, and eliminating violence against women into the public services. A number of public service policies, programmes and activities have been rolled out to support women's leadership, economic empowerment and ending violence against women. Implementation of the 10 percent reserve seats in parliament for Samoa has been a significant national and regional milestone. 2016 can be marked as a year that saw an increase in women reporting on domestic violence, accessing counselling services, receiving government scholarships and senior level appointments to the public sector. Despite these wins, persistent challenges include changes in attitudes, behaviour and negative perceptions of women's and girls' roles in Pacific societies.

## Part 1: Introduction

Reporting on progress against the commitments under the PLGED is an important mechanism for promoting the effectiveness, accountability and transparency of commitments made by Forum Leaders. In this respect, Leaders agreed that progress on the economic, political and social positions of women should be reported at the annual Forum Leaders' meetings. In consultation with Members and implementing partners of the Council of Regional Organisations (CROP) Gender Working Group, annual progress reports on the Declaration have been developed and submitted to Leaders.

From 2013 to 2015, the progress report of the PLGED was incorporated into the Pacific Regional Millennium Development Goals (MDGs) Tracking Report. This approach sought to streamline reporting against the PLGED with MDG 3, which focused on Gender Equality and Empowerment of Women. With the conclusion of the MDGs in 2015, the Secretariat proceeded in 2016 to prepare a stand-alone report of progress under the PLGED pursuant to Leaders' directions for annual reporting. The Secretariat worked closely with members in preparing the country reports and sought technical advice from implementing partners who were part of the external peer review group.

The Secretariat was invited to consult on the six priorities within the overall theme of elimination of all forms of violence against women at the 7th Pacific Women's Network Against Violence Against Women Meeting which informed the regional synthesis report. This process highlights the importance of establishing a structured system for engaging and consulting with civil society and key groups as part of monitoring and reporting on the PLGED.<sup>1</sup>

The primary purpose of this Report is to motivate action and accountability, by reviewing commitments made and assessing areas of strength and weaknesses of implementation, in the context of the PLGED.

The Report is outlined as follows: Part 2 provides a brief summary of the Pacific's PLGED progress; Part 3 takes a closer look at national level progress; and Part 4 highlights key recommendations towards accelerating the six priority areas, drawing from regional and national experience.



*Handicraft making is taught to women as part of the Women's Economic Empowerment trainings held in the outer islands. Photo courtesy of Government of Kiribati*

<sup>1</sup> The 7th Pacific Women's Network Against Violence Against Women Meeting was held from 12-19 August 2016, and was attended by practitioners, government, civil society, church representatives, male advocates, health service providers, police from 15 Pacific countries and territories (Cook Islands, Kiribati, Federated States of Micronesia, Fiji, Republic of Marshall Islands, Nauru, New Caledonia, Niue, Papua New Guinea, Palau, Samoa, Solomon Is, Tonga, Tuvalu, Vanuatu) and development partners



## Part 2: A Brief Summary of Progress

This part of the paper provides the status of progress, gaps and challenges in the six priority areas of the PLGED.

### GENDER RESPONSIVE GOVERNMENT PROGRAMMES AND POLICIES

#### Key Regional Milestones

Almost all FICs have gender policies and strategies that guide legal reforms and programmes. In response to the Leaders communique of 2013, 14 Forum Island Countries have National Disability Policies with gender equality goals and indicators.

#### Major Challenges

Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) compliant legislation gaps remain in areas of access to justice, women's access and control over land, resources, finance, family life, citizenship sexual violence and harassment and non-discrimination. Constitutional barriers remain for a few countries that fail to protect women and girls from discrimination on the basis of sex, gender and sexual gender orientation.

Gender mainstreaming across key sectors has been slow. PLGED monitoring and reporting remains piecemeal as most FICs are developing reporting systems and associated knowledge management. Measuring the impact of gender mainstreaming in government programmes and policies is challenging and these systems require sustained political will and resources.

Systems for tracking the complicated budget expenditure analysis, flow of development funding for gender equality priorities across multiple government ministries or departments are generally weak.

#### Lessons Learnt

Implementation of the PLGED across all six priority areas is challenging due to limited resources, lack of data and political will to adapt regional commitments to national aspirations. Government processes could be more inclusive for civil society and women's groups, and governments could strengthen systems to track the allocation of resources to advance gender equality. Budget and expenditure analysis for gender equality is necessary for inclusive development.

Establishing information management system and more specifically, of the statistical nature continues to be a challenge primarily because these systems are onerous to set up and manage. Support for this work is necessary to create a more uniform and consistent database management system.

The SDGs present an opportunity to increase investment and budgets to advance gender equality commitments, foster partnerships and improve data collection and accountability.

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) provides explanation of governments' responsibilities to promote and uphold gender equality through law, policy and the establishment of social standards. With the exception of Tonga and Palau, all Forum countries are parties to CEDAW. Palau became a signatory to the Convention in 2011 and the Government of Tonga took initial steps towards the process of ratification in 2015.

The National Women's Office budget in FICs is less than 1% of national appropriations. Tracking allocation of domestic budgets towards gender equality programmes is critical at national level and to report against the six priority areas of the PLGED and SDGs.



Convention on Elimination of All Forms of Discrimination Against Women (CEDAW) Mock Session in preparations for the Constructive dialogue with CEDAW Committee Members. Photo courtesy of Government of Solomon Islands

## DECISION MAKING

### Key Regional Milestones

Successful implementation of the 10 percent reserve seat quota in Samoa, resulting in an additional woman entering parliament bringing the number of women in parliament to five; the highest ever. Positive actions taken towards establishing temporary special measures in Vanuatu with reserved seats in municipal government and current proposed measures for women's representation at provincial level; Enactment of the Solomon Islands Political Integrity Bill which includes quotas for women in political parties. Tuvalu is exploring options for reserving 2 seats for women in parliament.

Six countries demonstrated significant increases in the number of women in local government through the introduction of quotas. The number of women contesting elections has also increased due to personal leadership development, support networks and capacity building programmes.

The number of women in mid to senior management positions in public services is improving with six countries demonstrating progress through their data trend assessment reports.

### Major Challenges

Women are under-represented in leadership and decision-making roles within organisations, within occupations and across industries. There is also a lack of political will to implement measures to increase the participation of women in national and regional governments as well as in senior management positions.

Another major challenge is the misunderstanding about gender equality and temporary special measures in communities. As such, there are multiple barriers faced by women including social, cultural and financial factors.

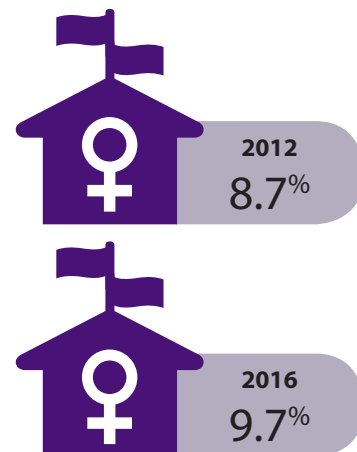
There is also a lack of strategies aimed at empowering women in middle management into senior leadership positions. The overall regional pace of progress in getting women in parliament and state owned boards is slow.

### Lessons Learnt

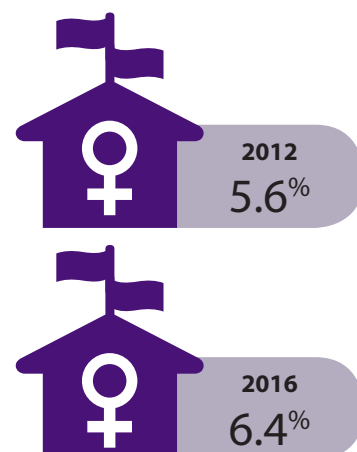
Closer monitoring and documentation of the PLGED commitments by Leaders at national levels will enhance the regions performance and south-south cooperation on gender equality. Need greater involvement of civil society and creating a supportive environment for women leaders through trainings, bridging policies. Peer learning on implementing temporary special measures is encouraged, and increased resources and use of good practice models, eg:- current models on sustaining women's networks and coalitions at national and regional levels. Programmes that promote leadership and voice for girls and young women haven proven to be effective.

While the introduction of temporary special measures has been identified by Leaders in various regional instruments such as the Pacific Plan and the Pacific Leaders Gender Equality Declaration as a way of improving women's representation in national Legislatures, this approach has not gained widespread traction at the national level. As a way to encourage members to consider the options of temporary special measures, the Secretariat partnered with UNDP, UN Women on regional dialogues with members in 2008 and 2015.

### Seats held by Women in 16 Forum Parliaments %



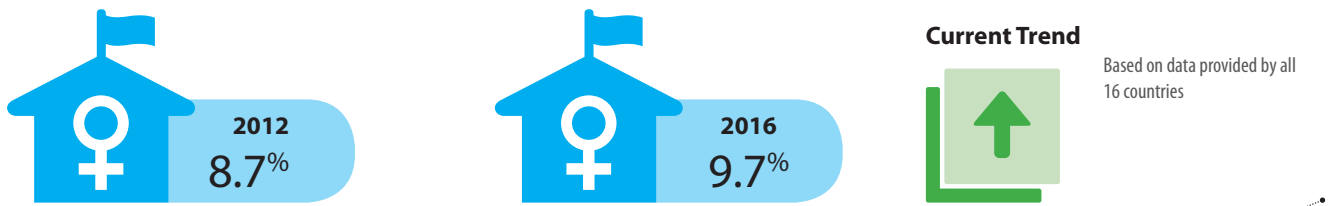
### Seats held by Women in 14 Forum Island Parliaments %



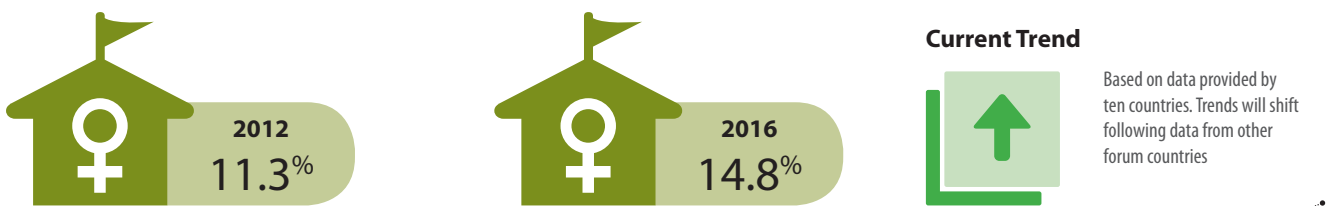
 The pace of progress is very slow and not significant

## Pacific Leaders Gender Equality Declaration Regional Trends on Women in Decision Making

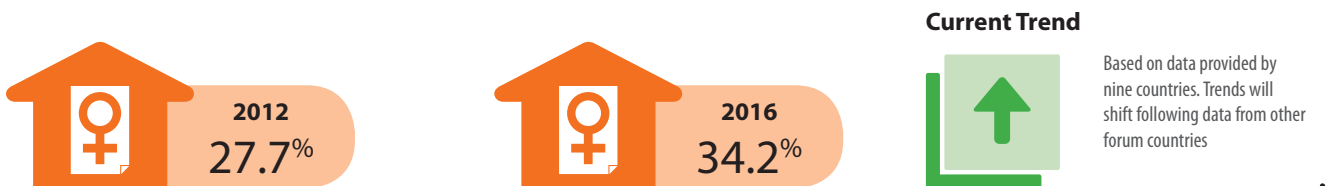
### Seats held by Women in Forum Parliament<sup>3</sup> % Regional Average



### Seats held by women in Forum Countries in Local Government % Regional Average



### Women in Forum Countries Senior Management in Public Sector % Regional Average



### Seats held by women on State Owned Boards in Forum Countries % Regional Average



### Regional women in decision making

Pace of progress is slow for the region however it may be significant at national level. Seats held by women on local government and representation of women in senior management at the public sector are positive developments. Representation of women on state owned boards remains unchanged. Additional data from countries will provide a full assessment for the region.

<sup>3</sup> Data Source: 16 Forum Country Reports

## ECONOMIC EMPOWERMENT

### Key Regional Milestones

Expansion of women's financial inclusion and financial literacy in the region; positive legal reforms to support financial inclusion underway; introduction of maternity leave in public sectors; and increased numbers of women contributing to superannuation schemes for long term financial security.

### Major Challenges

Identifying innovative reforms that will accelerate the transition from the informal sector to the formal sector. Gender pay disparities have widened or remained the same.

Legal, policy and social barriers remain for women and hinder access to finance and resources, and the sustainability of business.

Key common issues emerging from the country reports are gender discrimination on formal labor occupational segregation, maternity leave, care economy and precarious informal workplaces

### Lessons Learnt

Importance of removing attitudinal and behavioural barriers to women's workforce participation; more research on intersecting issues such

as career choices and employment opportunities; investing in initiatives that create an enabling environment for women to fully participate in economic activities such as robust legislation that promotes equality in the workplace; and the importance for future programmes in this area of having data to measure progress, gaps and challenges,

Law reform to address the persistent discriminatory barriers women face in employment, CEDAW and PLGED compliance in policy and legislation, including enforcement.

## Pacific Leaders Gender Equality Declaration Regional Trends on Economic Empowerment

### National retirement scheme: ratio women to men Regional Average

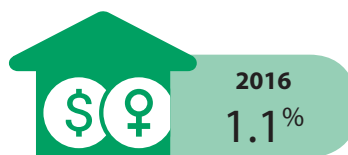
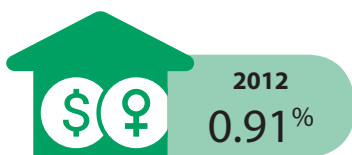


#### Current Trend



Based on data provided by four countries. Trends will shift following data from other forum

### Ratio of women's average wage to men's average wage Regional Average



#### Current Trend



Based on data provided by three countries. Trends will shift following data from other forum

## Regional women's economic empowerment

Regional projections remain the same as reported in the 2015 Pacific Regional MDGs Tracking Report. Men outnumber women in paid employment outside the agriculture sector. PLGED data on national retirement scheme notes an increase in number of women accessing the retirement scheme. However gender wage gap remains and widening for some countries data remains limited to a few countries.

## ENDING VIOLENCE AGAINST WOMEN

### Key Regional Milestones

Eleven Pacific Countries have national Violence Against Women (VAW) data, due to the national studies undertaken in the last few years, commencing with the Family Health and Support Studies undertaken in Kiribati and Solomon Islands, which were completed in 2010. These studies show very high levels of intimate partner violence (sexual and physical violence), non-partner violence and child sexual abuse. The studies report severe consequences of VAW for women, the family and the communities. Very few women who experience violence officially file reports with authorities or seek services. Most women do not speak about the violence and most women experiencing violence believe this to be “normal” and part of life/marriage.

Notwithstanding, there has been significant increases in reporting incidences of domestic violence over the last four years. Several country reports show very high numbers of women reporting violence and accessing counselling and women’s center services. The increased reporting is likely due to increased awareness programmes, support from Non Governmental Organisations (NGOs) and women’s networks, and leadership within police forces.

More women are therefore becoming aware of the issue of VAW due to concentrated awareness programmes by government and civil society, particularly women’s human rights organisations and networks. There has also been greater involvement of churches in

VAW prevention and counselling. The delivery of crisis centre services for women has also improved through the establishment of Safenets and referral services.

### Major Challenges

Although current data show an increase in the number of women accessing counselling services, the numbers are actually very low compared to the women who experience violence. The data shows that the majority of survivors do not seek services. Access to services remain a challenge for women in rural and remote areas. Social and cultural barriers remain, although more advocacy programmes are involving churches, traditional leaders, media, and male advocates.

However, forced reconciliation, reinforcement of sex and gender stereotypes, victim blaming and justification of men’s violence against women are still prevalent. There are increasingly more international NGOs and development programmes working in the area, which although is a positive development, has given rise to issues of coordination, duplication and marginalisation of existing locally grown programmes which are working well. Another major challenge is the lack of government budget allocation to support VAW programmes, with most countries’ programmes and activities being supported by development partners.

### Lessons Learnt

More financial resources are needed to expand services for counselling and safe houses. There is need for

more formal referral systems in rural areas; the need for referral systems to be inclusive and accessible by all women (young women, women and girls with disabilities, sex workers, transgender, and sexual minority groups); importance of investing in localised solutions on primary prevention that are proven to be effective; prevalence studies, improved data and focused research are all critical to shape public attitudes and behavior; responsibility for the implementation of laws and policies related to violence against women needs to be shared across government departments and at provincial level; evidence shows that coordinated referral services involving relevant government agencies (and civil society works).

The use of helplines and ICT to improve access by women in remote areas to facilities for reporting violence and health and crisis center services is a useful strategy. The inclusions of budget provisions within legislation could assist with tracking the implementation of domestic violence law. Strong coordination, good leadership, management and partnership will address the issue of duplication of activities as well as competition for funding. It is important to build the capacity of women led organisations and networks and support to male advocacy programmes based on gender equality and human rights frameworks.

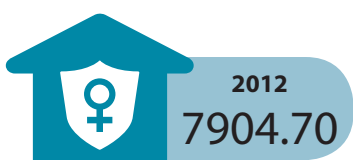
**Pattern of VAW in the Pacific Island Countries, base on national VAW studies (%)**

Lifetime physical and sexual violence by partner	Lifetime emotional violence by partner	Non-partner physical violence > 15years	Childhood sexual abuse	Current physical and/or sexual violence by partner	Current emotional violence by partner	Non-partner sexual violence > 15 years
Cook Islands (15-64yrs) 33%	Cook Islands (15-64yrs) 27%	Cook Islands (15-64yrs) 39%	Cook Islands (15-64yrs) 8%	Cook Islands (15-64yrs) 10%	Cook Islands (15-64yrs) 10%	Cook Islands (15-64yrs) 7%
Fiji (18-64yrs) 64%	Fiji (18-64yrs) 58%	Fiji (18-64yrs) 27%	Fiji (18-64yrs) 16%	Fiji (18-64yrs) 24%	Fiji (18-64yrs) 29%	Fiji (18-64yrs) 9%
FSM (15-64yrs) 33%	FSM (15-64yrs) 33%	FSM (15-64yrs) 10%	FSM (15-64yrs) 14%	FSM (15-64yrs) 24%	FSM (15-64yrs) 25%	FSM (15-64yrs) 8%
Kiribati (15-49yrs) 68%	Kiribati (15-49yrs) 47%	Kiribati (15-49yrs) 11%	Kiribati (15-49yrs) 19%	Kiribati (15-49yrs) 36%	Kiribati (15-49yrs) 30%	Kiribati (15-49yrs) 10%
Palau (15-64yrs) 25%	Palau (15-64yrs) 23%	Palau (15-64yrs) 14%	Palau (15-64yrs) 12%	Palau (15-64yrs) 8%	Palau (15-64yrs) 9%	Palau (15-64yrs) 15%
RMI (15-64yrs) 51%	RMI (15-64yrs) 48%	RMI (15-64yrs) 33%	RMI (15-64yrs) 11%	RMI (15-64yrs) 18%	RMI (15-64yrs) 22%	RMI (15-64yrs) 13%
Samoa (15-64yrs) 46%	Samoa (15-64yrs) 20%	Samoa (15-64yrs) 62%	Samoa (15-64yrs) 2%	Samoa (15-64yrs) NA	Samoa (15-64yrs) NA	Samoa (15-64yrs) 11%
Solomon Islands (15-49yrs) 64%	Solomon Islands (15-49yrs) 56%	Solomon Islands (15-49yrs) 18%	Solomon Islands (15-49yrs) 37%	Solomon Islands (15-49yrs) 42%	Solomon Islands (15-49yrs) 43%	Solomon Islands (15-49yrs) 18%
Tonga (15-49yrs) 40%	Tonga (15-49yrs) 24%	Tonga (15-49yrs) 68%	Tonga (15-49yrs) 8%	Tonga (15-49yrs) 19%	Tonga (15-49yrs) 13%	Tonga (15-49yrs) 6%
Vanuatu (15-49yrs) 60%	Vanuatu (15-49yrs) 68%	Vanuatu (15-49yrs) 28%	Vanuatu (15-49yrs) 30%	Vanuatu (15-49yrs) 44%	Vanuatu (15-49yrs) 54%	Vanuatu (15-49yrs) 33%

Data Source: UNFPA<sup>4</sup>

It is essential that the above national data is acknowledged, understood and used for national/regional development/gender planning. These studies also provide information required for the two of the SDG indicators (on VAW).

**Number of Incident Police Reports on Domestic Violence Regional Total**



**Current Trend**



Based on data provided by ten countries trends will shift following data from other forum countries If NZ data is to be excluded then the total number of cases reported in nine countries in 2016 so far is 22,369.

**Number of Women Accessing Support Services For Victims of Violence Regional Total**



**Current Trend**



Based on data provided by five countries trends will shift following data from other forum countries.

**Violence against women**

Increasing number of women accessing the crisis centres in countries where these services are accessible and available. Reporting on domestic violence cases is increasing in FICs with an average of 265 cases in 2016 from 190 cases a year in 2012.

<sup>4</sup> FSM Department of Health and Social Affairs. (2014). Federated States of Micronesia Family Health and Safety Study. Ma'a Fafine mo e Family. (2012). National Study on Domestic Violence against Women in Tonga. Ministry of Health, Cook Islands, (2014). The Cook Islands Family Health and Safety Study. Nauru Ministry of Home Affairs. (2014). Nauru Family Health and Support Study. Palau Ministry of Health. (2014)/ Belau Family Health and Safety Study. Republic of Marshall Islands. (2014). The RMI Family Health and Safety Study. Secretariat of the Pacific Community. (2009). The Solomon Islands Family Health and Safety Study. Secretariat of the Pacific Community. (2010). The Kiribati Family Health and Support Study. Vanuatu Women's Centre. (2011). The Vanuatu National Survey on Women's Lives and Family Relationships. Fiji Women's Crisis Centre's "Somebody's Life, Everybody's Business Report ( 2013)

## GENDER PARITY IN EDUCATION

### Key Regional Milestones

The majority of FICs have achieved gender parity in education. There has also been some progress on gender and disability inclusive education programmes. While an increasing number of women and girls are being awarded government scholarships, the number is still below parity. There are regional programmes underway to track access to quality education through the Pacific Education Development Framework 2009 to 2015.

### Major Challenges

Segregation and gender stereotypes influence career choices for women and contribute to women being in lower paid jobs.

The issue of girl's access to education and retaining teenage mothers and boys to complete secondary and tertiary education remains slowly improving. There are increasing rates of boys dropping out of secondary

school, while lifelong education for pregnant women or young mothers is not recognised in all FICs. Science, Technology, Engineering and Maths (STEM) equipment and facilities are limited.

There is limited data on tertiary level education, including gender representation in different fields of study. Notwithstanding, challenges remain in engaging and empowering girls in subjects such as Digital Technologies. The digital divide is widening for women in remote areas and those living with disabilities.

Integration of family life education and sexual reproductive health and rights within a packed school curriculum.

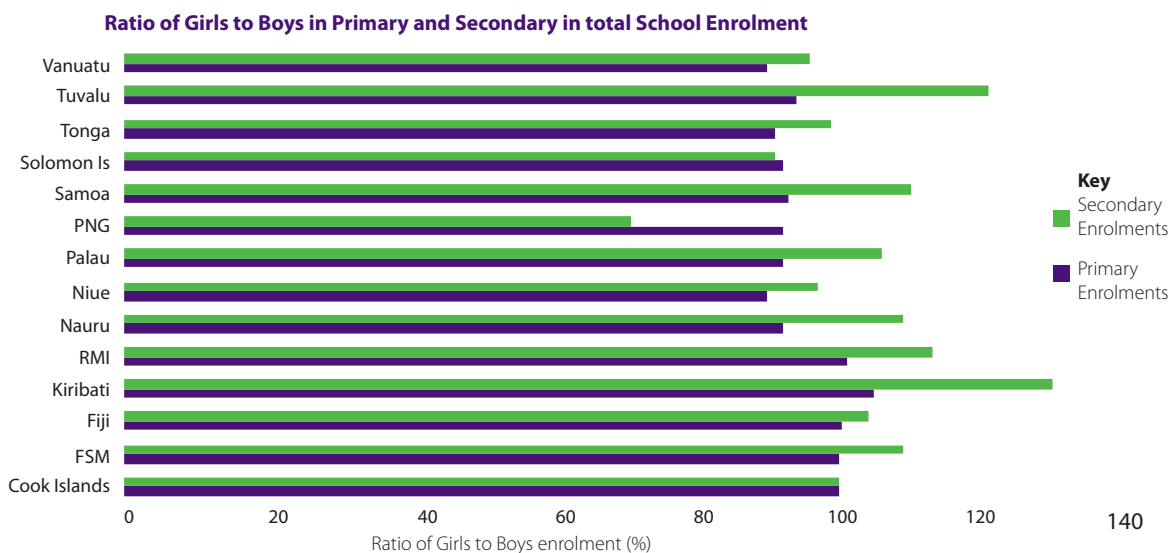
### Lessons Learnt

The STEM programmes has proven effective in addressing the gender wage gap and job segregation, and should therefore be promoted

through scholarship and education reforms.

There is need to promote lifelong learning and "second chance" education, along with academic and Technical Vocational Education Training streams at senior secondary education level. The provision of fee free education would also be a great help. There is need to match training and education to human resource needs and develop national accreditation and qualification frameworks which are transferrable

Ongoing tracking of gender equality outcomes in the education sector and implementation can be further strengthened through the Pacific Education Development Framework. Gender mainstreaming within education sector is necessary. Deeper research on the causes of the negative movements of Gender Parity Index overtime will be useful for future strategies and reforms.



Most FICs are close to achieving gender parity in primary enrolment. However disparities remain visible in favor of girls in secondary enrolments with the exception of Papua New Guinea, Solomon Islands and Vanuatu. In some countries such as Kiribati and Tuvalu the issue of boys enrolment in secondary school is emerging and more marked in Kiribati.

### Government Scholarships: Ratio Women To Men Regional Average



### Current Trend



Based on data provided by eight countries trends will shift following data from other forum countries. Trends show that more girls are receiving scholarships.

## SEXUAL AND REPRODUCTIVE HEALTH

### Key Regional Milestones

Considerable progress has been achieved in relation to key aspects of women's health in the past 20 years, especially in maternal and newborn health. Improvements in nutrition, sanitation and water have greatly contributed to healthier populations. Community based testing, treatment and referral protocols for a range of health issues and subsequent referral to clinic and hospitals are working. Some FICs have increased access to women and youth friendly family planning services

### Major Challenges

Referral systems mean that 'higher level' health facilities tend to be concentrated in the main cities and main islands, adding a burden to anyone and their families with a serious health condition.

Sexual and reproductive health issues remain substantial challenges with high rates of sexually transmitted infections (STIs) and low rates of usage of modern methods of contraception as well as condom use for casual and transactional sexual encounters. Challenges revolve around rights based approaches to ensure that all who would like to use family planning are able to do so. Contraceptive use averaging around 26% compared to the developing

region average of 61% (PIFS 2011) with important differences in access among women. Women's unmet need for contraception is available for a few countries and display high levels of unmet need for family planning. Poor service delivery, lack of supplies, cultural and religious beliefs and negative attitudes on family planning impact on women's limited choices and overall gains on contraceptive use.

Teenage pregnancy rates, although still very high in some FICs, are declining. Adolescent men and women should have better access to information and services related to sexual and reproductive health. In addition, high rates of VAW also negatively affect women's ability to safeguard their health and prevent unwanted pregnancy. This also impacts on women's economic participation and productivity.

The majority of adult deaths are now attributed to non-communicable ailments, such as diabetes, cancer and heart diseases. However, the toll on women and girls, in terms of their own health, and in caring for others is worrisome. Cervical cancer, which is largely preventable, is a major concern for women in the Pacific and should be a concern for men as well as transmitters of the disease.

There is a shortage of data on women's reproductive health, cancers and access issues.

### Lessons Learnt

For many countries, the enforcement of gender specific health policies and commitments remains a challenge due to the lack of prioritisation and adequate resources. In addition, high levels of stigma attached to sexual and reproductive health, coupled with social and cultural attitudes, create barriers for women and vulnerable populations to access basic services.

More recently, the issue of cervical cancer has been highlighted in submissions through the Framework for Pacific Regionalism. The statistics for the Pacific shows that the Melanesian countries have among the world's highest rates of cervical cancer at 33.3 cases per 100,000 females per year. This results in a death rate of 20.7 deaths per 100,000 females per year. There is need to improve data on the situation of cervical cancer and establish tracking measures.



Dancers from Cook Islands

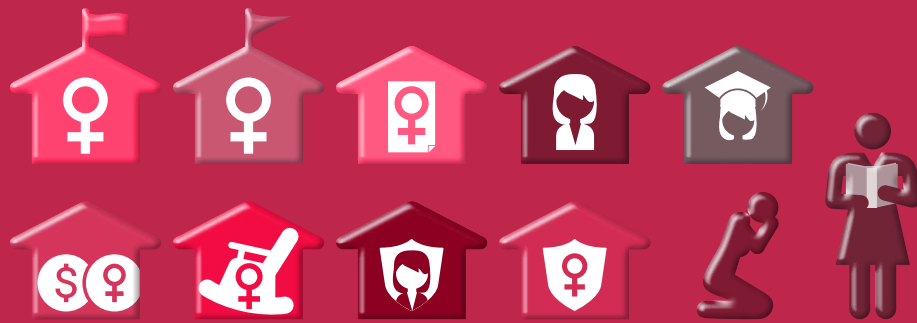


## SEXUAL AND REPRODUCTIVE HEALTH INDICATORS



PLGED calls for increased funding to improve access for women to sexual reproductive rights and services. The two indicators above describe the situation of services available for women and girls and for most marginalized groups such as rural women, women with disabilities. Nine countries reported close to 100 percent skilled birth attendance which is a basic health service for women. Contraceptive prevalence level remains low across all countries and a key barrier to women's choice and uptake of these services are social and cultural.

# PACIFIC LEADERS GENDER EQUALITY DECLARATION TREND ASSESSMENTS – FORUM COUNTRY REPORTS





Government Programmes and Policies	Decision Making	Women's Economic Empowerment
<p><b>Key Milestones</b> The Australian Government progressed the agenda on reducing violence against women through a \$30 million national awareness campaign on violence against women 'Stop it at the Start' launched in April 2016 and the development and implementation of the \$100 million Women's Safety Package, launched in September 2015.</p> <p>Third Action Plan (2016-2019) of the National Plan to Reduce Violence against Women and their Children 2010-2022, due to be launched in late 2016.</p> <p>The Workplace Gender Equality Agency continues to produce reports on gender equality in the workplace. The Australian Bureau of Statistics also regularly updates its Gender Indicators (gender-specific data in six areas of social concern for gender equality), most recently in February 2016.</p> <p><b>Major Challenges</b> Measuring the impact of gender mainstreaming in government programmes and policies. Addressing gaps in availability of sex data.</p> <p><b>Lessons Learnt</b> Importance of requesting sex disaggregated data.</p>	<p><b>Key Milestones</b> A new target of women holding 50 per cent of Government board positions overall, and men and women each holding at least 40 per cent of positions on individual boards, is effective as at 1 July 2016.</p> <p>The Office for Women produces an annual statistical report on the gender composition of Government boards as at 30 June, and for appointments made over the preceding year.</p> <p>The Australian Public Service Gender Equality Strategy was launched in April 2016.</p> <p><b>Major Challenges</b> Progress in meeting the previous target has been very slow with women making approximately 39 per cent Commonwealth Government board members.</p> <p><b>Lessons Learnt</b> Importance of transparency and regular reporting on gender balance of decision-making bodies</p>	<p><b>Key Milestones</b> In 2015, the Government committed \$13 million to support and encourage more women and girls to embark on, and remain in, STEM related careers.</p> <p>To support the private sector create flexible and inclusive workplaces, the Government has developed a range of online tools and resources, best practice guides on work and family and the right to request flexible working arrangements. The online tools include the Women's Money Toolkit, a free online resource providing practical tools for women to better manage their finances. The Government also provides support to working families through the paid parental leave scheme, Family Tax Benefit scheme and child care assistance.</p> <p><b>Major Challenges</b> There is a gender pay gap of 17.3 per cent, and an 11.4 percentage gap between Australian men and women's workforce participation (as at June 2016). Women also retire with less superannuation than men</p> <p><b>Lessons Learnt</b> Importance of removing attitudinal and behavioural barriers to women's workforce participation in order for women to fully and equally participate in the economy.</p>

**11% required to achieve the 50% Board Quota**

**Government Board Position by women 30 June 2016**

**39%**



## Ending Violence Against Women

### Key Milestones

Community awareness in Australia of the issue of violence against women and their children has never been higher.

2016 marks the half way point in Australia's National Plan to Reduce Violence against Women and their Children 2010–2022 (the National Plan). The Third Action Plan of the National Plan will advance activities and initiatives developed and implemented throughout previous Action Plans.

In April 2016 the final report of the Council of Australian Governments (COAG) Advisory Panel on Violence against women and their children was submitted to COAG identifying six areas for action. The report will influence further policy development including the Third Action Plan.

In April 2016 the Commonwealth, along with the states and territories, launched a \$30 million national awareness campaign. This primary prevention campaign aims to help to generate long-term cultural change and break the cycle of violence.

### Major Challenges

Domestic and family violence and sexual assault perpetrated against women costs the nation an estimated \$21.7 billion a year (2015).

### Lessons Learnt

Responsibility for laws and policies related to violence against women is shared across the Commonwealth of Australia, and its states and territories. Cooperation across responsibilities is essential.

## Gender Parity in Education

### Key Milestones

In September 2015, the COAG Education Council endorsed the Australian Curriculum in eight learning areas, for all young Australians.

The Government's National Innovation and Science Agenda (NISA) has an overarching focus on tackling the digital divide, including between male and female students. There are also a range of initiatives early childhood, primary and secondary settings specifically targeting students most at risk of falling behind in the digital age

Commencing 1 July 2016 the Government has allocated almost \$65 million for 10 initiatives under the NISA's Inspiring all Australians in Digital Literacy and STEM measure.

### Major Challenges

Girls, students from low SES backgrounds, Indigenous students and students from non-metropolitan areas can be less likely to engage with STEM education and therefore have a higher risk of not developing high capabilities in STEM-related skills.

### Lessons Learnt

The National STEM School Education Strategy includes a range of collaborative actions, including building a strong evidence base on STEM education (including girls' participation and attainment

The June 2016 report, Female participation in school computing: reversing the trend, also highlights that relevant curriculum frameworks are now in place but challenges remain in engaging and empowering girls in subjects such as Digital Technologies. Increasing female participation rates may also take a number of years.

## Sexual Reproductive Health

### Key Milestones

Online self-help support tools and services targeted at perinatal depression being developed.

National Maternity Services Plan have included implementing the National Pregnancy, Birth & Baby Helpline, developing Antenatal Care Guidelines, and establishing nationally consistent maternal and perinatal data collections

### Major Challenges

Improving maternity care and birthing options for Aboriginal and Torres Strait Islander women and women from rural and remote communities has been challenging. Key priorities in the future are likely to include expanding continuity of care models, addressing workforce issues, strengthening the evidence base through data collection, and improving outcomes for Aboriginal and Torres Strait Islander mothers and babies.

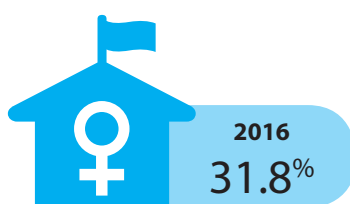
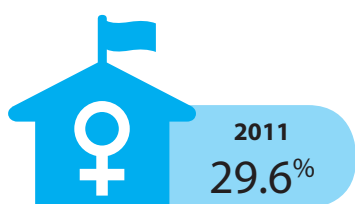
### Lessons Learnt

Improvements can be made through all levels of government working together. Whilst the planning and delivery of birthing services is primarily a State and Territory responsibility, the Plan was developed because the Commonwealth and States and Territories agreed that there was a need to provide national coordination of maternity services and provide national leadership to address issues, gaps and priorities.

**Costs of violence against women are expected to accumulate to \$323.4 billion over a thirty year period from 2014-15 to 2044-45 if extra steps are not taken.**

## AUSTRALIA - PACIFIC LEADERS GENDER EQUALITY DECLARATION TREND ASSESSMENT

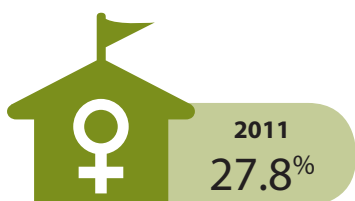
### Seats held by Women in Parliament %



Current Trend



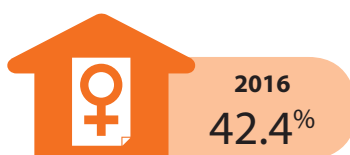
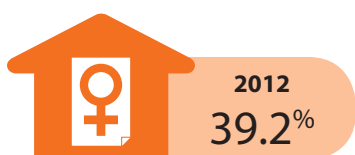
### Seats held by women in Local Government %



Current Trend



### Women in Senior Management in Public Sector %



Current Trend



### Seats held by women on state owned boards %



Current Trend



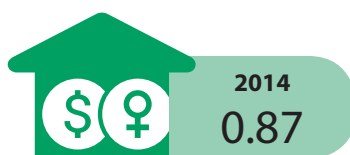
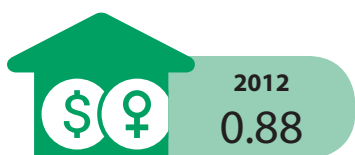
### National retirement scheme: ratio women to men



Current Trend



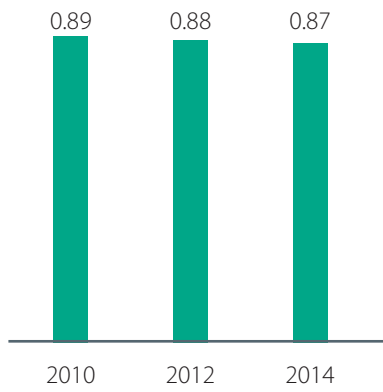
### Ratio of women's average wage to men's average wage



Current Trend



### RATIO OF WOMEN'S AVERAGE WAGE TO MEN'S AVERAGE WAGE



Data Source: Government of Australia Official Data

A decline in the ratio of women's average wage to men's average wage signals the issue of gender wage disparities affecting women in the workplace



## Government Programmes and Policies

### Key Milestones

The Gender Division (GAD) of the Ministry of Internal Affairs in partnership with the Cook Islands National Council of Women (CINCW), is responsible for the coordination of the Cook Islands National Policy on Gender Equality and Women’s Empowerment 2011. Since 2014, there is a key focus on the elimination of violence against women and improving women’s economic empowerment.

Approaches to mainstream gender continue including the employment of a Gender Statistician in the National Statistic Office to compile statistical information and produce summary statistical analysis, incorporate gender perspective into Census, conduct gender sensitivity training, analyse and publish gender statistics on CISO website.

### Major Challenges

System capability issues – gender mainstreaming remains a critical challenge despite efforts to work with all ministries to appoint gender focal points.

A gender equality perspective is not systematically integrated in the policies and programmes at the national and local government.

### Lessons Learnt

To achieve gender equality and empowerment of Cook Islands women, all government policies and programmes at both central and local level and in every sector have to be gender-responsive

## Decision Making

### Key Milestones

The number of women parliamentarians is now at its highest ever, with four women Members of Parliament elected in 2014. The Speaker of Parliament is female bringing the number of women in Parliament to five.

Women in Local Government: the 2015 local government election resulted in an increase of seats held by women as members in the Island Council, with one female Mayor on the Island of Manihiki Women in Senior

Women on State Owned Boards: no change. There remains the female chairperson on the Bank of the Cook Islands Board, CI Seabed Minerals Authority Board and the CI Pearl Authority Board since 2014.

### Major Challenges

There is a slight decrease in the number of women in state services (State Owned Enterprises). A key barrier for women is the prevalence of the ‘masculine model’ of political and decision making. Despite the comparatively high level of education and proven capacity to hold senior management level positions, women are still underrepresented in public office.

### Lessons Learnt

Evidence of good governance is realised when collaborative efforts by both women and men in leadership roles are exercised in both Government and Non-government programmes. Initiatives in leadership training and developments within the Public Service should be focused on senior women in managerial positions.

It is important to invest in efforts aimed at changing negative perceptions of women’s leadership, mentoring and temporary special measures. Other initiatives taken include advocacy campaign and support for women candidates at both national and island government elections.

## Women’s Economic Empowerment

### Key Milestones

A large proportion of both women and men are engaged in economic activity. The 2011 Census found that just over 7 out of 10 women (71%) either had a job or would work if there was a job available while the figure for men was 8 in 10. Data reveal that men and women in Cook Islands families tend to combine full-time and part-time formal work (public or private sector) with small business and agricultural or marine food production activities.

Women are making progress towards achieving equal access to jobs with the same remuneration, status and social benefits as men; the proportion of women among senior officials and managers, technicians and professional s has increased in the past 4 years. From 2013 the Government extended paid maternity leave benefits to women employed in the private sector. Slight increase in women contributors shown in the national retirement scheme for public sector as this is compulsory for all public servants.

Women continue to engage in handicraft making including sewing activities, gardening and fishing activities both in the Pa Enea and the main island Rarotonga.

### Major Challenges

There is significant income disparity between women and men , with no change recorded the 2011 census.. More women than men were in the lowest-income bracket and more men than women were in the highest earning groups

### Lessons Learnt

Women tend to do more unpaid work in the home compared to men in their role as primary family care givers. Research underway to fully understand the situation and barriers faced by women.



### Ending Violence Against Women

#### Key Milestones

The 2014 Cook Islands Family Health and Safety Survey shows that: nearly one in every three ever-partnered women (32%) has experienced physical and/or sexual violence by an intimate partner at least once in their lifetime.

The Family Law Bill tabled in Parliament for passage by the end of 2016 contains a number of measures aimed at preventing violence against women and domestic violence, and aims to establish comprehensive services.

Since 2013, initiatives taken include continuing work to improve administrative data collection at key Government Ministries and NGOs. The development of a coordinated referral services (policy and manuals).

#### Major Challenges

Persistence of violence against women

#### Lessons Learnt

Reducing domestic violence and its impact on women and children continues to be a priority for the Government and non-government sector. The need to continue and improve accessibility to support services provided by the Police and PTI counselling support service is a priority. Police reported domestic violence cases have increased over the years which shows there is zero tolerance

Successful initiatives taken include the development of coordinated referral services, between Government Ministries, Police, Education, Health and Civil Society. Government continues with its efforts to raise awareness of legal aid assistances and VAW systems and intervention programmes.

### Gender Parity in Education

#### Key Milestones

Government scholarships offered each year for university study are awarded on merit. More women are being awarded scholarships. The Cook Islands Technical Training Institution provides a range of on-island training opportunities for young adults in the Pa Enua

#### Major Challenges

The main challenge identified by the Ministry of Education is to continue to monitor gender inclusiveness and outcomes through disaggregated data and ensure appropriate programme response.

#### Lessons Learnt

It is imperative that the Ministry of Education has the financial and human resources to continue to address the gaps in its policy framework for inclusive education of girls, including specific measures to increase the gender balance among teaching staff, girls access to Technical & Vocational Education & Training (TVET), and up-scaled efforts to reduce the drop out of boys.

### Sexual Reproductive Health

#### Key Milestones

Health care services are more accessible and of better quality. The Ministry of Health has made great strides in reducing the maternal mortality ratio rate to zero with very low infant mortality rates and the reproductive health standards are good. Considerable progress has been made in reducing teenage fertility, although the figure remains high, with one teenage girl in 20 having a child each year

#### Major Challenges

Women's capacity to address health issues

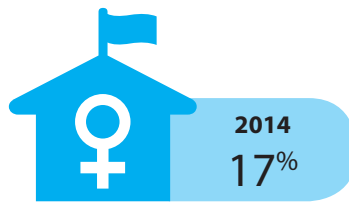
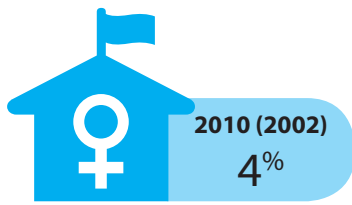
#### Lessons Learnt

More women are taking responsibility for caring for family members, in the context of the rising prevalence of NCDs for Cook Islands people. The Ministry of Health in partnership with development partners will be undertaking research to examine the relationship between the increased prevalence of NCDs and women's responsibilities for caring for family members.



## Cook Islands- Pacific Leaders Gender Equality Declaration Trend Assessment

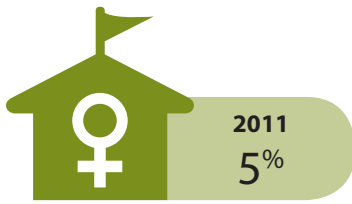
### Seats held by Women in Parliament %



Current Trend



### Seats held by women in Local Government %



Current Trend



### Women in Senior Management in Public Sector %



Current Trend



### Seats held by women on state owned boards %



Current Trend



### National retirement scheme: ratio women to men



Current Trend



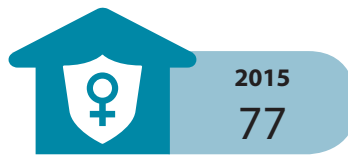
### Ratio of women's average wage to men's average wage



Current Trend



## Number of Incident Police Reports on Domestic Violence



Current Trend



## Number of women accessing support services for victims of violence



Current Trend



## Government scholarships: ratio women to men

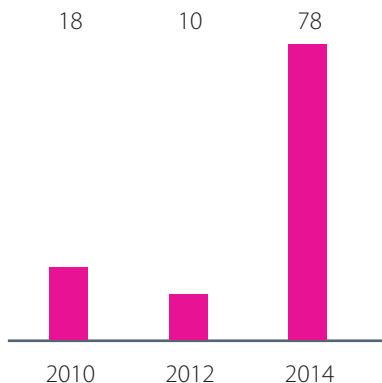


Current Trend



Gender Parity Index representing women to total government scholarships as percentage. It shows trends over 5 year period.

Number of incident Police Reports on Domestic Violence



Reporting on domestic violence is fluctuating in Cook Islands and has significantly increased in 2015 due to the ongoing awareness and advocacy.



GPI Primary Enrolment

2011

102

2016

100

GPI Secondary Enrolment

2011

116

2016

100

Indicator is showing ratio of girls to boys in enrolment by way of percentage. In Cook Islands gender parity has been achieved for boys and girls in primary and secondary level.



Lifetime physical and or sexual violence by partner **33%**



# Federated States of Micronesia

Government Programmes and Policies	Decision Making	Women's Economic Empowerment
<p><b>Key Milestones</b> Government submitted its first CEDAW report in 2015, combining its first, second and third reporting periods. FSM is scheduled to report for the first time next year between February and March 2017.</p> <p>The Department also carried out a Family Health and Safety Survey in 2014 which showed high rates of gender based violence in the communities/states of the FSM.</p> <p>The National Department of Health and Social Affairs supports a biennium FSM National Women Conference. The next conference is scheduled for October in the state of Yap. The conference is a forum for strategic dialogue between government and civil society on women in the key areas of social, economic, and political development of women and girls.</p> <p>FSM is working collaboratively with the states on establishing family protection laws. Kosrae state enacted its Domestic Violence Act in 2015</p> <p><b>Major Challenges</b> Gender development efforts are challenged by misconceptions about the impact of women's rights on culture. There is also denial among the population that gender-based violence is widespread. Women are yet to achieve the highest leadership levels</p> <p>There is very limited funding for gender programmes activities with a \$12,000 annual budget for activities over the last four years. This limits outreach and support to States.</p> <p><b>Lessons Learnt</b> It is essential to strengthen coordination and engagement in order to implement national gender commitments at the State level</p>	<p><b>Key Milestones</b> This year, the Department of Health and Social Affairs is actively seeking the input of states to complete a gender policy which will guide the introduction of policies to create gender balance and pathways to ensure that women are actively and equally participating in all aspects of life. A draft policy will be presented at the women conference</p> <p><b>Major Challenges</b> Despite there appearing to be more women in leadership roles in government agencies, there has never been a woman elected to National Congress. There is also no data published on women and men in leadership roles.</p> <p><b>Lessons Learnt</b> The Department of Health &amp; Social Affairs is realizing that data and gender based research is critical for future programmes. The Department will seek technical assistance relating to collecting, analysing and disaggregating data to show the reality of gender issues.</p>	<p><b>Key Milestones</b> There appears to be an increasing number of women owning businesses or rising up in different trades particularly in the areas of science, technology, engineering and mathematics (STEM). This is encouraged through the emphasis on national scholarships in these areas. It is also evident that more women are accessing scholarships. Though trailing behind men, there is clearly an increase in the proportion of women in the workforce according to the 2010 census</p> <p><b>Major Challenges</b> There is no comprehensive disaggregated data on women in the workforce, job segregation, gender pay gaps etc. FSM will seek technical assistance on compiling such data for better decision making planning</p> <p><b>Lessons Learnt</b> Disaggregated data on women and men is required to motivate interventions to close the gender gap on economic empowerment</p>



## Federated States of Micronesia

### Ending Violence Against Women

#### Key Milestones

The FSM Family Health and Safety Survey 2014 was the first national survey on violence and clearly showed one in three women experience partner violence in their lifetime. It also reported that 14% of all the women interviewed experienced sexual child abuse before the age of 15. However, the results of this survey has not been reported back to the communities and the stakeholders

#### Major Challenges

Aside from having to work with the different agencies to end violence against women, funding for these activities remain an issue because there is no set allocation of funding coming from the FSM congress.

#### Lessons Learnt

The Department of Health and Social Affairs needs to budget for activities to eliminate violence against women in the regular budget cycle.

### Gender Parity in Education

#### Key Milestones

According to the 2010 census, women and girls have lower rates of educational attainment at all levels. However, though the data shows women receive college scholarships at higher rates.

#### Major Challenges

Sufficient, accurate, and timely data needs to be collected to help show the status of gender parity in education. The census data is not sufficiently disaggregated and a tracker survey would be helpful.

#### Lessons Learnt

The Department of Health and Social Affairs is realising the need to work with the Education and statistical offices to ensure the full gender analysis of data and its use for future planning at State and National levels.

### Sexual Reproductive Health

#### Key Milestones

The Family Planning and Maternal and Child Health Programmes continue to provide services to women for better family and reproductive planning. These two programmes have been actively engaged with the clinics in each state of the FSM and in communities. The programmes are also successful in distributing or making contraceptives available for most of the year, for the last four years.

#### Major Challenges

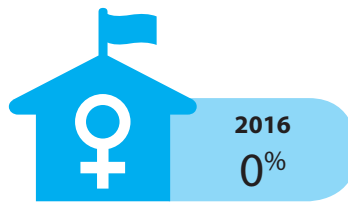
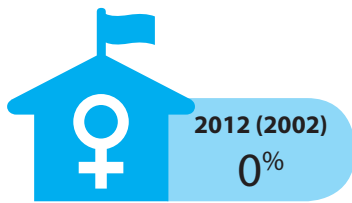
These two programmes are US federally funded and the continuation of the services are dependent on their grants. There is no local budget provided to support the works of these programmes.

#### Lessons Learnt

These programmes are reaching out to the different programmes e.g. cancer programmes, immunisation, gender and youth for synergy and pooled resourcing. An integrated approach will be most valuable and cost effective.

## FSM - Pacific Leaders Gender Equality Declaration Trend Assessment

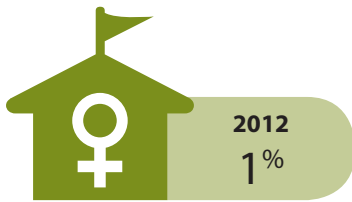
### Seats held by Women in Parliament %



Current Trend



### Seats held by women in Local Government %



Current Trend



### Government scholarships: ratio women to men

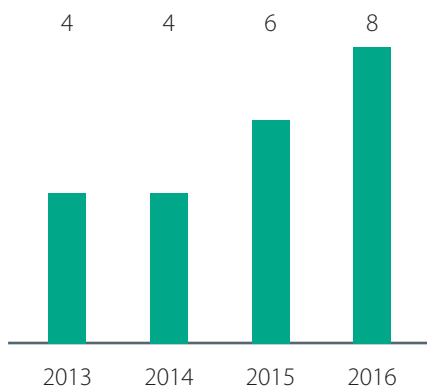


Current Trend



Gender Parity Index representing women to total government scholarships as percentage. It shows trends over 5 year period.

Government Scholarship Ratio: Women to Men



A steady increase in the ratio explains that women are receiving scholarships in high numbers and further research in this area will provide information on the gender disparities faced by boys and career choices influenced by these schemes.



GPI Primary Enrolment

2010

100

2011

100

GPI Secondary Enrolment

2010

113

2011

109

Indicator is showing ratio of girls to boys in enrolment by way of percentage. In FSM gender parity has been achieved in primary and secondary for girls, for secondary there is movements towards greater parity with boys overtime.



Lifetime physical and or sexual violence by partner **33%**

FSM Department of Health and Social Affairs. (2014). Federated States of Micronesia Family Health and Safety Study.



## Government Programmes and Policies

### Key Milestones

Cabinet in 2010 endorsed the mandatory, incorporation of sex-disaggregated data in Government’s policy documents including its national strategic plans, the annual corporate plans and related documents for all Government ministries, departments and agencies

### Major Challenges

One of the major challenges for the Department for Women has been the monitoring of the incorporation of sex – disaggregated data in the 14 Government Ministries’ policies and documents. The Department’s human resources have been a major drawback over the past years and this has resulted in low awareness and implementation of the policy.

### Lessons Learnt

The pressing reality that objectively based gender studies and gender sensitive indicators are important instruments for change as it increases awareness of inequalities between men and women, provide a basis for change and vital information that policy makers require.

The priority areas that need sex disaggregated data include:- economic contribution of women in the agricultural and non-agricultural sector; unequal distribution of unremunerated work between women and men; unequal access to and control over capital and resources, particularly land and credit.

Ownership of the cabinet decision by other Ministries is essential to progress the policy. Fiji’s First National Gender Policy and the National Gender Policy Implementation Framework which is being drafted will address the current gaps.

The Gender focal officer will be the key liaison point for the Department in monitoring sex disaggregated as well as gender statistics in Government policies and programmes.

## Decision Making

### Key Milestones

The National Election dated 17th September, 2014, drew the highest number of women candidate nominees in any election in Fiji. Out of 248 candidates approved by Elections office to contest the elections, 41 were women. This constitutes 16% of women in a 50 member parliament, an increase of 4% from the 2006 elections.

Fifty-eight per cent of State Owned Enterprises have a woman on their board, and of the 87 directors of these enterprises, nine are women. The legal and policy framework has been established to facilitate equal access to education and jobs through open competition, and to break down cultural barriers that hinder women’s participation

### Major Challenges

In 2006 Fiji’s national government (house and senate) included 13 women or 18% of all seats. Following the September 2014 elections, women now hold 7 of 50 seats comprising 14% of the Fijian Parliament, showing a decline.

Women often are defined by their traditional roles and are thus presumed to be ineffective leaders. The glass ceiling is more of a societal blocker and organisational barrier than an individual barrier. It creates a huge roadblock for women in taking leadership positions. The demands on leadership roles and the lack of internal motivation coupled with social and cultural are other barriers faced by women.

### Lessons Learnt

Promoting women’s leadership through the Constitution, government policies, plans and strategies is necessary. The 5 and 20 year National Development Plan beginning in 2016 also incorporates the need to enhance participation of women in the decision making processes.

The total number of board membership of this category is 33, of which 3 are women; making the percentage ratio 90.91% men to 9.09% women. The Government commissioned the review of the corporate governance of statutory authorities and office holders to identify reforms.

### Fiji Case Study Cabinet decision

The Government of Fiji made a decision in 2010 recognizing the Department of Women towards the international and national obligations to increase the level of the representation of women in the formal sectors and in communities; Cabinet endorsed the need to review key legislation aligned to increasing the representation of women at decision making forums; and also endorsed the review of the 3 specific legislations, namely the Public Enterprise Act (2002), the Public Hospitals and Dispensary Act (1978); and the Fijian Affairs Act (1996), to incorporate clauses for increasing the participation of women in decision making forums/boards by 30 percent, including government agencies and statutory bodies. Also in 2011 Cabinet endorsed the Inclusion of Women in Policy Formulation Committees within Government.

## Ending Violence Against Women

### Key Milestones

The number of cases recorded by Fiji Women's Crisis Centre for Gender Based Violence has been fluctuating over past years. The case numbers started to increase from 2010 to 2013 and 2014 recorded a decrease when compared to other years. These GBV cases include domestic violence, rape, sexual abuse or other forms of abuse faced by women in their homes and are the ones reported to the Fiji Women's Crisis Centre by women through their call centres and actual visits.

Domestic violence counselling cases has been significantly high. This indicates that more awareness and elimination of violence programmes needs to be targeted in this area. More sexual harassment counseling visits were recorded

### Major Challenges

According to the Fiji Women's Crisis Centre's "Somebody's Life, Everybody's Business Report", Fiji's rates of violence against women and girls are among the very highest in the world: 64% of women who have ever been in an intimate relationship have experienced physical and/or sexual violence by a husband or intimate partner in their lifetime.

Issues of under-reporting incidences of violence is a great challenge. This in considering women and children who live in rural and maritime areas, highlands and interior settlements. Access to justice services in these area is a concern.

Referral of domestic violence victims from various service providers is a challenge as well. Hence the Department for Women through the EAW Thematic desk has been working with key stakeholders to establish a Service Protocol Strategy and ensure that victims are treated with respect and not further stigmatized from being ill-treated etc.

### Lessons Learnt

The Department for Women is currently in the process in establishing a Domestic Violence (DV) Helpline for the Fijian Women to address access issues, using to address access issues ICT is a useful strategy.

## Gender Parity in Education

### Key Milestones

For secondary level enrolment figures the females have outdone male enrolment in the year 2009, 2010 and 2012. In years 2011 and 2013, male enrolment figures was higher than that of females. And 2014 data is unavailable.

For tertiary level enrolment figures, female enrolment has significantly increased from 2010 to 2014. In recent years there have been more females graduating from universities than males.

All children including girls and children with disabilities are provided with the same benefits such as free tuition and bus fares. Government is promoting vocational education for women and girls with disabilities. Fiji National Council for Disabled Persons has a central vocational learning center that builds the capacity of students with disabilities

### Major Challenges

From the Gender Parity Index calculated for Primary school enrolment figures, there have been fluctuations in the female enrolment figures. For the years 2009, 2010 and 2011, male enrolment figures in primary school were higher when compared to females. 2012 recorded higher female primary school enrolment, however the figures dropped again in 2013. The trend for female enrolment in primary school has not been consistent over the past five years

Limited number of specialised teachers in mainstream schools is a challenge.

### Lessons Learnt

In 2014 and 2015 the Ministry of Education introduced Family Life Education into the curriculum for all secondary schools This has encouraged more students to attend the sexual reproductive health clinics to visit and get more information in regards to sexual reproductive health.

Important to fast-track inclusive education policy to ensure access to education for children with disabilities.

## Sexual Reproductive Health

### Key Milestones

The Ministry of Health and Medical Services has expanded its decentralised services for women and their children under the Maternal and Child health programmes. These programmes range from community awareness programmes to hospital based. More than 99.9% of women in Fiji access the health facilities at least once during their period of pregnancy. (Fiji EPI Coverage Survey 2013. Expansion of health services such as mobile clinics for women and girls both in the urban and rural areas over the years.

### Major Challenges

The Maternal Mortality (MMR) rate for the past 6 years has been staggering. In 2010 the MMR decreased from 27.5 to 22.6. It increased intensely in 2011 (39.2) and 2012 (59.47). However, it fell to the lowest level in 6 years in 2013. In 2014, the rate rose again to 44.4. Further research is needed to identify the major reasons for maternal deaths in Fiji.

Access to basic health services is still a challenge and having to ensure men and women who live in maritime areas attain the same privileges as those living in urban areas.

### Lessons Learnt

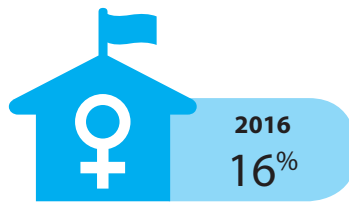
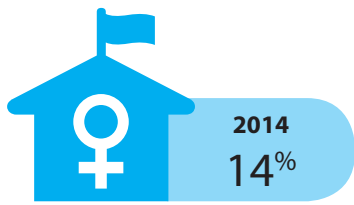
Safe Motherhood and Child health manuals which train the community health workers on safe motherhood and child health. They encourage early health seeking behaviour in the communities.

Expanded Food Voucher Rural Pregnant Mothers programmes that caters to the needs of pregnant women in rural settings.

Fiji has just launched a new Cervical Screening Policy for a targeted population amongst women and this is to address the second most common cause of deaths secondary to cancers. Slowly improving our coverage numbers for early detection is important. The Cervical Screening programmes is more active rather than being passive.

## Fiji- Pacific Leaders Gender Equality Declaration Trend Assessment

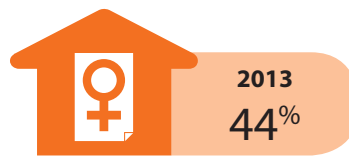
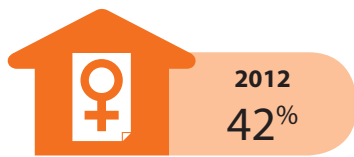
### Seats held by Women in Parliament %



Current Trend



### Women in Senior Management in Public Sector %



Current Trend



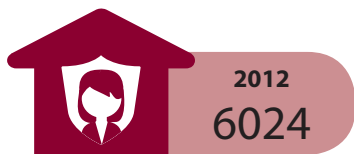
### Number of Incident Police Reports on Domestic Violence



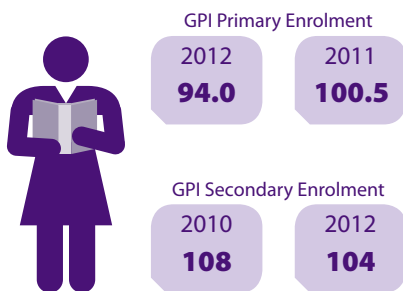
Current Trend



### Number of women accessing support services for victims of violence



Current Trend



Indicator is showing ratio of girls to boys in enrolment by way of percentage. Gender parity achieved in both, slightly an issue of boys enrolment at secondary level.



Fiji Womens Crisis Centres (Somebody's life, Everybody's business report. 2013).





<b>Government Programmes and Policies</b>	<b>Decision Making</b>	<b>Women's Economic Empowerment</b>
<p><b>Key Milestones</b> Creation of a new Ministry for Women, Youth and Social Affairs (MWYSA) in 2014 has been a significant progress. Kiribati currently has in place a revised draft National Gender Equality and Women's Development Policy. A number of related policies guide the work such as Children, Young People and Family Welfare Policy, Policy on inclusive education, Draft Kiribati National Disability Policy, National HIV and STI Strategic Plan and the Kiribati Integrated Environment Policy (2012-2015).</p> <p>The Strategic Action Plan to eliminate sexual and gender based violence (2011-2021) being implemented. Implementation Plan for the Te Rau N Te Mwenga (Family Peace Act) endorsed with clear budget lines to support services and awareness of the new law.</p> <p>Sexual gender based violence mainstreaming work successfully completed within the education sector, this includes curriculum designed to transform gender stereotyping and awareness on the issue.</p> <p>Gender indicators incorporated for national census.</p> <p>Important laws passed this includes the Children, Young Persons and Family Welfare Act and Juvenile Justice Act.</p> <p><b>Major Challenges</b> Less than 1% of the National Budget allocated to the Ministry for Women.</p> <p>Gender equality is not accepted in Kiribati Society despite the awareness and trainings.</p> <p><b>Lessons Learnt</b> Important laws passed include the Children, Young Persons and Family Welfare Act and Juvenile Justice Act.</p>	<p><b>Key Milestones</b> Increase in women in senior management roles and all head of Diplomatic Missions oversees are women.</p> <p>Increasing number of women in parliament and local government. The number of women contesting elections has increased significantly. In the 2015 national elections there were 18 candidates compared to the 5 candidates in the 2011 elections.</p> <p><b>Major Challenges</b> Social and cultural barriers are strong and high prevalence of violence against women. No progress recorded in the area of reserve seats.</p> <p><b>Lessons Learnt</b> Practice parliament for women contributed to confidence building and can be adapted for women in local government.</p>	<p><b>Key Milestones</b> Financial literacy trainings for women. A new position of Women's Economic Empowerment Officer was created in 2014 to oversee the delivery of programmes and trainings. Four business trainings have been conducted in outer Islands.</p> <p>The recruitment of women in the Kiribati Fisheries Observer Programmes has increased from 2 in 2009 to 19 in 2016. The total number of active observers in Kiribati to date is 90 and 19% of that total is women and the rest are men, this initiatives promotes women's participation and active engagement in the fisheries industry.</p> <p><b>Major Challenges</b> Employment law reform stalled. Number of State Owned Enterprises that have at least one woman seating in their board is relatively low.</p> <p>Limited market opportunities for women and protection issues around women boarding fishing vessels.</p> <p>Lack of data to measure progress on women's economic empowerment. Elimination of Sexual Gender Based Violence (ESGBV) surveys from 2008 and 2015 clearly show that most victims of domestic violence are unemployed.</p> <p>Commitment from other government ministries and inadequate resources is impacting on successfully delivering training programmes.</p> <p>Lack of funding for women's economic empowerment activities to cover all islands</p> <p><b>Lessons Learnt</b> Mentoring and leadership programmes and training programmes for women entrepreneurs and SMEs in the outer islands, a useful strategy to introduce a Training of Trainers for sustained impacts.</p>



### Ending Violence Against Women

#### Key Milestones

In 2008 the Kiribati Family Health and Support Study (KFHSS) was conducted and shows that 68% of women and girls between the ages of 15-49 had experienced violence against them.

Improving capacities amongst police officers through the Domestic Violence and Sexual Offence Unit towards handling domestic violence cases.

Awareness on domestic violence expanded in communities through public forums, use of media. High utility of DVSO services and hotline number by women. Safe spaces created through the DVSO's comfort lounge in Betio.

Progress has been made towards establishing the Kiribati Women and Children Support Centre

Kiribati Shared Implementation Plan (SHIP) and United Nation Joint Programmes being delivered, key focus areas are improving services, capacity building of stakeholders, primary prevention, advocacy and improving of access to justice.

#### Major Challenges

There is no shelter for victims of violence.

Lack of adequate resources to progress policies and plans. SHIP implementation depends on availability of funding and prioritisation of activities by development partners, implementing all the activities will require additional funding. Implementing SHIP in a male dominated society is a major challenge.

There is huge stigma around this issue which is contributing to under reporting and withdrawal of cases. Domestic violence considered as a private matter and most of the time people do not intervene in any violence within a home.

Duplication of the activities by stakeholders and competition for funding to support priority activities is harder to manage.

### Ending Violence Against Women

#### Lessons Learnt

The inclusion of budget provisions in the legislation assists with tracking implementation. Strong coordination, good leadership, management and partnership will address the issue of duplication of activities as well as competition for funding.

Ministry of Health and Medical Services, has established a Healthy Family Clinic located at the main hospital which will open soon and cater for the victims of domestic violence. Male Advocacy Programmes will contribute to a holistic approach towards eliminating sexual and Gender Based Violence in Kiribati

### Gender Parity in Education

#### Key Milestones

Education curriculum modules on primary prevention awareness.

#### Major Challenges

The costs related to education impacts on parents decisions on girls continued education. Boys dropping out of school remains an emerging issue.

#### Lessons Learnt

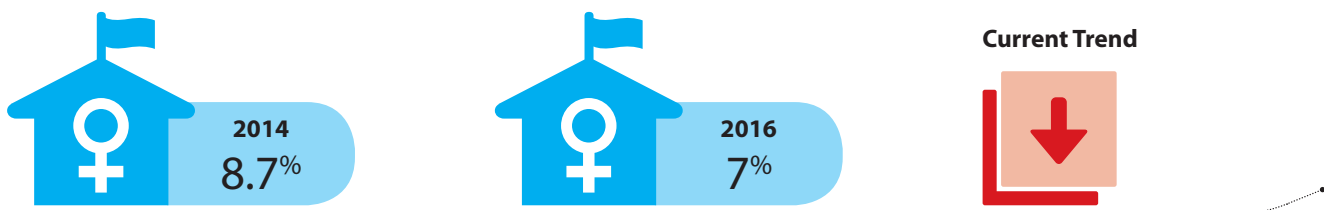
Gender mainstreaming in the education sector.



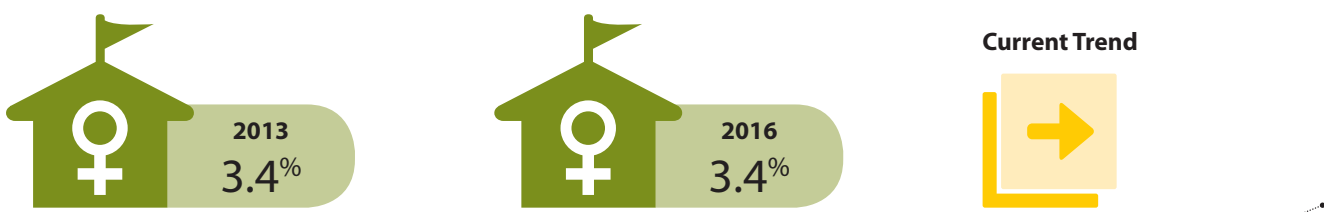
Domestic and Sexual Violence Unit officer  
Photo Courtesy of Kiribati Government

Sexual Reproductive Health	Sexual Reproductive Health cont.	Sexual Reproductive Health cont.
<p><b>Key Milestones</b> The Ministry of Health has included reproductive health among its health issues as reflected in the National health Strategic Plan 2012-2015 and as a continuum in the National health strategic plan 2016-2019.</p> <p>The churches are becoming more involved in providing sexual reproductive health and rights programmes with the potential of reaching out to around 58,800 people.</p> <p>Ministry of Health conducts awareness programmes on the importance of men involvement</p>	<p>before birth, during birth and after birth and on sexual reproductive health. A healthy family approach which is new has been introduced.</p> <p><b>Major Challenges</b> Women’s access to health services, specialised care is a challenge for outer islands. Low levels of contraceptive use increases the risks of STIs and HIV. Costs of screening and vaccinations creates reproductive cancer risks.</p> <p>Water and sanitation systems not in place.</p> <p><b>Lessons Learnt</b> Need for the development of</p>	<p>adequately resourced women’s health programmes.</p> <p>Need innovative strategies to break through barriers and work closely with churches to adopt acceptable contraceptive methods for family planning.</p> <p>Empowering the community to take ownership of the programmes’s interventions and strengthen linkages with their members. Mobilizing the community to work closely with the Public health programmes to assist with effective prevention.</p>

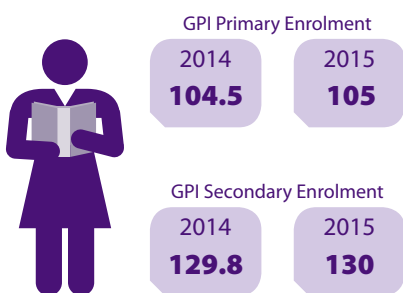
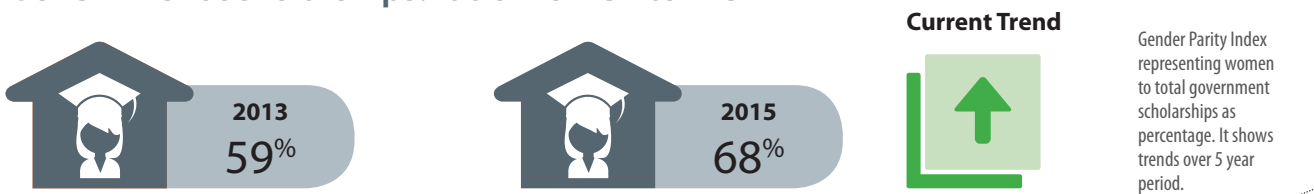
### Kiribati- Pacific Leaders Gender Equality Declaration Trend Assessment Seats held by Women in Parliament %



### Seats held by women in Local Government %



### Government scholarships: ratio women to men



Indicator is showing ratio of girls to boys in enrolment by way of percentage. Parity achieved in primary education but issues of boys enrolment in secondary education remains.



Secretariat of the Pacific Community, (2010). The Kiribati Family Health and Support Study.



# Republic of Marshall Islands

Government Programmes and Policies	Decision Making	Women's Economic Empowerment
<p><b>Key Milestones</b> National Gender Mainstreaming Policy in place (Implementation Plan Living document).</p> <p><b>Major Challenges</b> Setting up effective mechanism for cross departmental coordination; Limited resource in Gender Office.</p>	<p><b>Key Milestones</b> Tripling women's representation of women in parliament, with one female being the first president of the Marshall Islands.</p> <p>More female mayors elected in 2016. Women represent 80% of the seats held in local council compared to 82% seats occupied by men. State if the service report notes that women hold 40% of the senior management positions. And out of the six SOE boards, 30% are held by women.</p> <p><b>Major Challenges</b> Customary norms, stereotypes of women's roles, and the lack of public awareness about election processes limit women's opportunities for appointment to leadership positions at the national and local levels.</p> <p>Females seated at Local Council following the 2011 Elections 3% elected out of the total 840 who stood for election for the council seats. Female mayors elected was 3% out of the total 77 candidates. In the 2015 Elections 18% women are represented on the local council out of the total 822 who ran for elections. At present 12% out of the 86 candidates who ran for Mayor's seats.</p> <p>At present 40% Women which is 9 out of 22 hold government department head positions (State of Service Report 2014, PSC) and out of the 6 SOE Boards, 5 boards have at least 1 female member and none in 1 out of the 6 SOE Boards. There are 6-7 members on each board so, 13% of the seats are held by women.</p>	<p><b>Key Milestones</b> Growing number of women in the public service however men still dominate the most senior positions. More women are employed under the Public Service Commission.</p> <p><b>Major Challenges</b> Women continue to face limited job opportunities and remain under-represented in management positions.</p> <p>Equal pay continues to be an issue.</p>

## Gender Equality Facts

**In 2016 the Republic of Marshall Islands appointed its first female President H.E Hila Heine  
There are 3 women in the 33 member parliament, an increase by 6% since the adoption of the Declaration.**

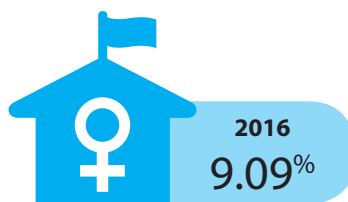
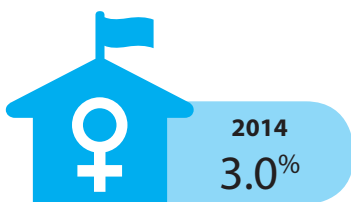


# Republic of Marshall Islands

Ending Violence Against Women	Gender Parity in Education	Sexual Reproductive Health
<p><b>Key Milestones</b> Domestic Violence Prevention and Protection Act is in place. RMI completed its Family Health and Safety Study and the Government has committed funding for a safe house. The national womens umbrella NGO WUTMI implements key prevention programmes.</p> <p><b>Major Challenges</b> Reporting and filing of cases is a challenge coupled by limited resources. Decreased number of female police officers remain a concern for victims.</p> <p>Resources required to dissemination the Family Health and Safety Study and the enforcement of the no drop policy. Other Challenges include data-sharing, cultural normalisation of violence and community awareness on the domestic violence legislation.</p> <p><b>Lessons Learnt</b> There is a need for better coordination among stakeholders.</p>	<p><b>Key Milestones</b> Marshall Islands Public School System Act, 2013 (MIPPSA) and Child Protection Policy improves access to education for girls and women.</p> <p><b>Major Challenges</b> Teenage pregnancy rates remain the highest in the Pacific (MOH 2013 Report). In 2013, 14% of all babies were born to mothers under the age of 20. Traditional attitudes and custom still exert pressure over educational choices.</p> <p>There are no national laws governing the treatment of girls who become pregnant while in school. Outer island schools face unique challenges with regards to maintaining quality of education.</p> <p><b>Lessons Learnt</b> Investing in data to better understand the issue of access to quality education, female drop outs and opportunities to support young women who leave school due to pregnancy.</p>	<p><b>Key Milestones</b> National Comprehensive Cancer Control Programmes.</p> <p>Reproductive service(s) has demonstrated it has the capability to reduce the mortality rate of mothers.</p> <p><b>Major Challenges</b> Financial and resources constraints.</p> <p><b>Lessons Learnt</b> Stronger laws and policies directed at unhealthy foods, tobacco, alcohol and physical activity are urgently needed to complement the health promotion efforts to control NCDs.</p>

## RMI - Pacific Leaders Gender Equality Declaration Trend Assessment

### Seats held by Women in Parliament %



#### Current Trend



### National retirement scheme: ratio women to men

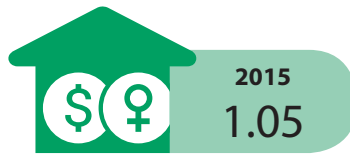


#### Current Trend



(Women per 100 men. Source: Recent PDNA Gender Baseline Data) Note a gradual increase with 33.9 in 2013, 35.3 in 2014).

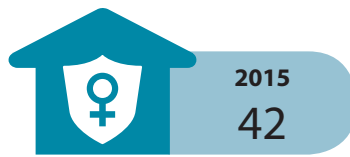
## Ratio of women's average wage to men's average wage in the public sector



Current Trend



## Number of Incident Police Reports on Domestic Violence

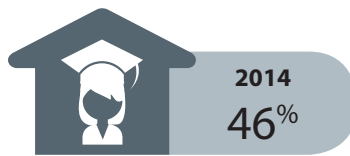


Current Trend



Data for Majuro only. There are 27 DV cases in total filed with the court civil and criminal. Note that the AG's office only prosecutes the criminal case not civil cases. Domestic Violence Cases filed @ AG's office by police from 2012-2015. Total Domestic Violence Case 8 since 2012 till 2015 AG's Log

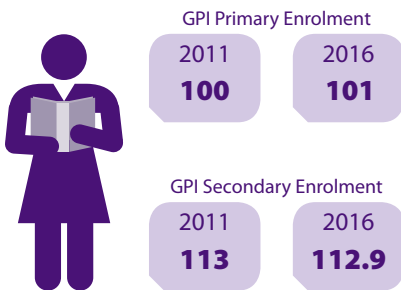
## Government scholarships: ratio women to men



Current Trend



Gender Parity Index representing women to total government scholarships as percentage. It shows trends over 5 year period.



Indicator is showing ratio of girls to boys in enrolment by way of percentage. In primary education gender parity achieved and in secondary education there is an issue with boys enrolment in secondary education.



Republic of Marshall Islands. (2014). The RMI National Study on Family Health and Safety



Government Programmes and Policies	Decision Making	Women's Economic Empowerment
<p><b>Key Milestones</b> In 2015 the Government submitted its initial report to the CEDAW Committee. Nauru National Sustainable Development Strategy 2005-2025 promotes gender issues across various sectors. Nauru is implementing its National Gender Policy country programmes.</p> <p>CEDAW articles incorporated in the Crimes Act 2016, Child Protection and Welfare Act 2016, and corroboration rule removed.</p> <p><b>Major Challenges</b> Unavailability of necessary information and data.</p> <p>Lack of resources to facilitate consultation.</p> <p><b>Lessons Learnt</b> Better coordination and preparations by lead government department necessary.</p> <p>Build capacity within government departments to support gender mainstreaming.</p>	<p><b>Key Milestones</b> The July 2016 Nauru Elections saw the re-election of a woman, to parliament. In 2016 67 candidates stood for elections of which four were women. As a result of trainings programmes more women are gaining the confidence to stand for elections noting that in 2013 a woman was elected after a period of 20 years.</p> <p>The number of women holding senior positions in government and state owned boards is positive and encouraging. Of the 9 SOEs, females hold top positions in five boards. Five women hold senior positions as Heads of Department (Education, Home Affairs, Human Resource and Labor.</p> <p><b>Major Challenges</b> Cultural and traditional barriers in particular familial ties for women.</p> <p>Reserve seats and temporary special measures received resistance in the past from local communities.</p> <p>Lack of data and relevant information.</p> <p>Limited awareness on women's leadership at community level.</p> <p><b>Lessons Learnt</b> Government to promote gender inclusiveness and women in mid and senior level positions.</p>	<p><b>Key Milestones</b> Implementation of Gender Policy and Women's Action Plan on Women's Economic Empowerment.</p> <p><b>Major Challenges</b> The economic situation has been difficult for both men and women since the decline of the phosphate mining industry which was the main source of revenue for landowners.</p> <p>Limited sources of employment opportunities. Lack of financial services for women entrepreneurs. Issues of sexual harassment, lack of pay equity, limited social services, and micro finance opportunities are key barriers.</p> <p>Very few market opportunities and handicraft and agricultural activities are limited.</p> <p>Lack of interdepartmental awareness and management on micro finance scheme.</p> <p>Preference by employers for women and men to fill traditional roles in employment, making the workforce gender segregated.</p> <p><b>Lessons Learnt</b> Better coordination amongst government departments on how to support micro-finance schemes for women</p> <p>Relevant Departments like Commercial Industry and Environment (CIE) to involve general public on the importance of planting trees to support the handicraft business for sustained livelihoods.</p>

### Gender Equality Facts

**10 Principals and 4 Deputy Principals in Nauru are all women. All Diplomatic Posts are held by women.**  
**5.2 % Women in Nauru Parliament in 2016 an increase from 2000**



### Ending Violence Against Women

#### Key Milestones

Family Protection Bill is being drafted.

Reporting of violence is low however in the recent years more women accessing the Safe House. Since 2008 a total of 56 women accessed the Safe House which is fully funded by government. In 2016 10 cases have been reported.

#### Major Challenges

Violence against women is anecdotally reported to be widespread in Nauru. A Family Health and Safety Study was commissioned however communities declined to participate given the small size of population and high levels of stigma. This is also impacting on the low levels of reporting.

Violence against women is high based on recent reporting. Of the 167 registered cases in 2014, 58 cases involved complainants who were women and children. A key concern is withdrawal of cases by complainants due to family pressure and stigma.

Absence of relevant and timely data is a key challenge for the delivery of programmes and services.

#### Lessons Learnt

Better coordination amongst relevant government departments and service providers is essential for the effective delivery of services.

There is a need to encourage mandatory reporting on domestic violence. Ensure adequate training is provided for relevant stakeholders, including service providers, police and courts.

Financial support is needed to expand the provision of legal, counselling and health services. There is also need to increase awareness programmes and identify gender champions to address the high levels of stigma in communities.

### Gender Parity in Education

#### Key Milestones

The gender parity index of 0.894 at the primary level indicates that participation of girls at this level of schooling is increasing with more co-educational opportunities that have opened up for girls.

At the Secondary level the Gender Parity Index of 1.01 shows that male participation is decreasing.

#### Major Challenges

Significant number of under and over-aged pupils in school.

Boys tend to leave school earlier than girls and seek employment. Significant number of girls leave due to teenage pregnancy.

Stereotyping through the education system is a concern. Lack of gender mainstreaming within the education sector, curriculum.

#### Lessons Learnt

EMIS to be gender disaggregated to better monitor gender participation in education levels.

Universal and compulsory education to be implemented to address the issue of under and over aged students.

Research and programmes to encourage boys and girls to complete secondary schooling.

### Sexual Reproductive Health

#### Key Milestones

The Nauru Country Plan is being implemented successfully with the deployment of a full time psychosocial counsellor for men, boys and girls affected by domestic violence, alcohol, drug and teen pregnancy. Referral services for violence against women is well managed by the Nauru Hospital, Domestic Violence Unit and Safe House. A 24/7 Emergency Line established and Victim's Support Service for victims of domestic violence functioning well.

#### Major Challenges

Nauru has a high rate of non-communicable diseases, high incidence of sexually transmitted infections and second highest adolescent fertility rate.

There is a lack of information on reproductive health issues, including birth control among adolescents and the prevention of sexually transmitted infections.

Staff shortage in the health system impedes delivery of services.

Lack of data and statistics on the status of women's health.

Culture and traditions inhibit women's and girls' access to services and stigma is high on the issue of sexual and domestic violence.

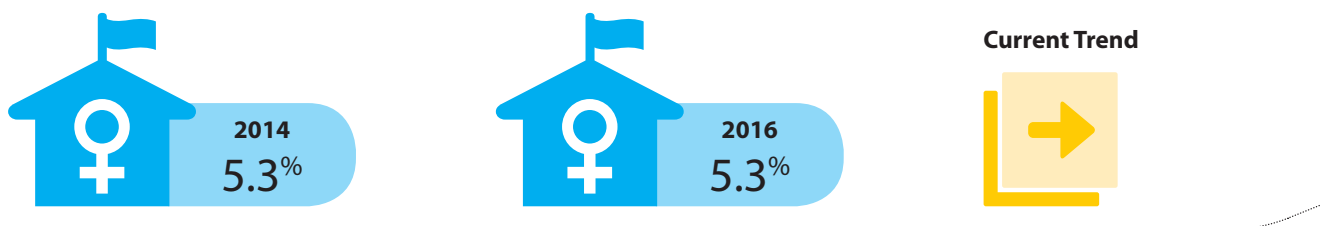
#### Lessons Learnt

Essential to mainstream gender across all government activities and plans.

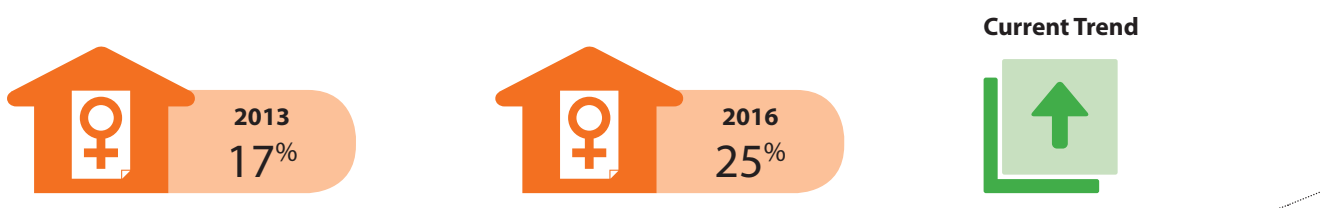


## Nauru- Pacific Leaders Gender Equality Declaration Trend Assessment

### Seats held by Women in Parliament %



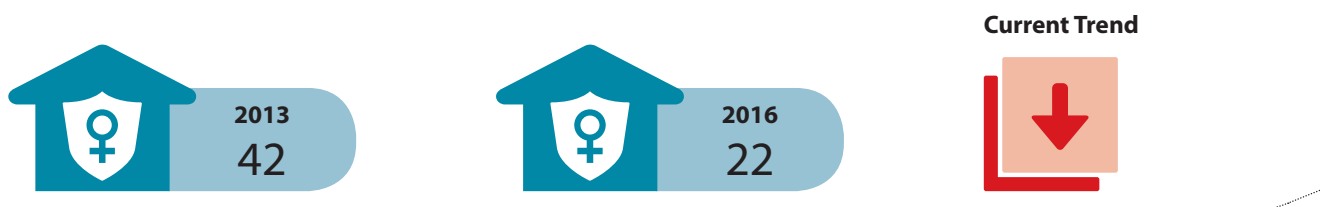
### Women in Senior Management in Public Sector %



### Seats held by women on state owned boards %



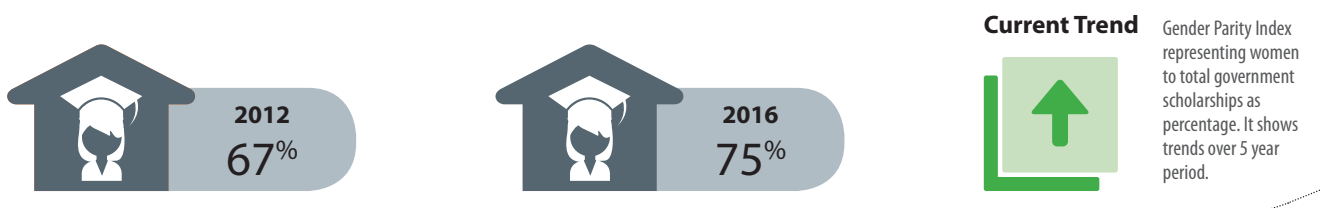
### Number of Incident Police Reports on Domestic Violence



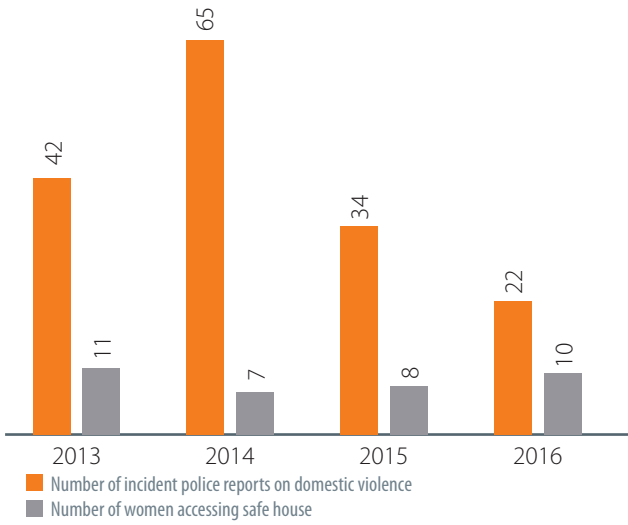
### Number of women accessing support services for victims of violence



### Government scholarships: ratio women to men

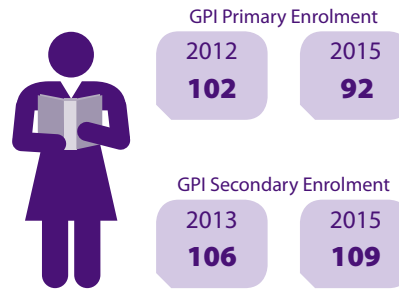


### ACCESS TO REPORTING AND SHELTERS



Data Source: Government of Nauru Official Data

The decrease in reporting of domestic violence is a concern given the anecdotal evidence suggesting high prevalence of violence. Women's access to support services, primarily the Safe House is increasing. This can be due to the increased awareness of women of their legal rights or their exclusion from community safety nets making them resort to independent services. The stigma of violence drives women away from families and communities that used to provide social protection in the past. The establishment of the safe house and sensitive police services is also leading to an increase in women accessing these services.



Indicator is showing ratio of girls to boys in enrolment by way of percentage. There is a slight issue of girls enrolment in primary education but gender parity is achieved for secondary.



Nauru Ministry of Home Affairs. (2014). Nauru Family Health and Support Study.



**Government Programmes and Policies**

**Key Milestones**

The New Zealand Government is committed to ensuring all women have the opportunity to realise their strengths and achieve social and economic success. The Government’s priorities for women reflect the areas where more work is needed: supporting more women and girls in education and training; utilising women’s skills and growing the economy; encouraging and developing women leaders; and ensuring women and girls are free from violence. Maximising women’s contributions is essential for women, their families and communities, and as an investment in New Zealand’s future prosperity and wellbeing.

New Zealand’s population is increasingly diverse and some groups of women, particularly Māori, Pacific, migrant and refugee women, and women with disabilities, continue to have poorer outcomes relative to other groups. The Government has committed to working alongside key stakeholders and communities to develop solutions that are relevant for different groups of women. Greater cross-agency accountability and funding approaches have fostered innovative and sustainable solutions and the Government continues to support a vibrant community sector.

The New Zealand Ministry for Women (the Ministry) is Government’s principal advisor on achieving better outcomes for women in New Zealand. It continues to provide decision makers with a gender perspective across a range of policy issues

**Major Challenges**

Further work is needed to support more women and girls in education and training; utilise women’s skills and grow the economy; encourage and develop women leaders; and ensure women and girls are free from violence. Future plans focus on these priority areas.

**Government Programmes and Policies cont.**

**Lessons Learnt**

Gender perspective needs to be considered from the start of developing a project or a policy rather than being included as an afterthought at the end of the process. This leads to better outcomes and results for women.

**Decision Making**

**Key Milestones**

In 2012, the New Zealand Stock Exchange introduced a new diversity rule requiring all listed companies to include in their annual report a breakdown of the gender composition of their boards of directors and officers.

In 2016 women made up 43.4 percent of state sector boards. This is the highest number ever recorded. The government has an aspirational target of 45 percent women on state sector boards.

NZ introduced extended flexible work legislation in March 2015. The new legislation extends the statutory right to request flexible working arrangements to all employees. We expect that normalising flexible work for both men and women will help increase the number of women holding leadership positions.

**Major Challenges**

Women are less well represented in leadership and decision-making roles within organisations and occupations. As a result, organisations are missing out on the benefits of diversity and associated productivity gains. Programmes such as the Future Directors Programmes, launched in 2013, help to address this challenge. The programmes identifies talented candidates with the potential to succeed in governance roles and provides them with opportunities to observe and participate in board discussions for a 12 month period. The programmes was extended to include state sector boards in 2016.

Decision Making cont.	Women's Economic Empowerment	Women's Economic Empowerment cont.
<p><b>Lessons Learnt</b></p> <p>To change behaviours, the business case for diverse leadership based on evidence is key. The Ministry for Women has worked to create awareness about the obstacles women face to progress to senior roles in organisations by gathering resources and making them available to others and by featuring profiles of successful women on social media and the Ministry's website. Evidence has shown that more diverse leadership leads to better governance, a greater understanding of customer and stakeholder needs, better decision making as well as productivity and economic gains.</p>	<p><b>Key Milestones</b></p> <p>There is increased visibility of women in trades in particular in the Canterbury rebuild. Christchurch Polytechnic Institute of Technology developed new scholarships for women entering pre-trade and engineering training in 2014. The Ministry has worked with identified industries to find ways in which women might be employed in great numbers in 'non-traditional' roles. The Government has partnered with industry to run a campaign to encourage more women into engineering careers.</p> <p>In 2014 the Government allocated more than \$28 million for an ICT Graduate School programmes. The programmes is committed to increasing the diversity of ICT students, in particular women.</p> <p>The Government is promoting better engagement with science and technology across New Zealand society through A Nation of Curious Minds. The Science in Society strategy includes an action to increase girls' participation in science and technology.</p> <p>On 1 April 2016 the Government announced changes to parental leave provisions. Paid parental leave was extended to 18 weeks and the maximum weekly amount of parental leave payments increased from 1 July 2015.</p> <p>A Joint Working Group (government, unions and employer representatives) was established to develop principles for dealing with pay equity claims consistent with New Zealand's employment relations framework and a well-functioning labour market. The Government is considering the recommendations of the Joint Working Group.</p> <p><b>Major Challenges</b></p> <p>There are high levels of occupational segregation in the New Zealand labour market. Around half of all women and men work in occupations where at least 70 percent of workers are of the same gender. Occupational</p>	<p>segregation is estimated to account for up to 30 percent of the gender pay gap. This is because low paid, low skilled work, such as caring, cleaning and administrative roles are predominantly taken up by women. Encouraging women to take up jobs in high paid, high growth industries such as engineering I.T. and science which have traditionally been male dominated remains a challenge.</p> <p><b>Lessons Learnt</b></p> <p>In its research paper on the Canterbury rebuild the Ministry found that one of the major issues around women not taking up construction jobs was visibility; women were unaware that jobs were available because advertising was targeted at men. Another hurdle was the perception held by many women that they could not do construction jobs. They were afraid that they might not be strong enough and there was a perception that rebuild jobs were 'male' jobs. In making women in trades more visible, the women employed in the rebuild more than doubled.</p> <p>In New Zealand, a large percentage of the gender pay gap remains unexplained. While New Zealand has robust legislation to ensure equality in the workplace, new research is indicating that up to two thirds of the pay gap is due to unexplained factors.</p>



## Ending Violence Against Women

### Key Milestones

In the last 4 years the Ministry has published a number of research papers and resources including reports on preventing sexual re-victimisation, and understanding primary prevention of violence against women.

In 2014 a Ministerial group was established with the purpose of addressing family violence and sexual violence. The group discusses ways to incorporate an integrated systems approach to family violence and sexual violence.

The "It's not OK" campaign was launched in 2007 and mobilises communities to take a stand against family violence, and change attitudes and behaviour that tolerate it. A key component of the campaign is supporting community-led initiatives and working in partnership with sports organisations, local and non-governmental agencies, faith and ethnic communities, businesses and the family violence sector.

### Major Challenges

Increasing coordination among agencies to provide effective support for victims of violence and to address the causes of violence as well as unequal distribution of incidence of violence across population groups is challenging. At least 50 percent of girls and women who are sexually assaulted are likely to be sexually re-victimised

### Lessons Learnt

Primary prevention is now included in the integrated response to violence and the Ministry expects this to have a significant impact. The Ministry's research papers also point out the importance of how primary prevention is understood and how it plays out in different cultural contexts.

Research has shown that programmes work best when they are designed locally, are strengths based and are steeped in the values of the communities for which they are designed.

## Women in State Owned Boards in New Zealand

The numbers of women in, local government, parliament, senior management in the public sector and on state sector boards have all increased over the last four years. The current number of women on state sector boards is 43.4 percent, the highest number ever recorded.

Further work is needed in getting women to be considered for boards as well as barriers to women's progression into leadership positions. Barriers include lack of flexible work options, unconscious bias and difficulties when re-entering the workforce after caring for children or elderly parents. NZ has a nominations service to support more skilled women to be considered for vacancies on public sector boards.

Fostering relationships with other government agencies, making resources and research available and making women leaders more visible is vital to change attitudes and help people make considered decisions when appointing staff to their leadership teams. The Ministry will continue in its efforts to increase the pipeline of women into leadership roles and encourage action to address barriers to women's career development.

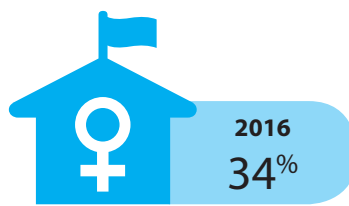
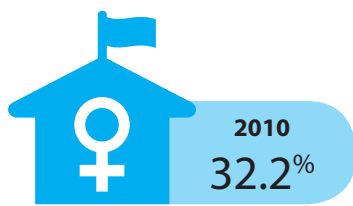


Women involved in the earthquake recovery in Christchurch.

Photo Courtesy of Government of New Zealand.

## NZ - Pacific Leaders Gender Equality Declaration Trend Assessment

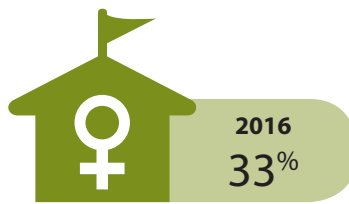
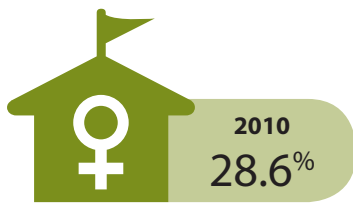
### Seats held by Women in Parliament %



Current Trend



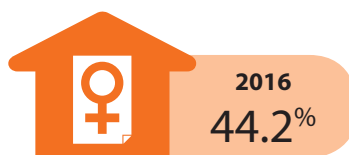
### Seats held by women in Local Government %



Current Trend



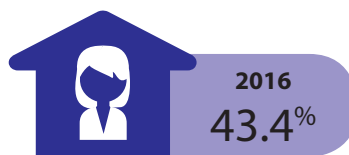
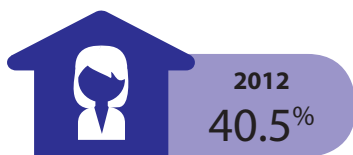
### Women in Senior Management in Public Sector %



Current Trend



### Seats held by women on state owned boards %



Current Trend



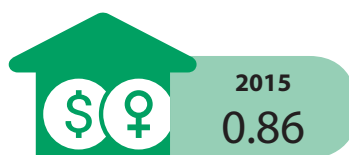
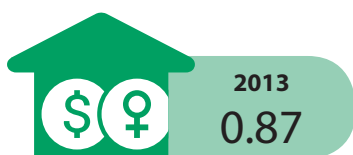
### National retirement scheme: ratio women to men



Current Trend



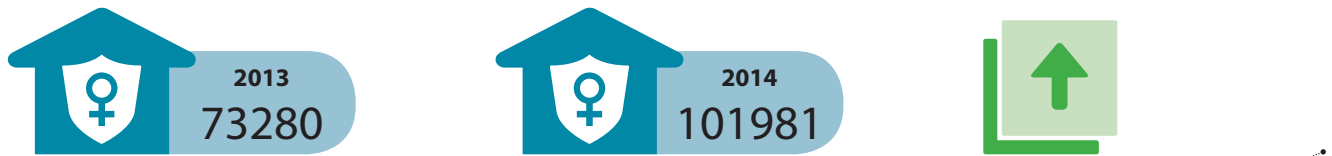
### Ratio of women's average wage to men's average wage



Current Trend



## Number of Incident Police Reports on Domestic Violence<sup>5</sup>



Data Source: Government of New Zealand Official Data

<sup>5</sup> There has been an increase in family violence reported to Police since the campaign launched in 2007 (61,947 investigations in 2006 to 101,991 in 2014). Police have attributed this to more willingness to ask for help, earlier reporting and increased reporting by neighbours, largely driven by the campaign.



Government Programmes and Policies	Decision Making	Women's Economic Empowerment
<p><b>Key Milestones</b> Niue Stocktake of gender mainstreaming capacity completed in 2015. Niue is finalizing the Draft Gender Policy.</p> <p>Partnership established with the National Language Commission in translating gender equality and raising awareness on the issues in vernacular.</p> <p>Family Law bill in the final stages of drafting.</p> <p><b>Major Challenges</b> Less than 1% of budget allocated to the Department of Women.</p> <p>CEDAW Legislative Compliance Review yet to be implemented.</p> <p><b>Lessons Learnt</b> Strategies to support gender mainstreaming and adequate resources to be allocated to fully implement the Gender Policy and CEDAW compliance review.</p>	<p><b>Key Milestones</b> Currently two women in a 20 member parliament.</p> <p>Women actively participate in the village council.</p> <p><b>Major Challenges</b> No steps taken towards establishing reserve seats for women in parliament.</p> <p>Women remain under-represented in senior management level in public service.</p> <p><b>Lessons Learnt</b> None Reported.</p>	<p><b>Key Milestones</b> Grants provided to women to start up micro finance and livelihood projects.</p> <p><b>Major Challenges</b> No legal protection for those employed in the private sector.</p> <p><b>Lessons Learnt</b> Important to invest in creating an enabling environment to support women's economic participation.</p>

**Niue is one of the three countries in the Pacific which achieved MDG 3 Gender Equality.**

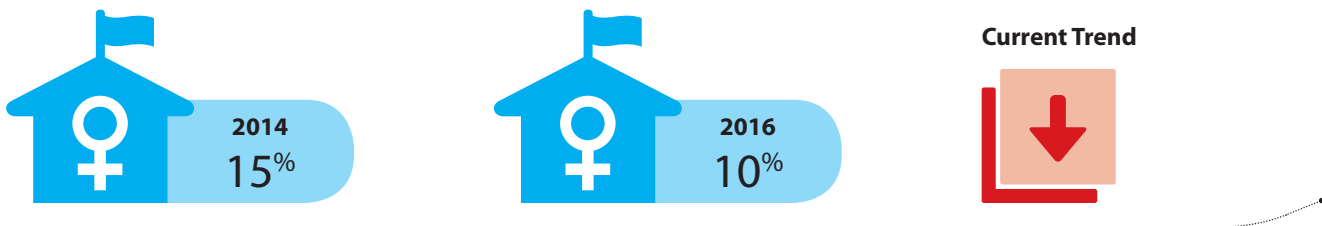




Ending Violence Against Women	Gender Parity in Education	Sexual Reproductive Health
<p><b>Key Milestones</b> Family Law Bill is being drafted which covers protection from family based violence for women and children.</p> <p><b>Major Challenges</b> No services such as safe house, counselling and rehabilitation.</p> <p><b>Lessons Learnt</b> Prevalence study not yet conducted in Niue. It would be useful to understand the problem and design interventions based on the evidence.</p>	<p><b>Key Milestones</b> Niue has updated its curriculum to eliminate gender stereotypes.</p> <p><b>Major Challenges</b> Boys continue to be slightly behind girls in educational achievement.</p> <p><b>Lessons Learnt</b> Establish tracking system to monitor progress on gender equality within the education sector.</p>	<p><b>Key Milestones</b> Free reproductive health services provided.</p> <p><b>Major Challenges</b> Accessibility of services might be a challenge particularly for young people.</p> <p><b>Lessons Learnt</b> Improving accessibility and awareness for young people.</p>

### Niue - Pacific Leaders Gender Equality Declaration Trend Assessment

#### Seats held by Women in Parliament %



#### Seats held by women in Local Government %



#### Women in Senior Management in Public Sector %



#### Seats held by women on State Owned Boards %



## National retirement scheme: ratio women to men



## Number of Incident Police Reports on Domestic Violence



### Current Trend



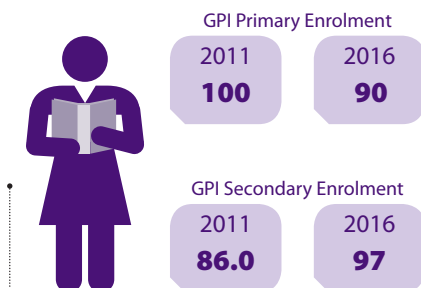
## Government scholarships: ratio women to men



### Current Trend



Gender Parity Index representing women to total government scholarships as percentage. It shows trends over 5 year period.



Indicator is showing ratio of girls to boys in enrolment by way of percentage. There is a slight issue of girls enrolment in primary education but gender parity achieved for secondary.



<b>Government Programmes and Policies</b>	<b>Decision Making</b>	<b>Women's Economic Empowerment</b>
<p><b>Key Milestones</b> Since 2015, a Gender Chief in office under the Bureau of Aging, Disability and Gender, Ministry of Community and Cultural Affairs (MCCA) in operation. In 2015, the government started a draft Gender Mainstreaming Policy. The 2016-2017 Ministerial Action Plan was also created and guides the work for the next 1.5 years.</p> <p><b>Major Challenges</b> Funding and human capacity (only 1 person in the Gender Office). Maternity Leave for government a barrier for women in public service as women are allowed 3 weeks of leave.</p> <p><b>Lessons Learnt</b> Establishing information management systems and more specifically, of the statistical nature, continues to be a challenge primarily because these systems are onerous to set up and manage. Support for this work is necessary to create a more uniform and consistent database management system across agencies to facilitate data extraction and usage.</p>	<p><b>Key Milestones</b> Center for Women's Empowerment Belau (CWEB) and Mechesil Belau are active women's groups in Palau; actively involved in increasing awareness on challenges women face in getting into decision-making positions and proposing strategies.</p> <p><b>Major Challenges</b> Lack of full understanding of Palau's situation (quantitative and qualitative data) on the status of women in Palau</p> <p><b>Lessons Learnt</b> We are finding that we have different challenges than those identified by the UN.</p>	<p><b>Key Milestones</b> From 2014-2016, Palau has had Transformational Leadership Workshops. A Scoping study is underway on women's economic empowerment.</p> <p><b>Major Challenges</b> Lack of data and awareness on the gender gaps. Difficulties in accessing credit and loans (for both men and women) with current disadvantages for local Palauans while foreigners are awarded credit and loans</p> <p><b>Lessons Learnt</b> There is also potential for recognising women in business leadership with clear programmes and capacity building initiatives eg; "Women in Business Awards" which is being negotiated with other agencies for the next Economic Symposium.</p> <p>Understanding and addressing the challenges faced by women in business.</p>

**Gender Equality Facts**

Palau is a matriarchal, matrilineal society where women have always held positions of power and respect in a spirit of equality with their male counterparts.

Palau has three female Senators in the House of Senate making the proportion of women in senate 23%

Increasing number of women on State Owned Board

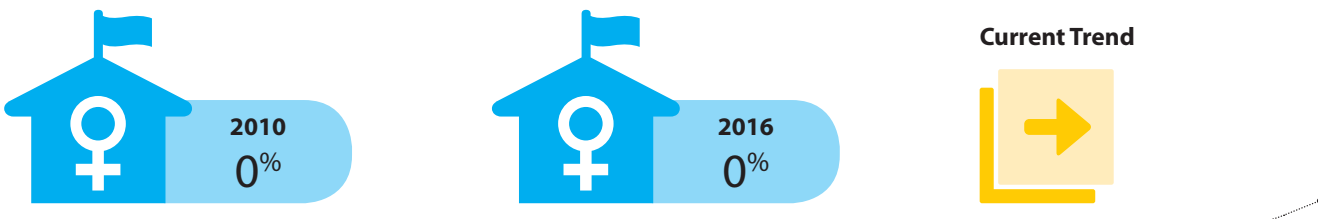
**Palau is one of the three countries in the Pacific which achieved MDG 3 Gender Equality**



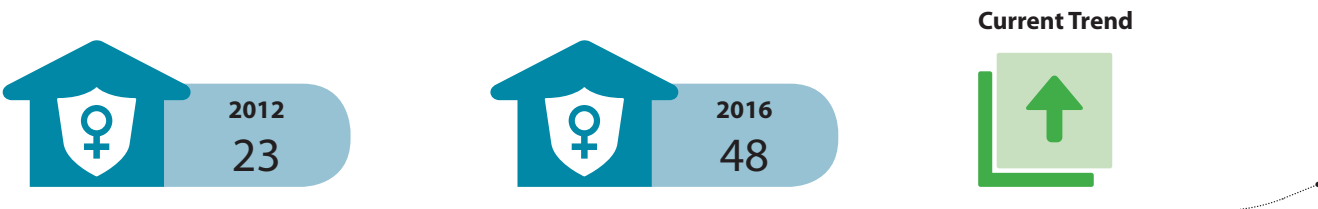
Ending Violence Against Women	Gender Parity in Education	Sexual Reproductive Health
<p><b>Key Milestones</b> Family Protection Act of 2012 has progressed through effective coordination between four key agencies, training of counsellors, first responders and public awareness.</p> <p>Belau Family Health Survey provide evidence and knowledge on the prevalence of violence against women.</p> <p><b>Major Challenges</b> Funding to fully enact the Family Protection Act; human capacity; technical assistance towards developing an implementation plan.</p> <p><b>Lessons Learnt</b> Coordination towards implementation of the Act and delivery of services is essential.</p>	<p><b>Key Milestones</b> Gender parity achieved for women and girls.</p> <p><b>Major Challenges</b> The gender parity has reversed in Palau with an issue of young boys not completing secondary and tertiary education.</p> <p><b>Lessons Learnt</b> Need more data and research on the current gender disparities in primary and secondary schools enrolments and its impact on boys and men.</p> <p>More public awareness of the reverse gender parity in Palau.</p>	<p><b>Key Milestones</b> Women have free cancer screening, free preventative health programmes including services for mothers and women's health; however this is lacking for men in terms of programmes and health awareness.</p> <p><b>Major Challenges</b> Addressing boys' and men's health issues and services.</p> <p><b>Lessons Learnt</b> Research needed to understand the gender gaps and disparities on access to health services.</p>

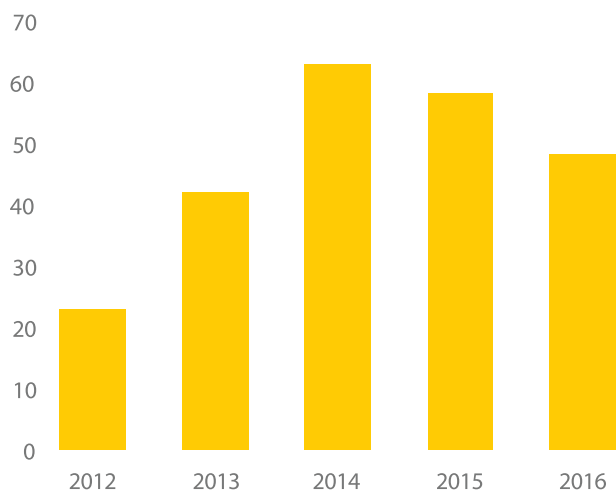
### Palau - Pacific Leaders Gender Equality Declaration Trend Assessment

#### Seats held by Women in Parliament %

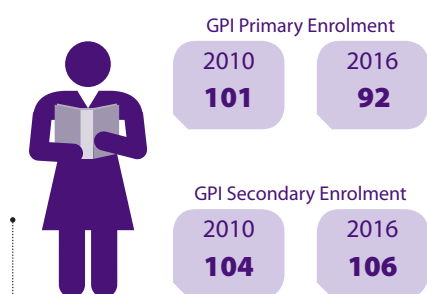


#### Number of Incident Police Reports on Domestic Violence





Reporting on domestic violence has increased reaching its highest in 2014. Such trends can be attributed to the increased awareness and the enactment of the Family Protection Act in 2012.



Indicator is showing ratio of girls to boys in enrolment by way of percentage. Data is showing some issues of girls enrolment in primary education however gender parity is observed at secondary level.



Palau Ministry of Health. (2014)/ Belau Family Health and Safety Study,



## Papua New Guinea

### Government Programmes and Policies

#### Key Milestones

The Government of Papua New Guinea - Development Partners Forum plays an essential coordination role for programmes, activities sharing of good practices to progress gender equality and the empowerment of women.

The National Public Service Gender Equity and Social Inclusion (GESI) Policy was introduced in 2012. Specific targets include increasing representation of women in the public sector by 15% and has proven as an effective tool to advance gender equality within government.

National Policies with cross cutting gender elements are due to be launched later in the year and will be rolled at provincial level.

#### Major Challenges

Financial and political support is needed to implement integrated policies.

The Department for Community Development and Religion (DCDR) is a very diverse department hosting a range of social sectors such as Youth, Welfare, the Disabled, the Elderly, Religion, NGOs and Women. The ODW has a very broad mandate but it lacks proper or higher level authority or a sufficient budget. In 2013/2014 ODW received only K794, 500 for its operations

Gender disaggregated data is lacking which affects proper planning and also makes it very difficult to monitor progress in the area of gender equality and women's empowerment.

#### Lessons Learnt

A central body responsible for collecting sex disaggregated data according to the gender indicators would be a response to data challenges, and for which a high degree of coordination and funding is required.

Within PNG, a largely patrilineal culture persists resulting in the system creating barriers for leadership empowerment of women. Many structural and cultural barriers that encourage gender equality are maintained by Church and State in order to contain social changes.

### Case Study :PNG Equitable and inclusive elections

Although the PNG Electoral Commission (PNGEC), through the Electoral Support Programmes (funded by AusAID), with further assistance from other development partners, have been promoting free, fair and safe elections, illegal and corrupt practices are widespread. In some constituencies, election violence poses a real threat to voters, especially women, exercising their rights to vote freely. This has prompted the PNGEC to adopt gender-friendly (including disabled persons) policies – evident in the setting up of separate polling booths for women voters to vote without fear or intimidation. In the past, PNG only had male election managers but now there are some 17 female assistant electoral managers and female presiding officers. During the 2012 elections, women felt less intimidated and were more likely to vote in large numbers. Women's representation in the Electoral Commission is increasing, three out of four regional operations managers are female. There are also two women at senior manager level. There is a need for ongoing monitoring of gender mainstreaming work within the electoral systems and processes.

### Lessons Learnt

At the sub-national level of government, the Organic Law on Provincial and Local Level Government has provision for the appointment of two women in rural Local Level Government (LLG), one appointed to an urban LLG, and one in the Provincial Assembly. That's very clearly set in law but, in reality many Provincial Governments and Provincial Governments and LLGs fail to comply, enforcement of policies and laws is important to achieve results for women and girls .



# Papua New Guinea

## Women’s Economic Empowerment

### Key Milestones

Papua New Guinea acknowledges the importance of public private partnership in its efforts to address the economic empowerment of women. Women’s financial inclusion and financial literacy is key to the economic empowerment of women. With this in mind, the PNG Government has collaborated with the private sector and civil society to aggressively pursue a financial literacy and financial inclusion strategy with strong gender focus. The strategy seeks to reach 1million additional unbanked adult Papua New Guineans of whom 50% will be women.

A competition and consumer policy review to strengthen consumer protection in areas where women appear more at risk than man.

Policy Reforms are in progress to increase ICT infrastructure access for women in allowing them access to engage with formal financial institutions and services, access a bank account, establish a credit profile, take out micro-insurance policy or even register a business and utilize e-commerce opportunities to allow SMEs to flourish and trade with markets that were previously beyond reach.

### Major Challenges

Identifying innovative reforms that will accelerate the transition from the informal sector to the formal sector

Enforcement of policies remain a challenge

### Lessons Learnt

The need to address fundamentals like health, education, leadership, gender based violence and social protection as these provide the foundation for more targeted economic empowerment interventions. These interrelated issues can best inform strategies for financial inclusion and SME development.

## Ending Violence Against Women

### Key Milestones

The Family Protection Act was enacted in 2013, Regulations were drafted and underwent consultations.

The repeal of the Sorcery Act 1971 in 2013 addresses the issue of extra judicial hearings, judgments and violence arising from accusations of sorcery and witchcraft, and the creation of a new provision in the Criminal Code Act 1974 allows sorcery related killings to be prosecuted as murder. There is a national action plan on sorcery-related violence.

Renovation of physical infrastructure at Gerehu market in Port Moresby – improvement of hygienic conditions. No major violence or incidents since the Gerehu market reopened after refurbishment in late 2012.

Safe Cities Programmes invested in capacity building for recruited City Rangers and Police Enforcement officers. In 2013, the Gordon’s Market Police Unit established with 20 recruits to police the area. As a result, levels of lawlessness have dropped in the market.

The establishment of Family and Sexual Violence Units (FSVU) within RPNGC offices in the National Capital District in 2007 has since been extended to other centres in 2014 and there are now 17 operational across the provinces.

A referral system for survivors functioning well and Sexual Offences Interagency Working Group (SOIWG) activated. Key role includes development of appropriate medico-legal protocol for the collection of reliable evidence in sexual offences cases

Family and Sexual Violence Case Management Centre established to work with existing service providers in Lae – the Family Support Centre, the two Lae safe houses, the police, the prosecutors’ office, the orphanage, government social workers, and other NGOs.

## Ending Violence Against Women cont.

The Men’s Desk of the FSVAC has been supporting the formation of a Male Advocacy Network to support male champions in taking the lead in advocating against violence against women.

Currently a submission with the national executive council to establish a national GBV/FSV Council that should see a renewed commitment by the government to lead and fund a multi sectorial approach in preventing GBV/FSV and enhance quality and sustained support services to survivors of violence with a strong monitoring component.

A draft national GBV strategy underwent sub-national consultations and will be submitted for endorsement before the end of 2014 and will be the guideline for GBV/FSV interventions in PNG.

### Major Challenges

It remains to be seen how the draft action plan will be implemented and how effectively sorcery related violence will be policed and legislation enforced.

Enforcement and implementation of policies laws, actions plans and strategies at provincial levels.

### Lessons Learnt

Over the last 18 months PNG has been developing a National Gender Based Violence Strategy that will be presented to cabinet in ensuring efforts to combat the issue are more integrated and sequenced. It will ensure that the important steps taken to date are well coordinated and receive the necessary support to be fully effective.

Work in progress towards establishing 1-stop shops that should see a strengthening of existing services and enhanced support to survivors of GBV/FSV at provincial levels



## Sexual Reproductive Health

### Key Milestones

Access to free health care was introduced by the PNG government in 2013. In addition, a Health Gender Policy was launched in 2014, the goal of which is to integrate a gender perspective into the health sector, including legislation, policies and programmes at all levels of the health system.

The Maternal and Child Health Initiative, which has doubled the number of trained midwives in PNG and is both improving the standard of teaching and refurbishing facilities at the four midwifery schools in PNG (PAU, UPNG, Lutheran School of Nursing and Goroka University); Scholarships in midwifery and nursing promoted by government.

The Kina for Kina initiative whereby every kina spent by the PNG government on infrastructure in the three provincial health authorities of East Highlands, West Highlands and Milne Bay. The newly created Sexual Reproductive Policy 2014 and Family Planning Policy 2014 aims to promote reproductive and family planning measures in order to allow women to exercise choice over their bodies and make informed decisions about family planning.

The National Health Plan 2011-2020 guides the overarching national health response and it stresses the integration of HIV/AIDS into a broader health response. The National HIV and AIDS Strategy Implementation Framework is a companion document to the National HIV and AIDS Strategy

### Challenges

Free antenatal care is available to women throughout PNG but difficulties remain with accessing. 79% of women receive antenatal care and 53% of births are attended by skilled health staff. Between 1996 and 2006 the maternal mortality ratio (MMR) for PNG increased from 370 to 733 deaths for every 100,000 live births. The UN officially released figures in August/September 2010 stating that PNG's maternal mortality was 250/100,000 (uncertainty bounds 110-560). Despite the different figures and methodology, maternal mortality is still unacceptably high in the range of 250 to 733 per 100,000 live births

### Lessons Learnt

Need improved data and enactment of law to enforce the policies and programmes to improve access to health services to prevent maternal mortality and other preventable deaths.

### Case Study: Gender Parity in Education a key Issue for PNG

Gender disparity in education and literacy is a significant issue in PNG. Net enrolment rates at the basic education level have increased by almost one third (from 53 percent in 2007 to 75 percent in 2010). However, female net enrolments in basic education continue to lag behind males (73 percent compared to 77 percent in 2010). In 2009/10 there were only 92 girls for every 100 boys in primary school and the figures mask larger gender disparities at the provincial level. For example in the Highlands region there were only 85 girls in primary school to every 100 boys. A lower number of girls complete a full primary cycle than boys, 59 percent as compared with 64 percent.

A number of factors contribute to the challenge of ensuring girls have equal access to education: Due to the high risk of girls being subjected to sexual violence both whilst travelling to and from school and whilst at school, many families choose not to send their girls at all. Half of all victims of sexual abuse are under 15 years of age and one in five are between the ages of 16 and 20. Teenage girls are vulnerable to sexual harassment by fellow students or teachers and many families fear their teenage daughters getting pregnant as a result of attending school. Many parents in PNG cannot afford to send any or all of their children to school and if a choice has to be made, gender norms may result in boys being enrolled over girls. Cultural factors such as inherent gender discrimination mean that girls may be perceived as more useful in the home, helping with the crops and looking after younger children while boys are seen as more of an investment for the future of the family.

The PNG government has introduced a legal and policy framework to work towards universal basic education, universal access, equity, gender equality and outlines key responsibilities for mainstreaming gender at national and school level. The Gender Equity Strategic Plan 2009-2014 notes that major challenges to implementing the plan include perceptions that gender issues are a low priority, as well as limited institutional commitment, leadership, capacity and resources to address gender issues.

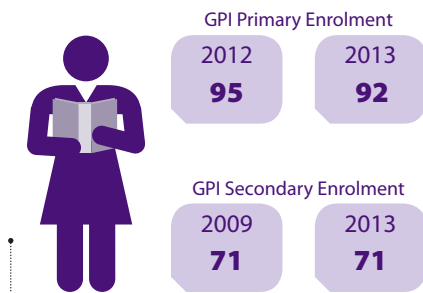
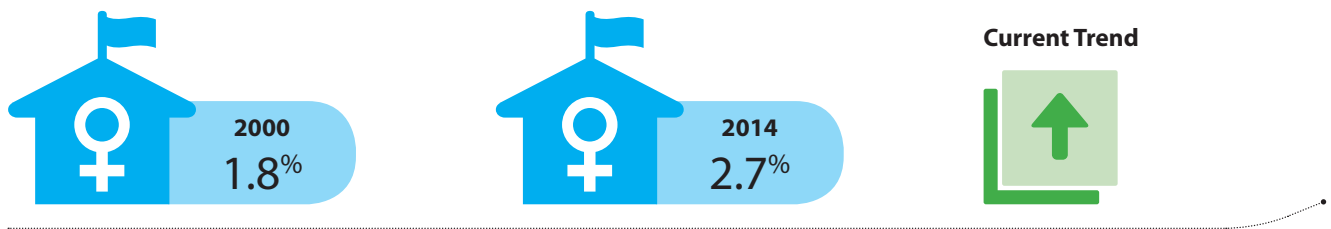
Specific sub-sector strategies have not yet been fully developed and remain under-resourced at the national and provincial levels. No Gender Focal Points have yet been appointed and Divisional Gender Action Plans have been finalised. The Department of Education's Gender Desk remained vacant until 2010 despite being established in 1999 and it does not have a sufficient budget to implement all the gender sensitive policy initiatives that have been introduced. Female role models amongst teaching staff and in the education sector are lacking with very few female teachers in the tertiary and teacher training sectors.

Education was made free and universal in December 2012, which has resulted in higher enrolments for both girls and boys. However, a corollary of this is that there are now insufficient numbers of teachers, classrooms and amenities. Nevertheless, increasing access to education and closing the gender gap with respect to levels of literacy and education between girls and boys remain a government priority. The implementation of the commodity component of the government's tuition fee free education policy for 2014 has just begun with the distribution of student education kits to all schools in the provinces and district. In four of the provinces surveyed, the actual literacy rate was less than 15 percent and in the fifth province it was 25 percent, there needs to be more research and accurate data to measure the gender gaps in education at provincial level.



## PNG- Pacific Leaders Gender Equality Declaration Trend Assessment

### Seats held by Women in Parliament %



Indicator is showing ratio of girls to boys in enrolment by way of percentage. There are major issues of girls enrolment in both primary and secondary levels. The data shows that no major improvements in girls enrolment in Papua New Guinea.



### Government Programmes and Policies

Brief Narrative ( includes the issue, action taken and results linking to PLGED Priority Areas )

-To ensure that Samoa's legislations are aligned with CEDAW, a Legislative Compliance Review(LCR) was commenced in 2014. A final report with corresponding recommendations has been approved by Cabinet and will be progressively implemented under the new Community Sector Plan. A LCR is also being conducted to ensure that Samoa's laws are compliant to the Convention on the Rights of Persons with Disabilities (CRPD).

-MWCSO has formulated its new Community Sector Plan which seeks to achieve the following priority areas for the next five years:

-Gender Equitable and Socially Inclusive Governance at all levels

-Social Development

-Economic Empowerment of vulnerable populations inclusive of women, persons with disabilities, rural residents etc.

-Environmental Sustainability, Climate Resilience and Disaster Risk Reduction

-Capacity Building for MWCSO and Sector Partners

-MWCSO is also finalising the following which will support priority outcomes of the Community Sector Plan:

-National Policy on Gender Equality and Women's Advancement

-National Youth Development Policy

-National Persons for Disability Policy

-National Strategy for Safer Families and Communities

-At present the MWCSO is also undergoing an institutional overhaul to better respond to evolving social issues and needs of Samoan society. This overhaul is also in line with the Ministry's Community Sector Plan. Current program divisions under the Ministry namely the Division for Women, the Division for Youth

### Government Programmes and Policies

and the Division for Internal Affairs are proposed to be renamed to the Division for Social Development, the Division for Economic Empowerment and the Division for Governance respectively. Each division will have a rejuvenated approach as to how they will address corresponding social issues which continue to impede the development of the most vulnerable populations; namely women, children, youth, people with disabilities and the elderly.

-Samoa has signed the CRPD. The Government intend to ratify the Convention in December 2016.

-Samoa is in the process of establishing a national mechanism for reporting and follow-up of human rights conventions. Facilitated by the Office of the United Nations High Commissioner for Human Rights, the system is envisaged to be operational by the end of December 2016. Given that each government ministry have individual databases in place, this holistic approach is one of government's efforts to support the production of sex disaggregated data and gender analysis not only for international reporting purposes but also as a platform to inform national policies and programs.

-The Samoan Women Shaping Development Project supports initiatives which seek to advance the status of targeted vulnerable groups. Housed within the MWCSO, the project provides funding to any government ministry, corporation, non government organization or civil society organization. Additional efforts in enhancing government/CSO relationships are garnered through the ongoing availability of technical and financial support from the Civil Society Support Program.

-The National Disability Program provides support to CSOs which cater to the needs of PWD.

-The Compulsory Education Act 2009 is undergoing review. Key amendments for consideration include the increase of the compulsory school age to 18 to

### Government Programmes and Policies

cover secondary level education and the requirement for teenage mothers to continue their education.

-National Policy for Violence Free Schools currently in draft form. Developed and to be administered by the Ministry of Education, Sports and Culture.

#### Major Challenges

-Gender sensitisation training is required for other line ministries/corporations given the limited understanding of representatives on gender issues

-Limited financial and human resources to carry out LCRs. Also given the urgency of these LCRs to be completed and competing priorities, time is a valuable resource which is scarce

-Need for systematic approach to gender mainstreaming and inclusion

-Ongoing challenge of attempting to align articles of conventions with Samoan law and Samoa's cultural context. (Referring to the LCRs being conducted to date)

-Ongoing follow up of CSOs which government projects have supported for accountability and transparency purposes

#### Lessons Learnt

-Mobilise with available resources to complete all LCRs, the community sector plan, MWCSO policies and programs which are currently underway

-MWCSO commencement of operations under newly aligned program divisions anticipated in 2017

-Relationship building between government ministries and CSOs ongoing

-Request support for capacity development of Sector partners on gender issues and the importance of incorporating these into all fields of expertise (i.e. Gender Mainstreaming!!)

<h2>Decision Making</h2>	<h2>Women's Economic Empowerment</h2>	<h2>Ending Violence Against Women</h2>
<p><b>Key Milestones</b> Brief Narrative ( includes the issue, action taken and results linking to PLGED Priority Areas )</p> <ul style="list-style-type: none"> <li>-Constitutional Amendment Act 2013 which reserves 10% of parliamentary seats for women activated in Samoa's 2016 elections. At present 5 women are parliamentarians with 2 holding ministerial portfolios while 3 are members of parliamentary committees.</li> <li>-Samoa's judiciary constitutes of 26 judges with 7 of them being women. 4 women oversee court proceedings in Samoa's Lands and Titles Court, 2 are Supreme Court judges and 1 newly appointed District Court judge</li> <li>-A quarter of the 22 government Ministries have female Chief Executive Officers (CEOs). Women also comprise 50% of the Assistant Chief Executive Officer (ACEO) level and represent 22% of the top management level and 39% at the middle management level of the 27 State Owned Enterprises.</li> <li>-Data from the Ministry of Finance as the regulatory body for 25 state owned enterprises also indicates that 18 percent</li> </ul> <p><b>Major Challenges</b></p> <ul style="list-style-type: none"> <li>-Low women representation on executive boards as well as continuing slow translation of equal numbers at level 2 to be reflected in top public service positions.</li> </ul> <p><b>Lessons Learnt</b></p> <ul style="list-style-type: none"> <li>-There is a need to research the underlying/contributing factors to current state of play and future interventions are to be based on these.</li> </ul>	<p><b>Key Milestones</b> Brief Narrative ( includes the issue, action taken and results linking to PLGED Priority Areas )</p> <ul style="list-style-type: none"> <li>-Support for prospective women entrepreneurs are supported by the MWCS Youth Employment Program and the Samoan Women Shaping Development Program. Upcoming strategies to galvanize efforts include the establishment of the Youth Small Business Incubator which seeks to support vulnerable individuals who engage in non-formal economic activity; yet have limited or no access to relevant support service (financing, infrastructure and information/training). The initiative is an equal opportunity mechanism and all applicants are welcome to submit proposals for assessment, possible endorsement and support.</li> <li>-Refer to 2.0 on women's empowerment through leadership and decision making.</li> </ul> <p><b>Major Challenges</b></p> <ul style="list-style-type: none"> <li>-Sustainability of entrepreneurs' businesses as well as the sustainability of the project which facilitates support to businesses.</li> </ul> <p><b>Lessons Learnt</b></p> <ul style="list-style-type: none"> <li>-Endorse and mobilise the Inclusive Small Business Incubator initiative.</li> </ul>	<p><b>Key Milestones</b> Brief Narrative( includes the issue, action taken and results linking to PLGED Priority Areas )</p> <ul style="list-style-type: none"> <li>-Cabinet directive has led to the establishment of the National Taskforce to address school violence in light of recent inter school violence events which occurred earlier in the year. Last meeting resolutions has resulted in this committee to be the National Taskforce for addressing all forms of violence in Samoa;</li> <li>-Membership includes Ministers and representatives of the Ministry of Education, Ministry of Women, and Ministry of Police with the Minister of Education as Chair as well as principals of colleges. Membership expansion will include representatives of the Media and the National University of Samoa. Strategic foresight may include representation from other key agencies.</li> <li>-Draft Strategy for Safe Families and Communities in development. Strategy includes a POA of how Samoa intends to address violence through Prevention, Intervention through Service Provision and a coordinated Inter Agency Response System to cater to victims of Violence as well as ongoing Rehabilitation for violence perpetrators</li> <li>-Establishment of a Family Violence Court and Drugs and Alcohol Court to cater to the evolving and prevailing occurrence of all forms of violence in Samoan families and the contribution of drugs and alcohol to violence prevalence respectively.</li> <li>-Crimes Act 2013 has resulted in the Judiciary harshly cracking down on violence perpetrators and an adoption of a zero tolerance attitude towards perpetrators.</li> <li>-Data provided by the Ministry of Justice and Courts Administration indicates that from 2015, a total number of 625 women applied for protection orders.</li> <li>-Data from the Ministry of Police indicates that the number of DV</li> </ul>



### Ending Violence Against Women

related cases continues to increase with 2015 recording 767 DV related incidences with women as victims

**Major Challenges**

-Ongoing prevalence.

**Lessons Learnt**

-Increase in the number of case being reported not only indicates the frequency of violence related crimes occurring in the country but also an impact of advocacy and awareness programs being conducted in communities.

### Gender Parity in Education

**Key Milestones**

Brief Narrative ( includes the issue, action taken and results linking to PLGED Priority Areas )

-Dropout rates across all levels for both females and males fluctuate with a high dropout rate for males compared to females in Year 1-Year 2 and Year 8-year 9.

-More males dropout of the secondary level than females across the years with the Year 12 – Year 13 experiencing the highest number with males increasing from 29% in 2010-2011 to 36% in 2014-2015 while females increasing from 25% to 32%. It assumes that more males dropout of the education system and progress to vocational schools to continue their studies.

-Low dropout rates seen in Year 11-Year 12 is due to some colleges not having Year 11, however, students can progress straight from Year 10 to Year 12.

-Statistics show that dropout rate of 14% for males in 2010-2011 for Year 8 – Year 9 decreased by 50% in 2014-2015. Similarly, female dropout rates for the same Year Level for the same period dropped from 10% to 4%.

### Gender Parity in Education

-The total number of students enrolled at the National University of Samoa (NUS) continues to increase from 15,673 for the period 2012-2014 to 21,296 including the enrolments for 2015. These consist of students from the Institute of Higher Education and Institute of Technology with females continuing to dominate enrolments in all fields of study.

-In 2015, females dominated enrolments with a total of 8810 compared to males amounting to 6,863 from 2012-2014.

-In 2015, 5,623 students enrolled which again saw dominance of females with 3,366 compared to 2,257 males. While the number of students enrolling at NUS continues to increase, the trend of less students enrolled in Semester 2 compared to Semester 1 remains up to 2015.

-The number of males dominating enrolments in the Faculty of Education has reversed in 2015 with 548 females enrolling in both semesters compared to only 267 males. Females continue to be well represented in Commerce, Arts, Science and Nursing fields while males are prominent in Samoan studies. The transition rate from degree level to special degree courses such as Postgraduate Diploma in Development Studies, Nursing, Education, Science and Samoan Studies continue to be dominated by females with 68 enrolling in 2015 compared to 41 males. Only 2 females enrolled for PHD level in 2015.

-In 2015, a total of 4,280 students enrolled in 18 PSET providers in 2011. It increased to 5,259 in 2012 but decreased to 4,677 students (an 11% decrease) in 2013.

-Fifty nine (59) percent of students of Year 13 in 2012 were reported to have enrolled in a PSET course/program the following year.

-The number of PSET graduates increased rapidly after 2009 with the highest number recorded in 2011 of 1,872 graduates. T

-Thirty two percent fewer graduates

### Gender Parity in Education Cont.

were reported the following year before increasing again in 2013 with 1,546 students (23% increase from 2012) awarded with PSET qualifications.

-The NUS remains the largest provider of formal PSET in Samoa enrolling 62% of students of which females outnumber the males.

-The male concentration on traditional TVET trades fields such as Architecture and Building as well as Engineering and Related Technologies remains. However, female students were five times more likely to enrol in PSET programmes under the Food, Hospitality and Personal Services fields than male students in 2013.

-The number of scholarship awards for both females and males has increased over the period 2013-2015 with a slight decrease in 2016 for both genders under the New Zealand AID, Australian AID. The number of scholarships awarded to females over the past four years has increased compared to males, in particular females' interest to pursue Science courses where 59% of Science awards for 2013 were taken up by females while only 41% were awarded to males. The same trend.

**Major Challenges**

-Males are falling behind compared to female counterparts

**Lessons Learnt**

-Ongoing implementation of educational programs for girls and boys

## Sexual Reproductive Health

### Key Milestones

Brief Narrative ( includes the issue, action taken and results )

-Sexual reproductive health awareness programs are coordinated and managed by the health sector. A clinic at the NUS Faculty of Applied Science allows for the provision of counselling for female NUS students and provides reproductive health checks and free contraception.

-The Ministry of Health (MoH) is committed to ensuring the health of all people regardless of ethnicity, status, disability or gender, and in keeping with its vision of a "Healthy Samoa" formulated national policies, strategies and programmes for Sexual Reproductive Health. Policies include: National Sexual and Reproductive Health Policy 2011 – 2016; National HIV and AIDS Policy 2011 – 2016; National Health Prevention Policy 2013 – 2018; National Infection Control Policy 2011 – 2016; Health Promotion Policy 2010 – 2015; Child and Adolescent Policy 2013 – 2018; National Non-communicable Disease Policy 2010-2015; Samoa's Climate adaptation Strategy for Health (CASH), and the National Food and Nutrition Policy 2013 – 2018.

-The Government of Samoa has adopted and is committed to the United Nations Sustainable Development Goals in order to improve human development for now and into the future. Several of these goals have particular relevance to sexual and reproductive health but specifically SDG 3 – Good Health and Well-Being. There is also commitment to the S.A.M.O.A Pathway: Section 75 Health and Non-communicable diseases (a) (b) (f) (g); Section 76 Gender Equality and Women Empowerment (g) and, the Apia Outcome.

-The National Sexual Reproductive Health Policy contributes to the improvement of reproductive health status of the people of Samoa, particularly women and children, by listing some of the major challenges

## Sexual Reproductive Health

in the area of sexual and reproductive health and identifying Key Strategic areas to address immediate and future actions. The vision of the policy is "Ensuring a Safe Sexual and Reproductive Health Environment for all Samoans".

-Indicators for Sexual and Reproductive Health have shown an improvement over the last decade. Life expectancy for Samoans is gradually increasing with females (75.6) living longer than males (72.7). The Total Fertility Rate rose slightly between 2006 and 2011. Births to adolescent mothers showed an overall decline from 2001 to 2011. The contraceptive prevalence rate is under 25% while the 2009 Demographic Health survey indicated that there are 44% of women who have an unmet need for family planning. This indicates women (married or in a consensual union) who are fecund and sexually active but do not use any method of contraception yet want to avoid or delay pregnancy. The high teenage fertility rates indicate there is likely high unmet need for family planning.

-Improvements have seen with the availability of Information Packages to all pregnant mothers during their first antenatal clinic visits. These include counselling on STI symptoms, information on contraceptives for family planning, sexual relationships with partners, and protective contraceptive for unborn babies and mothers. HIV and AIDS screening is free of charge at the National Health Services.

-Similarly, a Guideline for Traditional Birth Attendants (TBA) has been developed and implemented to regulate traditional birth attendants. The Guidelines is used to monitor and ensure Birth Attendants understand their roles and responsibilities when delivering and or offering their services to ensure the safety of mother and baby.

## Sexual Reproductive Health

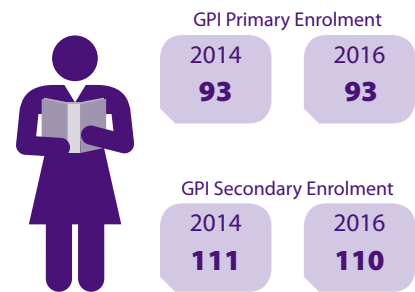
### Major Challenges

-Ongoing prevalence of STIs

-Low contraceptive use

### Lessons Learnt

-Research needs to be undertaken to identify the contributing/causal factors for high prevalence of STIs, low rates of contraceptive use and family planning. Future interventions to be based on research findings..



Indicator is showing ratio of girls to boys in enrolment by way of percentage. An issue with girls enrolment in primary education as parity not achieved however trend is reversed in secondary education where issue of boys enrolments is emerging.

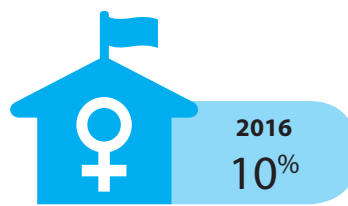
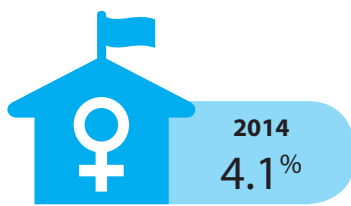


## Gender Equality Facts

**Samoa's judiciary constitutes of 26 judges, 6 of whom are women. 4 women oversee court proceedings in Samoa's Lands and Titles Court, while 2 are Supreme Court judges. Ministry of Finance statistics indicate that almost a quarter of the 22 government Ministries have female Chief Executive Officers (CEOs). Women also comprise 50% of the Assistant Chief Executive Officer (ACEO).**

## Samoa - Pacific Leaders Gender Equality Declaration Trend Assessment

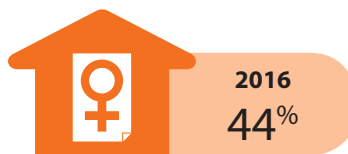
### Seats held by Women in Parliament %



Current Trend



### Women in Senior Management in Public Sector %



Current Trend



### Seats held by women in Local Government %



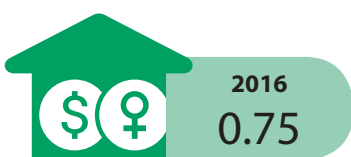
### Seats held by women on state owned boards %



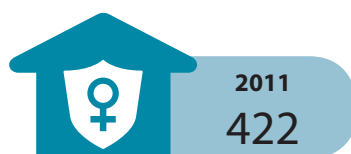
Current Trend



### Ratio of women's average wage to men's average wage



### Number of Incident Police Reports on Domestic Violence



Current Trend



### Number of women accessing support services for victims of violence





## Government Programmes and Policies

### Key Milestones

The revised national Gender Equality and Women's Development policy 2016 - 2020 incorporates several of the recommendations for the CEDAW Concluding Observations.

The production and use of sex disaggregated data and gender analysis is still a very weak area across whole of government however the following key initiatives have been undertaken;

- A gender monograph developed in November 2014.
- Gender Equality: Where do we stand report. This reports on the Solomon Islands Gender Equality and Women's Development Policy 2010 – 2015, using statistic to measure the achievements and progress.

### Challenges

CEDAW – need for more awareness across whole of government and at provincial and community level. There is the need for the lead implementing ministries and sectors to take ownership of CEDAW

Affirmative Action Strategy to attract whole of government support for temporary special measures in legislation currently or proposed to be reviewed must be supported from the Prime Minister's Office in line with the PLGED.

### Lessons Learnt

The Delegation Report on CEDAW was not finalised soon after the Constructive Dialogue to Geneva, and for Cabinet submission of the CEDAW Concluding Observations. This delayed the ministry in progressively facilitating the implementation through awareness raising, training and integration of the concluding observation across whole of government programmes and policy. Better preparation for the mid reporting cycle in November 2016.

Effective gender mainstreaming in ministries has been weak because of high turnover of staff. The focal points were at director and undersecretary level, and the high turnover has disadvantages where officers either move to other ministries or to the private sector. It is now realised that gender focal points should be the Human Resources Managers. Thus easier for HRM to take the gender mainstreaming role.

The Public Service Commission in 2013 took the significant step as part of the public service reforms to have all Permanent Secretaries sign a performance contract which includes gender mainstreaming as a core Key result Area committing the whole of government to mainstream gender into their respective ministries and agencies. Two key performance indicators under the Gender Mainstreaming key result area are the appointment of a gender focal point (GFP)/gender desk and gender profiles and statistics collected and disseminated.

Consultative mechanisms with Civil Society Organisation are in place. The government programmes and policy coordination and advisory mechanisms have CSO representation, which includes; The Family Protection Advisory Council (FPAC); the Solomon Islands National Advisory Committee for CEDAW (SINACC); the Trafficking In Persons Advisory Committee (TIPAC); and the GEWD policy National Stakeholder Taskforce. Ministry of Women supports the National Council of Women; the Family Support Centre and the Christian Care Centre with annual grants.



## Solomon Islands

### Decision Making

#### Key Milestones

The Political Party Integrity Act 2014 has provisions where political parties shall reserve for women, at least ten per cent of the total number of candidates it selects and endorses to contest an election.

Review of the PPI Act 2014 and in close collaboration with the Office of the Electoral Commission in the Electoral Act reform this allows for quotas for women within political parties.

In the last 10 years women's participation in the professional and technical work has increased from 31% to 37%. In the senior management area it has increased from 16% to 19%. There are 24 government ministries. 2 of the 24 Permanent Secretaries are women. There are only 5 women undersecretaries in the 24 ministries. Only 4 women hold Director level positions. In total therefore there are only 11 women in senior management.

In the 9 provinces and Honiara, there are 4 women in the 172 Members of Provincial Assemblies: One women in Malaita, Temotu, Western and Isabel provinces.

Technical Assistance has been sought for development of an Affirmative Action Strategy.

#### Major Challenges

There has been no change as the country still has very low representation of women in Parliament. In the recent election 2014, only one woman out of the 26 women contesting was elected into Parliament. Currently 1 out of 50 members of Parliament is a woman.

The political will and support for TSM is currently unpredictable.

Mobilising resources to support awareness raising for registering women in political parties.

#### Lessons Learnt

Technical capacity to support affirmative action in the review of legislations and reforms.

To support the TSM agenda, Ministry of Women and the women NGOs coalition will work together with Political Party Commission and the Office of the Electoral Commission to look at entry points for TSM.

### Women's Economic Empowerment

#### Key Milestones

Government launched the Strategy on Economic Empowerment for Women and Girls in October 2014. Market vendors, especially women, face numerous day-to-day challenges – the hours are long, the profits are low and violence against women is widely reported. The Market for Change programmes has improved physical infrastructure, and operating systems to make markets more safe, sustainable and resilient to disaster risks and climate change at the Honiara Central market, and in Auki, Malaita province. The Ministry of Women is promoting establishing Savings Clubs for women in the rural and informal business. Support is provided through training and access to a saving box facility for the women who are not able to open a bank account. Getting a loan is also impossible for the women, thus setting up revolving funds has worked for some groups.

#### Major Challenges

Human resources to coordinate the implementation of the Strategy, and harness opportunities for getting women on SOE Boards; carry over programmes on business enterprise development and training etc. There's had been no increase in funding towards supporting business trainings, skills and livelihood training for women in the informal business, or capital to start up business or expand business. More women in rural areas have requested the Ministry's help in setting up saving clubs but due to limited funding, progress has been slow.

#### Lessons Learnt

There are other actors – donors and NGO, and ministries – in the savings clubs establishment and providing business training and enterprise development in the provinces. The Ministry of Women needs to work together with these actors in order to be strategic to co-share in costs and resources.

### Gender Equality Facts

**Men are much more likely to be doing paid work; more than half (51%) of employed men are paid, compared to only 26% of employed women of the 11,100 full-time home makers in Solomon Islands, almost 9,400 (84%) are women at 31% the proportion of women in wage employment in the non-agricultural sector is low and remains largely unchanged since 1999. Women's participation of senior and higher positions has increased slightly from 16% in 1999, to 19% in 2009. In the last ten years, women's participation of professional and technical workers – jobs that are likely to be higher paid - has increased from 31 to 37 percent. Unemployment rates are high for women (8.8%) and men (8.1%) in Honiara Gender Monograph in November 2014.**





## Ending Violence Against Women

### Key Milestones

Safenet system being strengthened and a Case Management Framework being developed. Family Protection Act was commenced for effective implementation on 1 April 2016.

### Major Challenges

The vast majority of women across the Solomon Islands do not have access to Sexual and gender-based violence (SGBV) services, the bulk of which are available in Honiara. Accessing services in Honiara has cost implications for all women, Survivors who engage with the SGBV system and report have mixed experiences; sensitive, supportive and non-judgmental responses are random. This suggests an inconsistency in service provision both within and between SAFENET member organisations.

Whilst the Family Safety Act was well received, teething problems have hindered implementation. The information and education on the FPA has not fully reached the wider population and communities due to limited funding and resources.

Establishing safe houses in the provinces remains a challenge.

Although data has indicated the seriousness of the prevalence of violence not enough efforts is made by national and provincial government to address these challenges. Referral systems and coordination by frontline service providers in the provinces is weak, and needs to be addressed.

### Lessons Learnt

New legislations needs to be costed, and implication for full effective implementation of the Act.

Response to the victims of gender-based violence needs to be strengthened and expanded during this policy period, and extended to the provinces. A renewed focus on the prevention of gender-based violence is required. Women and girls with disabilities experience some of the highest rates of gender-based violence in the Solomon Islands and globally. As such, interventions in the policy must explicitly address their needs. The sexual exploitation of women and girls associated with logging, fishing and mining industries is also a huge concern in the Solomon Islands and requires targeted interventions at national and provincial level.

## Gender Parity in Education

### Key Milestones

At primary level there are no significant gender differences between girls and boys, but both are likely to start the first year of schooling older than the official age of six years. Slightly more boys than girls will complete their six years of primary education, with boys having a survival rate of 67% compared to 60% for girls. It seems that the 'fee free' policy for primary education has resulted in more girls and boys attending primary school, but with student places limited at secondary level, challenges remain for government to meet the higher education and learning aspirations of primary school graduates.

### Challenges

In 2014, there were ten fewer girls for every 100 boys participating in secondary education, although girls were more likely to be in the official age group than boys, suggesting that boys tend to repeat more years than girls. There were fewer females placed in Form 4 and Form 6 than boys. One of the major challenges in secondary education is the limited number of places available in Form 6, with only 33% of Form 5 pupils placed in Form 6 in 2014. Fewer girls than boys were placed in Form 6.

### Lessons Learnt

The government is working to update the education legislation to provide the governance structures for increased access to education and skills development.. The proposed amendments expand the responsibilities of the Ministry of Education to include tertiary as well as TVET education, establishing the regulatory and governance framework through the Tertiary Education Commission and the Solomon Islands Qualification Authority. The amendments also include establishing education and learning pathways for young women with children. There will be public consultations on the proposed amendments.

Government recognises there is an urgent need to strengthen gender analysis into education policy plans and strategies to ensure gender equity in access to education. Gender analysing and gender responsive budgeting in the education sector is necessary.



## Sexual Reproductive Health

### Key Milestones

Reducing maternal mortality was the priority in the SIG Millennium Development Goal 'plus' framework with the target of reducing the maternity mortality ratio from 550 in 1992 to less than 100 by 2015. The rate was estimated to be 125 in 2014, a significant decrease.

More women are attending check-ups during pregnancy (Antenatal care) – at least four times 65% and at least once 95%.

There have been improvements in access to sexual and reproductive health services, including pre- and postnatal care; more than 80% of deliveries are in health facilities with the services of skilled health personnel. The ongoing awareness and advocacy campaigns for pregnant women to attend antenatal clinics and give birth in facilities have resulted in high rates of attendance. This has resulted in referral of high risk pregnancies and successful deliveries, thereby reducing the number of maternal and infant deaths.

9 out of 10 have skilled birth attendant (95%).

National Health Strategic Plan 2016-2020.

### Major Challenges

Family Planning, in particular contraceptive use is not increasing and the population is predicted to rise by 60,000 in the period 2016-2020.

Some provinces have good family planning and high contraceptive use in comparison to other provinces.

While the rate of teenage pregnancy is decreasing, it is still high, with associated higher rates of pregnancy-related complications for young mothers.

Although health services in the Solomon Islands are free, the cost of healthcare itself is not necessarily the issue. Geographic inequity of healthcare centres is an issue that makes accessibility harder for women – especially if they cannot afford costs for transportation or if they need to seek permission from their husband or partner to attend a health clinic. Even women and girls sexual and reproductive health and rights are not protected.

### Lessons Learnt

There is an urgent need to promote modern methods of contraception as the fertility rate in Solomon Islands is one of the highest in the Pacific region and there is a very high teenage pregnancy rate. Thus, Adolescent girls are an important target group for comprehensive health and development education. Socio-cultural barriers that restrict the knowledge, access and use of contraception need to be addressed, and the family life curriculum needs to be fully implemented, rather this being only a health issues but a national issue.

## Women in the Public Service

Within the public service, there has been a sharp increase in the number of women in senior and mi-level public service positions in the past decade. Roughly 40% of public servants are female, and the majority are in junior positions. Women fill about 22% of mid-level positions, but only 5% of senior public servant positions.

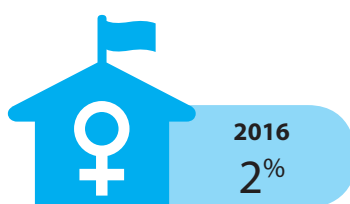
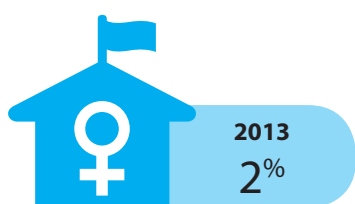
Total of 9 females out of 55 members – so only 16 % of the SOE boards and commissions are females.

Total SOE boards	% of SOE's with women on board	Total number of board members	Total number of women
8	50% (less than that of 2012)	55	9

In the private sector, women's average annual wage is \$17,600 and men \$28,450. In the public sector women's average wage is \$31,050 and men's average \$34,670. Only 25% of women are employed in the private sector. 38% of women employed in the public sector. The gender gap in paid employment has not changed. the annual wage gap in the public sector is 10% and private sector 38%. Statistics taken from the SINSO Household Income and Expenditure Survey 2012/2013.

## Solomon - PACIFIC LEADERS GENDER EQUALITY DECLARATION TREND ASSESSMENT

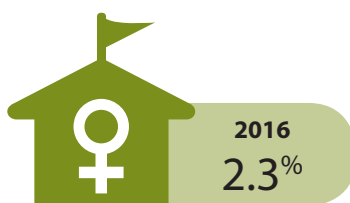
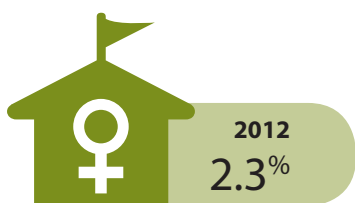
### Seats held by Women in Parliament %



Current Trend



### Seats held by women in Local Government %



Current Trend



Note : 4 out of 172 members of assembly are women, the number hasn't changed over the four years.

### Women in Senior Management in Public Sector %



Current Trend



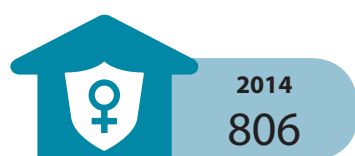
### Seats held by women on state owned boards %



Current Trend

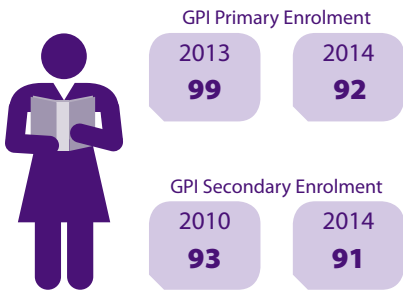


### Number of Incident Police Reports on Domestic Violence



Current Trend





Indicator is showing ratio of girls to boys in enrolment by way of percentage. In primary and secondary levels there seems to be a problem with girls enrolment and it has worsen overtime.





## Government Programmes and Policies

### Key Milestones

Revised National Policy on Gender and Development (RNP GD) 2014 – 2018 approved by Cabinet in 2014 and is in the process of being implemented. Activities to mainstream gender across government commenced in 2016 and a Gender Mainstreaming Handbook for the public service will soon be available. The mainstreaming process will involve the production and use of sex disaggregated data and gender analysis to inform policies and programmes. The RNP GD is overseen by a National Advisory Committee on Gender and Development (NACGD), which is made up of government and civil society stakeholders. Civil society activities will contribute to the implementation of the policy and strategy.

The Minister of Internal Affairs appointed a sub-committee in June 2016 to prepare a strategy for public consultations and awareness raising on CEDAW to be implemented before December 2017. Legislative reform on corroboration warning submitted for parliament consideration.

### Major Challenges

Lack of capacity at the National Women’s Machinery.

Inadequate management information systems at Ministries; and need to improve systems for the collection and reporting of sex disaggregated data.

Public backlash against CEDAW: Government’s intention to sign has been put on hold until public awareness has been improved and misinformation has been debunked.

### Lessons Learnt

Gender mainstreaming needs to be well coordinated so that all stakeholders are following the same approach and are aware of each other’s work and progress. Civil society partners require capacity building, especially for M&E.

Church leaders need to be fully informed on CEDAW so that the public do not believe misinformation.

## Case Study: Attitudes of both men and women needs to be changed to accept women as leaders

One women elected to Parliament, and increased number of women register as candidates for every election. In 2014, 16 women stood for election. This increase resulted from a training programmes that included a practice parliament. In June 2016, two women have been elected to local government which is a huge milestone for Tonga having the first ever female District Officer, first ever Town Officer for Tongatapu. Nine women stood for election as a result of training provided by the National Women’s Machinery and CSO partners.

Women’s Affairs Division together with CSOs Coalition are working together in lobbying and drafting TSM Bill for submission and consultation.

Equal numbers of women and men serve as Ministry CEOs and roughly one third of Divisional CEOs are women. Information on private sector balance and boards and committees is not available. However for women on State Owned Boards there has been a decrease from 20% in 2013 to 15% in 2016. Temporary special measures for women have yet to be formally discussed but the subject has been raised by the Hon Minister for Internal Affairs in Parliament, and CSOs on a regular basis.

Some challenges faced by women leaders are voter reluctance to accept women in such roles: There is a need for widespread civic education in the lead-up to the 2018 national election, the 2020 LLG election and general media exposure on women in decision-making roles. Need to improve the collection of information from the private actors and from boards and committees through Statistics Department surveys. Lack of debate on TSMs. There is a need to build a case for TSMs using regional progress, eg, Samoa.

## Women’s Economic Empowerment

### Key Milestones

Discussions will recommence in 2016 on revising an Employment Relations Bill, which will address equal pay, parental leave, sexual harassment and other areas of discrimination.

The Public Service Commission is a key partner in mainstreaming gender across government and is planning reforms to introduce gender equality measures, which will eventually filter down to SOEs and statutory boards.

Reforms to the financial sector are underway to facilitate easier access by women to small business loans without the usual collateral barrier. Training for women entrepreneurs and a range of technical training available to women and people with disabilities. The five-year programmes is being tendered and should be ready to start in the third quarter of 2016.

Women have safe and fair access to local produce markets but there is no programmes in place yet to improve facilities and governance.

Work underway on TVET programmes to encourage economic empowerment of women.

### Major Challenges

The change of government at the end of 2014 resulted in other changes within the public service, which have taken a long time to be resolved and delayed progress in some areas; however, as capacity has fallen into place advancements are being made.

Better coordination is required to support women in small and medium enterprises but the Ministry of Commerce and Labour has developed an MSME strategy to improve impact.

### Lessons Learnt

Reform requires adequate support from Development Partners, especially technical assistance.



## Ending Violence Against Women

### Key Milestones

A Family Protection Act (FPA) came into force in 2014 and implementation is underway. An EAW NGO has established a successful one-stop-shop in the Capital to provide a package of essential services (protection, health, counselling, legal) for women and children who are survivors of violence. The government contributes to core funding of two EAW NGOs. Ongoing advocacy and Trainings are conducted by the National Women’s Machinery and NGOs. This has led to increased public education and awareness programmes and the formation of a strong coalition women’s group. Prevention strategies are working as there is wider community awareness.

### Major Challenges

Widespread training is required on the FPA, for the general public, health services and the protection agencies so that the FPA is applied appropriately. Gender neutrality of the FPA is an emerging challenge with perpetrators using this to their advantage. This is challenging when capacity and funding are low although development partners and regional agencies are providing some assistance.

Lack of collaboration of related agencies to effectively deliver on referrals. Historic attitudes that justify VAW, held by both males and females, are difficult to change. Some service providers promote reconciliation limiting women’s voice. Justice process too harsh for victims. Awareness programmes and trainings provided is an issue due to quality, content and messages as there is a risk of reinforcement of gender stereotypes. Media coverage of gender issues, CEDAW and violence against women contributes to the culture of silence, victim blaming and justifies men’s violence and excuses.

### Lessons Learnt

Introducing an Act to end family violence is not enough on its own. Training on applying the Act is required at every service level, including police and courts, and there need to be consequences for not abiding by the Act.

## Gender Parity in Education

### Key Milestones

Tonga has gender parity in primary, secondary and tertiary education, though quality appears to be lacking in some areas. In non-government tertiary institutes there is wide gender variation between colleges but overall approximately half of all students are female.

Government jointly sponsors external scholarships along with bilateral donors. Gender balance is increasingly a consideration. More females than males are currently studying on pacific regional awards but there have, to date, been less females studying in Australia, New Zealand and other bilateral partner countries.

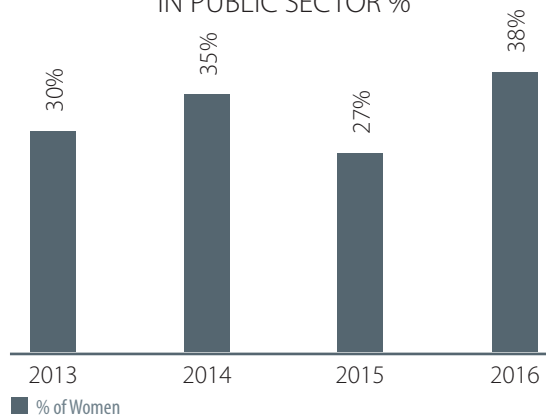
### Major Challenges

Identifying good candidates in the outer islands is challenging. At least one bilateral donor is considering reserving a fixed number of scholarships for outer island applicants. It can be difficult for women with children to leave the country on a scholarship. Thought needs to be given to making tertiary study within Tonga more accessible to women, eg, child care facilities.

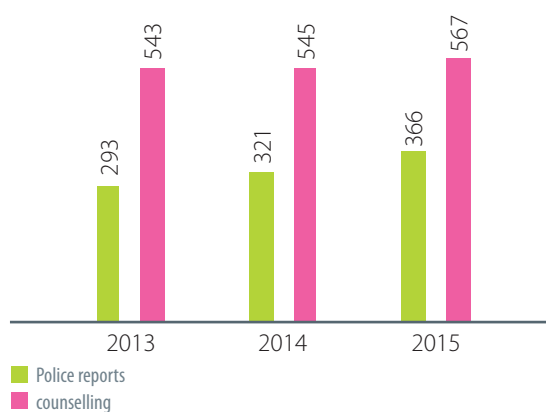
### Lessons Learnt

Academic achievement alone does not produce the best results. Leadership and life skills tend to result in improved student success rates.

WOMEN IN SENIOR MANAGEMENT  
IN PUBLIC SECTOR %



INCIDENT POLICE REPORT AND  
ACCESS TO COUNSELLING



Illustrating a significant increase over the four year period in accessing counselling services by women in Tonga.



### Sexual Reproductive Health

Current health financing arrangements in Tonga provide high levels of coverage and financial protection by middle-income country standards. Under this system, general revenues account for the bulk of health financing. An extensive network of health facilities and limited out-of-pocket payments have ensured high levels of access to services. A study conducted in Tonga reveals that 57% of women need to seek permission from husbands to access health care.

The Tongan Reproductive Health Programmes is considered a role model in the Pacific by virtue of its performance in implementation and the successes achieved. A good policy environment is in place that provides for a range of reproductive health methods to be available. Strategic networks of linkages and alliances have been established, tapping into capacity and support from other government bodies, ministries, and agencies. The Family Life Education

Programmes (FLE) is an example. Religious denominations, supported by community and civil society, are actively involved in promoting good family values. Reproductive Health clinics in a number of schools are a stepping stone for Peer Education and Family Life Education (FLE) in schools.

The Ministry of Health is developing a social marketing strategy for use with Non Communicable Diseases, which will provide an opportunity for the introduction of social marketing of family planning commodities. Funding for contraceptives and related supplies are provided mainly by donor funds, particularly from UNFPA. For NGOs, IPPF has been the main procurer. Government, through the MoH, has indicated it intends to take on progressive payments for commodities beginning at around 5%

#### Challenges

Sexual and reproductive health is not a priority for communities so demand

for services is low. Advocacy is required to ensure that vulnerable groups and high-risk populations have access to a full range of information, services and commodities.

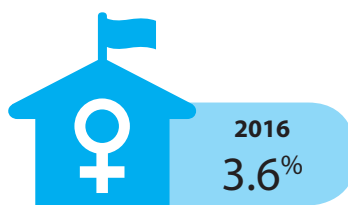
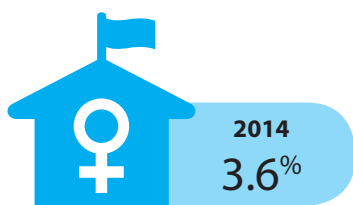
The extent to which services target demographic groups and high risk populations is limited. Reproductive Health Clinics routinely collect and report data but service delivery (process) indicators need to be strengthened. Improved disaggregation of information through gender mainstreaming will result in improved targeting of services

#### Lessons Learnt

Conservative faith based beliefs and misconceptions can be a barrier to some services. Organisations report that steps have been made to engage communities to support social mobilisation but it has not been easy.

## Tonga - Pacific Leaders Gender Equality Declaration Trend Assessment

### Seats held by Women in Parliament %



#### Current Trend



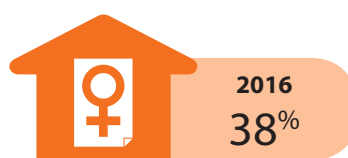
### Seats held by women in Local Government %



#### Current Trend



### Women in Senior Management in Public Sector %



#### Current Trend



### Seats held by women on state owned boards %



Current Trend



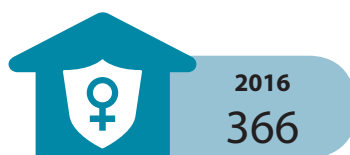
### National retirement scheme: ratio women to men %



Current Trend



### Number of Incident Police Reports on Domestic Violence



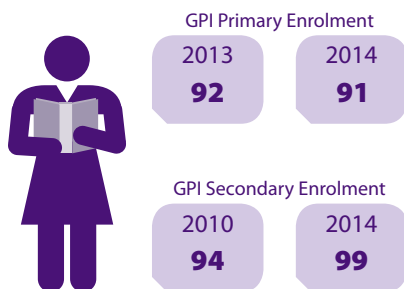
Current Trend



### Number of women accessing support services for victims of violence



Current Trend



Indicator is showing ratio of girls to boys in enrolment by way of percentage. Girls enrolment in primary is an issue whilst secondary level trends are moving towards gender parity to the advantage of girls.



Ma'a Fafine mo e Familiy. (2012). National Study on Domestic Violence against Women in Tonga.

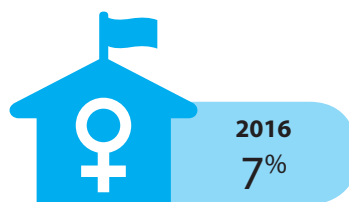
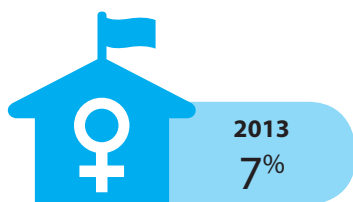




Government Programmes and Policies	Decision Making	Women's Economic Empowerment
<p><b>Key Milestones</b> Institutional strengthening and capacity building across government</p> <p><b>Major Challenges</b> Lack of capacity within respective sectors and ministries, ongoing monitoring should be strengthened, lack of finance to carry out programmes and activities across government and also local governance on the scattered outer islands</p> <p><b>Lessons Learnt</b> The gender affairs department needs to work closely with key partners to deliver trainings at the community level and also at the policy level. It is of importance to build in key performance indicators as part of assessment of senior officials in respective areas.</p>	<p><b>Key Milestones</b> Getting women into key decision making bodies including the parliament is one goal within the National Gender Policy and the recently passed National Strategic Plan (TKIII). Women are also encouraged to be in local government, statutory boards and steering/working committees of government, non-government and in island development committees.</p> <p><b>Major Challenges</b> The use of other means like Temporary Special Measures (TSM) to ensure inclusion of women at all levels of decision making is seen by others as discriminatory to men, underestimating the ability and capability of educated women.</p> <p>Mindsets of people and the cultural aspects of Falekaupule (highest island level decision making body). There is also hesitation from well qualified females due to social pressures.</p> <p><b>Lessons Learnt</b> Gender Sensitization at the community and across government should continue, so everyone has a clear understanding of TSM</p>	<p><b>Key Milestones</b> Fair trade bazaars target women entrepreneurs - small medium enterprises to sell their products Negotiations were done with the development bank to offer soft loans and easy to fill forms for ease of access by women..</p> <p><b>Major Challenges</b> Issues of financial security as women lack ownership and control over land and assets. Family homes are usually built on men's properties.</p> <p>Women SMEs in outer islands face challenges due to transportation delays, handling and packaging of handicrafts from outer islands</p> <p>Women engaged in post - harvest in fisheries often faced difficulties in collecting debts from people. Opportunities exist for young women to work as Observers on fishing vessels however not highly encouraged due to lack of safety and protection measures</p> <p><b>Lessons Learnt</b> Need to work closely with banks and the private sector. More business literacy and small business development programmes and small market vendors should be encouraged.</p>

### Tuvalu - Pacific Leaders Gender Equality Declaration Trend Assessment

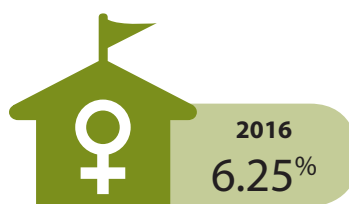
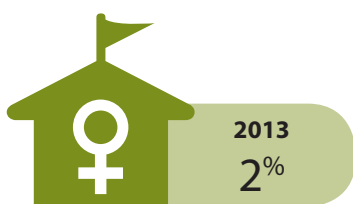
#### Seats held by Women in Parliament %



Current Trend



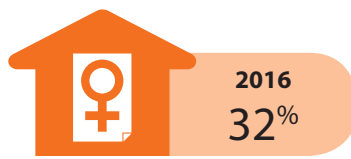
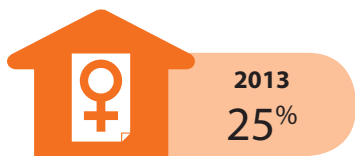
#### Seats held by women in Local Government %



Current Trend



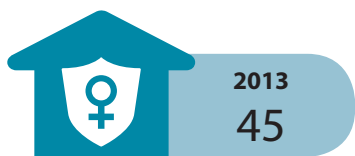
### Women in Senior Management in Public Sector %



Current Trend



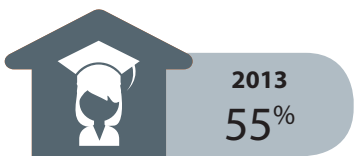
### Number of Incident Police Reports on Domestic Violence



Current Trend



### Government scholarships: ratio women to men

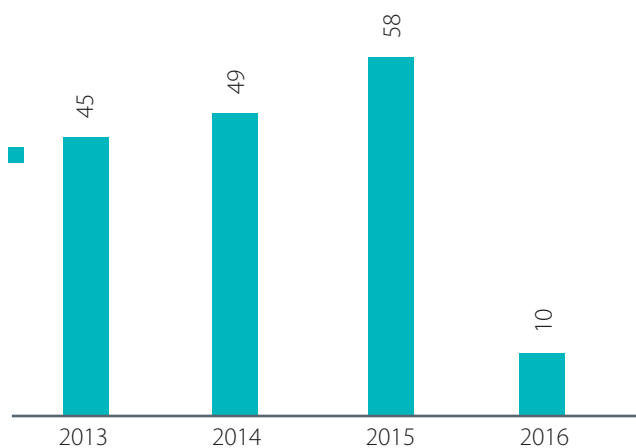


Current Trend



Gender Parity Index representing women to total government scholarships as percentage. It shows trends over 5 year period.

### ACCESS TO REPORTING



Number of Incident Police Reports on Domestic Violence

There is a gradual increase of cases being reported from 2013 to 2015. Tuvalu enacted a legislation to prevent domestic violence and amended its Police Act to ensure immediate protection orders are made available for victims.



GPI Primary Enrolment

2014

91.8

2016

94.2

GPI Secondary Enrolment

2014

117

2016

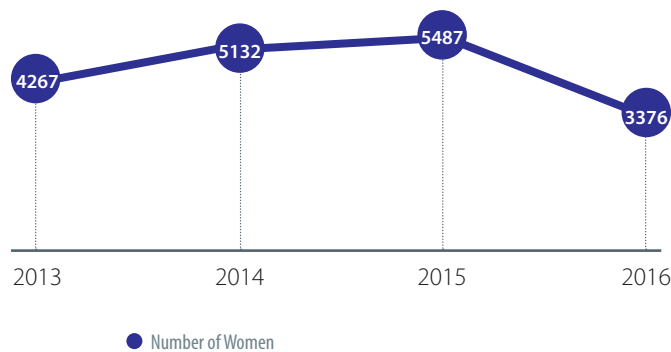
121

Indicator is showing ratio of girls to boys in enrolment by way of percentage. There is movement towards gender parity in primary education whilst at secondary level gender parity achieved to the advantage of girls and enrolment issues for boys persist.



Government Programmes and Policies	Decision Making	Women's Economic Empowerment
<p><b>Key Milestones</b> Sex disaggregated data and statistics on gender equality and disabilities included in the census.  Law Reform Commission established in 2013.</p> <p><b>Major Challenges</b> Political will Challenges in ensuring ownership and responsibility of line Ministries to ensure a whole of government approach. Coordination challenges and limited financial support to implement all areas of the National Gender Policy. Very few male advocates</p> <p><b>Lessons Learnt</b> Fast-track the implementation of the National Gender Policy and the Gender Stocktake Recommendations.</p>	<p><b>Key Milestones</b> Reserved seats for women in Municipal Council. 5 Women in the Port Vila Municipal Council and other 5 in the Luganville Municipal Council.  More women contesting elections (national, municipal, even to some extent at provincial level).  Bill introduced in parliament to increased women's representation through the provision of reserve seats.</p> <p><b>Major Challenges</b> No women in parliament despite an increase in the number of women contesting elections.  Male dominance in political parties.  Prevailing social and cultural perceptions of leadership.</p> <p><b>Lessons Learnt</b> Unity amongst women themselves is important in advocating issue of equality in decision making spheres.  Reserve seats for women in local government successful with increased confidence of communities and public on women municipal leaders.</p>	<p><b>Key Milestones</b> Participation of women in small medium businesses through avenues such as NGOs/CSOs like the VNCW (Vanuatu National Council of Women) and VANWODS has increased.  The issue of pay disparities is being reviewed by the Government Remuneration Tribunal. This will address the gender pay gaps in public service.  Markets for Change Programmes expanded and improvements in women's participation in market governance.</p> <p><b>Major Challenges</b> Availability of funds for women to begin their projects.  Increasing opportunities for women in senior levels of management</p> <p><b>Lessons Learnt</b> Political will is vital.</p>

Number of Women support services for victims of violence





## Ending Violence Against Women

### Key Milestones

Reporting on sexual and domestic violence is slowly increasing in the urban areas where services are available. Increased awareness amongst women on the issue of domestic violence. Significant increase in the number of women access the crisis center counselling services. Vanuatu Police has standard operating procedure on dealing with DV. Courts have improved registry on DV cases and prioritise the issue through urgent sittings for family protection order applications.

National Gender Equality Policy 2015-2019 identifies reducing domestic violence and gender based violence. Justice and Community Sector Strategy 2014-2017 will have direct impact on preventing and responding to violence against women.

Vanuatu Christian Council of Churches introduced a policy on ending domestic violence, National Council of Chiefs made a decision on the use of non-monetary custom practices for Brideprice. Dealing with violence against women is part of the curriculum for Police Officers. Media increasingly interested in violence against women and children issues. Increase in budget allocation and human resources for the police to better respond to violence against women.

### Major Challenges

Political will to expand provision of services for communities. No specific budget allocation by government, programmes increasingly being solely funded by development partners. In 2015 there was some allocation to the Women's Department. to support awareness on the Family Protection Act to implementation of appropriate laws aimed at protecting women's rights especially at home. Since the passing of the law there have been no appointments of authorised persons and registered counsellors.

Women find it difficult to access services especially in rural areas. Challenges for women to access formal justice system. Cultural fears stemming from strong cultural mindsets that the situation will worsen if incidents are reported. Risk of mixed messages on the issue. Continued incidence of domestic violence.

### Lessons Learnt

Advocate better access to women to police, courts and counselling services particularly in rural areas, establishment of safe houses and targeted services for persons with disabilities, LGBTI and VAW mainstreaming within health and education sector. Establishment of crisis center in the Penama Province and setting up of family protection units in Torba and Panama.

## Gender Parity in Education

### Key Milestones

Attendance of girls at schools has been reported to have improved greatly with more females in primary and secondary levels of education

Government is working to provide free education for all children in the country attending public schools. This will be from primary until Junior Secondary (Year 10).

Education curriculum includes lifeskills and gender based violence

### Major Challenges

Lack of information dissemination to females living in rural areas about opportunities to advance education/ learning

### Lessons Learnt

Gender mainstreaming within the education sector is required.

## Sexual Reproductive Health

### Key Milestones

Ongoing free cervical cancer screening and check-up services. (Piloted in 2007)

### Major Challenges

Lack of appropriate health services and equipment, and human resources. Costly to expand women's health programmes in remote areas.

Social and cultural barriers impeding women's access of sexual reproductive health services.

### Lessons Learnt

Ongoing free cervical cancer services provide an opportunity for health workers to also provide other basic medical services such as polio, dengue vaccinations, to better utilize resources (time, finances, etc.)

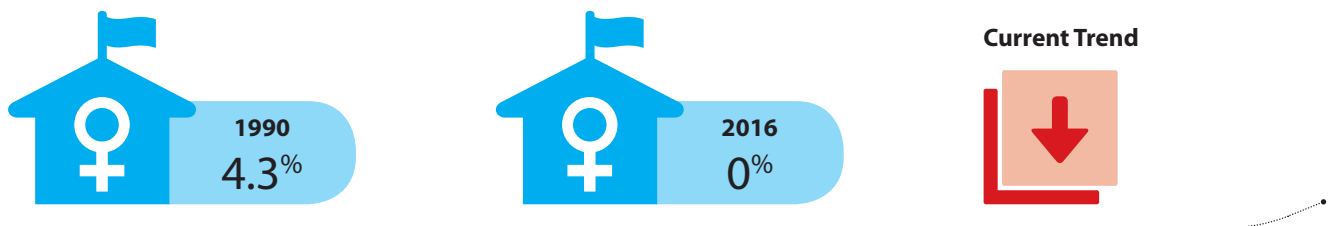
Investment in human resources, equipment for screening, vaccinations and mobile clinics.

### KAVAWs in Vanuatu

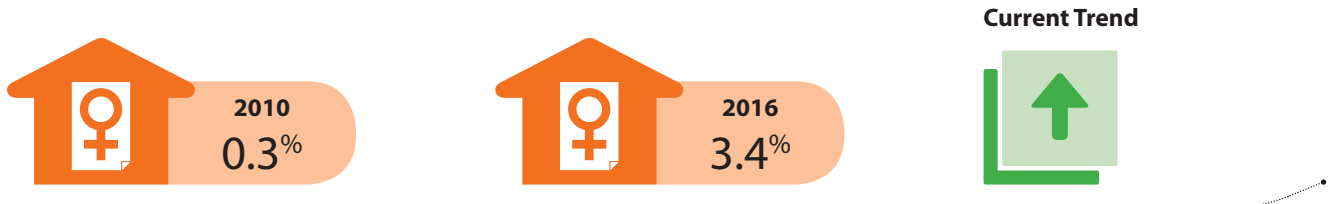
43 Committee Against Violence Against Women established in the eight provinces by the women, founded on the principles of human rights and gender equality.

## Vanuatu- Pacific Leaders Gender Equality Declaration Trend Assessment

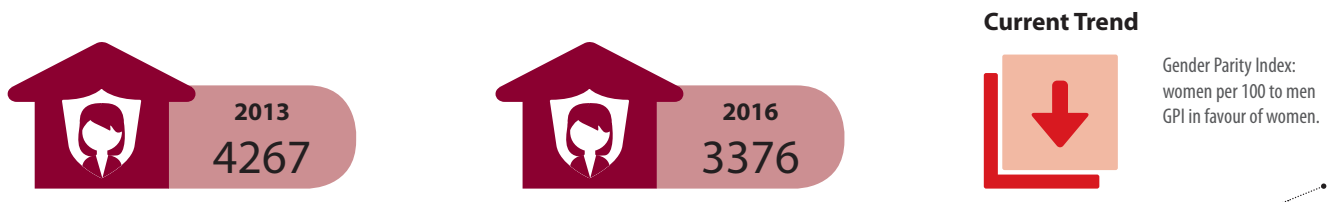
### Seats held by Women in Parliament %



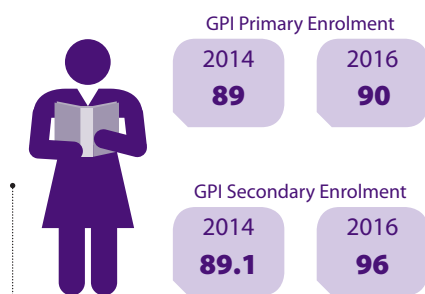
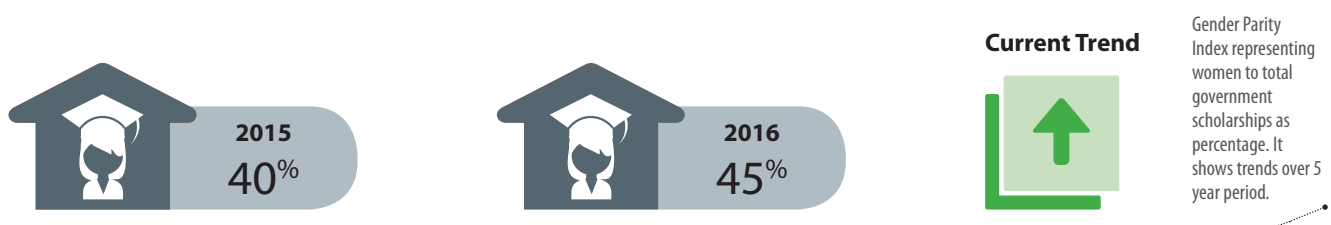
### Women in Senior Management in Public Sector %



### Number of women accessing support services for victims of violence



### Government scholarships: ratio women to men



Indicator is showing ratio of girls to boys in enrolment by way of percentage. Issue of girls enrolment at primary and secondary level .



Students checking resources during the TSCU's Sanma Province Tour of Secondary Schools Careers Pathway Workshop and Scholarship Awareness in mid-July 2016. Photo courtesy of Government of Vanuatu

## PART 4 PLGED ACCELERATION IN THE PACIFIC

As the Pacific region transitions from the Millennium Development Goals to the new 2030 Development Agenda it carries forward the regions' unfinished MDGs business - being poverty alleviation and gender equality. Both these goals directly impact on women's and girls' lives and create a barrier for the realization of their full potential.

The Beijing Platform for Action Review concluded that not one country has fully achieved the 13 critical areas on gender equality and advancement of women. At the 60th Session of the Commission on the Status of Women in March 2016, the Forum Statement on the priority theme of women's empowerment and links to sustainable development drew particular reference to the differential impacts of disaster, climate change and economic vulnerabilities faced by women and girls. Forum countries called for stronger international and regional cooperation and financing for gender equality through the SDGs goals for the Pacific region.

The PLGED is a vehicle to accelerate implementation of SDG Goal 5 in the Pacific region, and implement key lessons from this year's report around gaps and challenges. These include the use of data at national level to track effectiveness of programmes and policy implementation. To fast-track efforts on the PLGED there is a need to develop short and medium term regional targets and indicators and focused strategic interventions at a regional level to support implementation of commitments at national level. An acceleration action plan on the PLGED will guide members in moving forward the current national policies and the PLGED commitments.

Key areas that require urgent attention based on this year's reporting are:-

1. Incorporation of articles from the Convention on Elimination of all forms of Discrimination Against Women into legislation and policies to promote equal rights in the areas of family life, access and control over land, resources, property, assets, inheritance, citizenship, protection from sexual violence and harassment, ICT related sexual exploitation, access to equal employment opportunities, quality education, access to reproductive health services, reduction of gender pay gaps, and access to financial security. Enforcement of legislation and policies promoting gender equality is necessary for the achievement of the PLGED, SAMOA Pathway and SDGs.
2. Support use of sex disaggregated data and gender analysis at national level to inform policies, strengthen regular tracking and reporting on PLGED indicators and other regionally agreed SDGs and sector based indicators on gender equality
3. Increase domestic budget and donor support towards national women's offices to monitor and deliver on gender mainstreaming, and support and specific resources to key sectors to deliver on the relevant areas of the PLGED.
4. Establish and strengthen tracking systems to monitor budgets and expenditures for gender equality.
5. Establish and strengthen processes that enable civil society to monitor, implement and participate in national and regional gender policy, including sustaining locally based NGOs to deliver community and national programmes.
6. Establish realistic and context based targets to support women's representation at all levels of decision making including parliament.
7. Promote women's representation on state owned boards through clear targets.
8. Measure to address the gender pay gap and access to women to financial security including superannuation.
9. Resourcing the implementation of violence against women including enforcement, reporting investigation, courts.
10. Invest in measure that improve women's access to police, courts, counselling services, social support systems, health clinics, shelters and safe house in rural and remote areas.
11. Support scholarship programmes for girls in STEM and address the issue of school drop-outs, re-integration of teenage mothers into the school system, emerging issues of boys not completing secondary and tertiary education, reforms to address gender stereotyping in schools and address access to quality education issues faced by girls, including social and cultural barriers and gender based violence.
12. Investments to improve access to reproductive health services for women in rural and remote areas including programmes that address the social and cultural barriers faced by women and girls to access basic health services. Prioritisation of budget to address the current impacts of reproductive cancers, NCDs, STI, HIV on women and girls including the impact of violence on women's health.

# PLGED Key Take Home Messages

**Stronger accountability, monitoring processes and mechanisms on gender equality will lead to rapid progress.**

**All Forum countries have made progress since 2012, some faster than others. Political will to accelerate efforts is critical.**

*Gender equality and poverty remain unfinished business from the Millennium Development Goals. The Sustainable Development Goals will only work for our women and girls if we can build effective accountable and inclusive institutions at all levels (SDG 16) and our means of implementation (SDG 17) prioritises gender equality.*

Political will and leadership is required at all levels – in all government sectors, including central planning, finance, civil society, private sector, regional organization, communities and among development partners.

**Partnerships and cooperation are required to strengthen data management systems. Readily available and accessible gender research and data is vital to shaping appropriate policies, budgets and programmes that support gender equality across all areas of development.**

**The Pacific Leaders Gender Equality Declaration is a vehicle to accelerate the implementation of SDG 5. It also supports integration of gender equality across all 17 SDGs and acts as an acceleration framework to support implementation of gender equality commitments that address the challenges for the region.**

# PACIFIC LEADERS GENDER EQUALITY DECLARATION

## Purpose

Leaders agreed that progress on the economic, political and social positions of women should be reported on at each Forum Leaders meeting. They directed the Forum Secretariat, with the support of the Secretariat of the Pacific Community and Development Partners, to develop, as part of the Pacific Plan performance monitoring framework and annual report to Leaders on country progress in implementing the above commitments and moving towards achieving greater gender equality.

This paper sets out some principles and possible indicators for a reporting framework.

## Principles

1. Progress indicators to be based on development outcomes relevant to the Declaration e.g. political participation, economic empowerment, violence against women, health, education.
2. Minimise reporting burden by using statistics, data and reporting requirements already available e.g. MDGs, Pacific Plan.
3. Indicators are to track individual country progress, not set regional targets or to compare countries.
4. Simplicity: maximum 15 – 20 indicators, easily tracked and reported.
5. Indicators will be based on existing, country level data and indicators where possible. Data must be available annually if possible. Census data is not helpful given variations in timing, methodologies across countries.
6. Aligned around current regional and global commitments



# Guide to the indicators

## Decision making dimension

Indicator 1	Seats held by women in parliament
Definition	The indicator refers to the proportion of seats held by women in the national parliament as a percentage of all occupied seats.
Justification	Women's representation in parliament, the highest level of political decision making, is one aspect of women's opportunities to influence political and public life, and it is therefore linked to women's empowerment.
Unit of measurement	Total percentage of the number of seats held by females of all seats in national parliament.
Data type and source	Parliamentary records or electoral commission (or equivalent).
Compilation	The indicator is compiled as the number of seats held by women in parliament divided by the number of all occupied seats, multiplied by 100 to give the percentage:
Frequency	As per the election cycle or after a by-election.
Comments	In terms of measuring women's real political decision-making, this indicator may not be sufficient, because women still face many obstacles in fully and efficiently carrying out their parliamentary mandate. Being a member of parliament does not guarantee that a woman has the resources, respect or constituency to exercise significant influence.
	This is a Millennium Development Goal indicator.
NMDI data link	<a href="http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=7">http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=7</a>

Indicator 2	Seats held by women in local government
Definition	The indicator refers to the proportion of seats held by women in local government (elected by popular vote) as a percentage of all local government occupied seats.
Justification	Local Governments (state or province, municipal), are the level of governance closest to the citizens and as service providers and employers have an important role in creating the conditions that encourage women's political participation and contribute toward gender equality.
Unit of measurement	Total percentage of the number of seats held by females of all seats in local government (state/province and municipal level).
Data type and source	Electoral commission (or equivalent).
Compilation	The indicator is compiled as the number of seats held by women in local government divided by the number of all occupied seats, multiplied by 100 to give the percentage:
	Local government is defined as provincial, municipal or regional councils elected by popular vote.
Frequency	As per the election cycle or after a by-election.
Comments	In terms of measuring women's real political decision-making, this indicator may not be sufficient, because women still face many obstacles in fully and efficiently carrying out their mandate. Being a member of local government does not guarantee that a woman has the resources, respect or constituency to exercise significant influence.
NMDI data link	This is not an NMDI indicator.

Indicator 3	Women in Senior Management in Public Sector
Definition	The indicator refers to the proportion of the three highest levels of positions held by women in the national public service, as a percentage of all occupied public service positions at the three highest levels.
Justification	Women's representation in government at the highest levels is one aspect of women's opportunities to influence decision making, policies and planning, and it is therefore linked to women's empowerment.
Unit of measurement	Total percentage of the number of the three highest levels of positions held by females of all occupied positions in national government at the three highest levels.
Data type and source	Public Service Commission (or equivalent agency responsible for public sector employment). In some countries the public sector payroll can be used.
Compilation	The indicator is compiled as the number of positions held by women in at the three highest levels of government divided by the number of all occupied positions at the three highest levels, multiplied by 100 to give the percentage:

	Three highest levels: The highest level is Permanent Secretaries or equivalent heads of ministries; the second level is their deputies and heads of departments; and the third level is determined by national structures and classifications of job titles (for example if the country has deputy permanent secretaries then directors would be at this third level).
Frequency	Annual.
Comments	In terms of measuring women's ability to affect policies, planning and programmes development, this indicator may not be sufficient, because women still face many obstacles in introducing measures for gender empowerment and equality or might not be inclined to do so. Being a senior public service employee does not guarantee that a woman has the ability or inclination to exercise significant influence for gender equality.
	It is difficult to obtain this data from the Public Service Commission which may not have computerised records or the data is not consolidated for the whole of the public service.
NMDI data link	This is an NMDI indicator with no data.

## Women's economic empowerment dimension

Indicator 4	Basic needs poverty rate
Definition	<p>The indicator refers to the percentage of the total population living below the national poverty line.</p> <p>Note that this indicator is not sex disaggregated. The proportion of the population (males and females) living below the national poverty line would be more appropriate for women's economic empowerment. Likewise the proportion of the working poor, male and female would better capture women's economic empowerment.</p>
Justification	The indicator allows for monitoring the proportion of the national population that is considered poor by a national standard. Most poverty analysis work for countries is based on national poverty lines.
Unit of measurement	Total percentage of the number of people living below the national poverty line.
Data type and source	<p>Household survey (Household Income and Expenditure Survey, Living Standards Measurement Survey)</p> <p>Census of Population and Housing – if income questions are included some basic poverty analysis is possible</p>
Compilation	In the Pacific this indicator is compiled using a poverty line derived from the average per capita adult equivalent expenditure on food and non-food items and market prices for these items in the lowest 40% of households ranked by expenditure deciles <sup>1</sup> . The average per capita household expenditure is used to define whether the household is poor or not, multiplied by 100 to give the percentage:
Frequency	As per the household survey cycle (5 – 7 years).
Comments	<p>This expenditure/consumption based poverty indicator does not fully reflect the other dimensions of poverty such as inequality, vulnerability, and lack of voice and power of the poor.</p> <p>The measure does not reflect important aspects of individual welfare. For example, the data is compiled at the household level so potential inequalities within households are ignored. This means that the poverty incidence is informative but should not be interpreted as a sufficient statistic for assessing the quality of people's lives. The national poverty rate does not capture income inequality among the poor or the depth of poverty: some people may be living just below the poverty line, while others experience far greater shortfalls.</p> <p>Household surveys are subject to sampling and non-sampling error, such as households not completing all the questionnaires, interviewers not going to the selected households, out of date sample frames (household listings) and respondents forgetting to include all of their income and expenditure.</p> <p>National poverty lines are not suitable for regional or international comparisons of poverty incidence as they tend to increase in purchasing power with the average level of income in a country. For regional or international comparisons the incidence of poverty based on US\$ 1.25 per day (in purchasing power parity terms).</p> <p>This is a Millennium Development Goal indicator.</p>
NMDI data link	<a href="http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=2">http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=2</a>

Indicator 5	Labour force participation: ratio women to men
Definition	The indicator refers to the proportion of adult women who are working or looking for work as a ratio of the proportion of adult males who are working or looking for work.
Justification	The indicator shows differential access of women and men to the labour market and the opportunity to earn income and gain economic empowerment.
Unit of measurement	Ratio of the female labour force participation rate (LFPR) to the male LFPR. The LFPR is the proportion of each sex aged 15 years and over (or retirement age as upper limit) who are working or looking for work as a percentage of each sex aged 15 years and over (or retirement age as upper limit).
Data type and source	Census of Population and Housing Household Labour Force Survey Household survey (Household Income and Expenditure Survey, Living Standards Measurement Survey, DHS)
Compilation	The indicator is compiled in two steps. First the LFPR is derived for females and males for persons aged 15 years and over (or retirement age if this is used as the national standard). Then the female LFPR is divided by the male LFPR to give the ratio:  A ratio of 1 indicates equality in labour force participation between the sexes; a ratio less than 1 typically means that the LFPR is higher in favour of males; whereas a ratio greater than 1 indicates that the LFPR is higher in favour of females.
Frequency	As per the household survey cycle (5 – 7 years).
Comments	The indicator does not reflect the inequalities in how men and women participate in the labour force. For example men might dominate professional occupations and have higher incomes than women who are concentrated in lower skilled and lower paid jobs, or in casual employment. Note that adults working as subsistence workers are included in the labour force.  The ratio changes due to structural and cyclical changes in the labour market. Cyclical changes are economic boom and bust periods while structural changes have to do with the demographic trends like the number of women and men aged 15 years and over or wage discrimination between women and men.
NMDI data link	<a href="http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=7">http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=7</a>

Indicator 6	National retirement scheme: ratio women to men
Definition	The indicator refers to the proportion of women who are actively contributing to the national retirement or superannuation scheme (or its equivalent like social security) as a ratio of the proportion of men who are actively contributing to the national retirement scheme.
Justification	The indicator shows both differential access of women and men to the formal labour market and the social protection offered by the national retirement scheme. It also reflects the opportunity to earn income and gain economic empowerment.
Unit of measurement	Ratio of the total number of female contributors to the national retirement scheme to male contributors to the national retirement scheme.
Data type and source	National retirement scheme (or equivalent)
Compilation	The indicator is compiled as the ratio of the number of females contributing to the national retirement scheme divided by the number of males contributing:  A ratio of 1 indicates equality in retirement scheme contributors between the sexes; a ratio less than 1 typically means that there are more male contributors; whereas a ratio greater than 1 indicates that there are more female contributors.
Frequency	Annual. Typically the last month or quarter of the year is used as the annual number or the average of active contributors over the year.
Comments	The number of employed persons contributing to the national retirement scheme affects this indicator and if there is significant non-compliance the indicator will be distorted. Not all national retirement schemes are compulsory and have different income thresholds for compliance.  If the data is taken at 'a point in time' checks must be made to ensure that the data has not been affected by late filing of contributions.  The indicator does not reflect the inequalities in how men and women participate in the labour force. For example men might dominate professional occupations and have higher incomes than women who are concentrated in lower skilled and lower paid jobs or in casual employment.  The ratio changes due to structural and cyclical changes in the labour market. Cyclical changes are economic boom and bust periods while structural changes have to do with the demographic trends like the number of women and men aged 15 years and over or wage discrimination between women and men.

NMDI data link	This is not an NMDI indicator.
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<b>Indicator 7</b>	<b>Share of women in wage employment in the non-agricultural sector</b>
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Definition	The share of women in wage employment in the non-agricultural sector (industry and services sectors) is the share of female workers in the non-agricultural sector expressed as a percentage of total employment in the sector.
Justification	The indicator measures the degree to which labour markets are open to women in industry and service sectors, which affects not only equal employment opportunity for women but also economic efficiency through flexibility of the labour market and, therefore, the economy's ability to adapt to change and so on.
Unit of measurement	Total percentage of females of all wage workers in the industry and services sectors.
Data type and source	Census of Population and Housing Household Labour Force Survey (or equivalent) Household survey (Household Income and Expenditure Survey, Living Standards Measurement Survey, DHS) Business enterprise surveys (not common in the Pacific)
Compilation	The indicator is compiled as the total number of women in paid employment in the industry and services sectors divided by the total number of people in paid employment in the same sectors:
Frequency	As per survey schedule (5 or more years).
Comments	The employment share of the agricultural sector is severely underreported. In addition, studies have shown that employment activity questions in standard censuses tend to grossly underestimate the extent of female employment of any kind.  The indicator does not reflect the inequalities in how men and women participate in the service and industry sectors of the economy. For example men might dominate professional occupations and have higher incomes than women who are concentrated in lower skilled and lower paid jobs or in casual employment. The ratio changes due to changes in the economy.  This is an MDG indicator.
NMDI data link	<a href="http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=7">http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=7</a>

<b>Indicator 8</b>	<b>Ratio of women's average wage to men's average wage</b>
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Definition	The ratio of women's average wage to men's average wage is the average female wage as a ratio of the average male wage, on an hourly basis.
Justification	Wage discrimination occurs when workers of equal productivity are paid unequally even though laws ensure that women and men should be paid equal amounts for the same work. This is to do with discrimination in starting salaries, the concentration of women in minimum wage employment, differences in the types of positions held by men and women, differences in the pay of jobs men typically go into as opposed to women, and differences in amount of work experience, and breaks in employment.  There is debate about whether the wage gap is due to explicit discrimination, as well as over the extent to which women and men are forced to make certain choices due to social norms.
Unit of measurement	Total average (arithmetic mean) of hourly wages for females and males.
Data type and source	Labour Force Survey (or equivalent) Household survey (Household Income and Expenditure Survey, Living Standards Measurement Survey, DHS) Household Census of Population and Housing (proxy gross measures if income and hours worked are asked because income can be from sources other than wages) Business enterprise surveys (not common in the Pacific).
Compilation	The indicator is compiled as the arithmetic mean of hourly wages paid to women as a ratio of those paid to men:  A ratio of 1 indicates equality in average wages between the sexes; a ratio less than 1 typically means that there are male average wages are higher; whereas a ratio greater than 1 indicates that female average wages are higher.
Frequency	As per survey schedule (5 or more years).

Comments	The reporting of hourly wages is problematic – it is very difficult to get accurate data about hourly wages to derive this indicator. The rate is closely linked with women’s, and men’s, accumulated labour market experience. It is difficult to determine precisely how much of the pay gap is due to discrimination and how much is due to differences in choices or preferences between women and men.
	The indicator is distorted if there are inequalities in wage rates, regardless of gender because then occupational concentration and segregation effect the averages.
NMDI data link	This is not an NMDI indicator.

## Ending violence against women dimension

Indicator 9	Number of incident Police reports on domestic violence
Definition	The indicator refers to the number of police incident reports completed by the police based on a complaint of domestic violence. A police incident report is a police agency’s compiling of basic public information related to arrests, accidents or investigations made by law enforcement.
Justification	<p>Domestic violence is a major human rights issue across the world, and one of the most serious social issues in most Pacific countries. Domestic violence is a pervasive, life-threatening crime that impacts on the victims and witnesses with serious physical, psychological and economic effects.</p> <p>Most forms of domestic violence are crimes, yet only a minority of victims report domestic violence to the police. Rates of domestic violence can only decrease if both prevention initiatives and intervention services are accessed by the victims of domestic violence, and the witnesses who are often children.</p> <p>Examples of criminal offences that occur in domestic violence situations include assault, sexual assault, making threats about a person’s physical safety, stalking, damage or stealing of property and breaching Restraining Orders (or equivalent).</p>
Unit of measurement	Total number of police incident reports filed in one year.
Data type and source	The Police. In many countries incident reports are kept in a database and are reasonably easy to access; in others there is no computerised system and the information must be manually compiled.
Compilation	The indicator is compiled as the number of police incident reports for domestic violence.
Frequency	Annual.
Comments	<p>Some countries have good reporting systems for managing police incident reports, others do not. In some countries incident reports are not raised for domestic violence if the police are able to settle the dispute.</p> <p>If cases of domestic violence are presented to and resolved by traditional justice systems (chiefs) it should be noted that cases are settled outside the formal justice system.</p>
NMDI data link	This is not an NMDI indicator.

Indicator 10	Number of women accessing support services for victims of violence
Definition	The indicator refers to the number of women registering for or using support services for victims of violence in the form of counselling.
Justification	Most forms of domestic violence are crimes, yet only a minority of victims report domestic violence to the police. Victims use support services such as short term and crisis counselling and support groups, information and referral services, hotlines, legal advice and support, victim advocates and support groups, shelters or temporary accommodation. Often these non government organisations also provide community education and prevention programmes and work closely with government on initiatives to reduce domestic violence.
Unit of measurement	Total number of clients registered with organisations specialising in providing support services for victims of violence in one year.
Data type and source	Organisations specialising in providing support services for victims of violence.
Compilation	The indicator is compiled as the number of clients registered in organisations providing support services for victims of violence.
Frequency	Annual.
Comments	Some countries have good reporting systems for these kind of services when they are offered by specialist providers. If providing support services for victims of violence is not the primary function of the organisation (such as the church) there are often no records of support offered.
NMDI data link	This is not an NMDI indicator.

## Education dimension

Indicator 11	Primary education: ratio of girls to boys
Definition	Ratio of girls to boys (gender parity index) in primary education is the ratio of the number of female students enrolled at primary level of education to the number of male students. To standardise the effects of the population structure of the appropriate age groups, the Gender Parity Index (GPI) of the Gross Enrolment Ratio (GER) for primary level is used for a school year.
	GER is the number of students enrolled at primary level, regardless of age, divided by the population of official school age for primary level separately for girls and boys.
	GPI is the value for girls divided by the value for boys. In this case it is calculated by dividing the female GER by the male GER for primary level of education.
Justification	The indicator of equality of educational opportunity, measured in terms of school enrolment, is a measure of both fairness and efficiency. Education is one of the most important aspects of human development. Eliminating gender disparity at all levels of education would help to increase the status and capabilities of women. Female education is also an important determinant of economic development. Gender disparities should not be evident in access, completion, transition, retention, and performance rates.
Unit of measurement	Ratio of the female GER to the male GER for primary level education.
Data type and source	Ministry of Education primary school enrolment
	Census of Population and Housing population girls and boys of official primary school age and primary school enrolment (actual number in Census year and estimates in other years).
Compilation	The indicator is compiled in two steps. First the GER is derived for girls and boys at primary level. Then the female GER is divided by the male GER to give the ratio:
	A GPI of 1 indicates parity between the sexes; a GPI less than 1 typically means a disparity in favour of males; whereas a GPI greater than 1 indicates a disparity in favour of females.
Frequency	As per Ministry of Education enrolment statistics (annual).
	Some countries produce this indicator from the Census because enrolment statistics from the Education authority are not considered reliable due to coverage concerns. This means its frequency depends on the Census cycle.
Comments	The indicator is not an accurate measure of the accessibility of schooling for girls because there is no way of knowing whether improvements in the ratio are because of increases in girl's school enrolment (desirable) or decreases in boy's enrolment (undesirable). It also does not show whether the overall level of participation in education, that is enrolment, is low or high.
	Countries should state what grades are included in primary level education from K, 1, 2, 3, 4, 5, 6, (7 to 8). The national government definition of primary school should be used.
	This is an MDG indicator.
NMDI data link	<a href="http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=3">http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=3</a>

Indicator 12	Secondary education: ratio of girls to boys
Definition	Ratio of girls to boys (gender parity index) in secondary education is the ratio of the number of female students enrolled at secondary level of education to the number of male students. To standardise the effects of the population structure of the appropriate age groups, the Gender Parity Index (GPI) of the Gross Enrolment Ratio (GER) for secondary level is used for a school year.
	GER is the number of students enrolled at secondary level, regardless of age, divided by the population of official school age for secondary level separately for girls and boys.
	GPI is the value for girls divided by the value for boys. In this case it is calculated by dividing the female GER by the male GER for secondary level of education.
Justification	The indicator of equality of educational opportunity, measured in terms of school enrolment, is a measure of both fairness and efficiency. Education is one of the most important aspects of human development, and while much progress has been made towards gender equality at primary level, progress has been slower at secondary level. Eliminating gender disparity at all levels of education would help to increase the status and capabilities of women. Female education is also an important determinant of economic development. Gender disparities should not be evident in access, completion, transition, retention, and performance rates.
Unit of measurement	Ratio of the female GER to the male GER for secondary level education.
Data type and source	Ministry of Education secondary school enrolment
	Census of Population and Housing population girls and boys of official secondary school age and secondary school enrolment (actual number in Census year and estimates in other years).

Compilation	The indicator is compiled in two steps. First the GER is derived for girls and boys at secondary level. Then the female GER is divided by the male GER to give the ratio:
	A GPI of 1 indicates parity between the sexes; a GPI less than 1 typically means a disparity in favour of males; whereas a GPI greater than 1 indicates a disparity in favour of females.
Frequency	As per Ministry of Education enrolment statistics (annual).
	Some countries produce this indicator from the Census because enrolment statistics from the Education authority are not considered reliable due to coverage concerns. This means its frequency depends on the Census cycle.
Comments	The indicator is not an accurate measure of the accessibility of schooling for girls because there is no way of knowing whether improvements in the ratio are because of increases in girl's school enrolment (desirable) or decreases in boy's enrolment (undesirable). It also does not show whether the overall level of participation in education, that is enrolment, is low or high.
	Countries should state what grades are included in primary level education from (7, 8), 9, 10, 11, 12, 13, (14). The national government definition of secondary school should be used.
	This is an MDG indicator.
NMDI data link	<a href="http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=3">http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=3</a>

<b>Indicator 13</b>	<b>Tertiary education: ratio of females to males</b>
Definition	Ratio of females to males (gender parity index) in tertiary education is the ratio of the number of female students enrolled at tertiary level of education to the number of male students. To standardise the effects of the population structure of the appropriate age groups, the Gender Parity Index (GPI) of the Gross Enrolment Ratio (GER) for tertiary level is used for an academic year.
	The population of the official age for tertiary education is the 5-year age group immediately following the end of secondary education.
	GER is the number of students enrolled at tertiary level, regardless of age, divided by the population of official age for tertiary level separately for females and males.
	GPI is the value for females divided by the value for males. In this case it is calculated by dividing the female GER by the male GER for tertiary level of education.
Justification	Higher education plays a key role in shaping society and building active citizens. Most leaders and decision makers in powerful and influential roles in a society have a background in higher education. This means that gender equality in higher education has a large long term impact on gender equality within the society.
	The indicator of equality of educational opportunity, measured in terms of tertiary enrolment, is a measure of both fairness and efficiency. Education is one of the most important aspects of human development, and while much progress has been made towards gender equality at school level, progress has been slow at tertiary level. Eliminating gender disparity at all levels of education would help to increase the status and capabilities of women. Female education is also an important determinant of economic development. Gender disparities should not be evident in access, completion, retention, and performance rates.
Unit of measurement	Ratio of the female GER to the male GER for tertiary level education.
Data type and source	National authority responsible for coordinating tertiary education – in some countries this is the Ministry of Education, in others it is a national committee or body.
	Census of Population and Housing population females and males of official tertiary age and tertiary institution enrolment (actual number in Census year and estimates in other years).
Compilation	The indicator is compiled in two steps. First the GER is derived for females and males at tertiary level. Then the female GER is divided by the male GER to give the ratio:
	A GPI of 1 indicates parity between the sexes; a GPI less than 1 typically means a disparity in favour of males; whereas a GPI greater than 1 indicates a disparity in favour of females.
Frequency	As per tertiary enrolment statistics (annual).
	Some countries produce this indicator from the Census because enrolment statistics from the education authority are not considered reliable due to coverage concerns. This means its frequency depends on the Census cycle.

Comments	The indicator is not an accurate measure of the accessibility of tertiary level education for women because there is no way of knowing whether improvements in the ratio are because of increases in female enrolment (desirable) or decreases in male enrolment (undesirable). It also does not show whether the overall level of participation in tertiary education, that is enrolment, is low or high.
	Countries should state what institutions are included in tertiary level education especially if this includes professional (teaching, nursing), vocational and technical training institutions.
	This is an MDG indicator.
NMDI data link	<a href="http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=3">http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=3</a>

<b>Indicator 14</b>	<b>Government scholarships: ratio women to men</b>
Definition	Ratio of women to men (gender parity index) in government scholarships is the ratio of the number of female students on scholarships funded by their national government to the number of male recipients.
Justification	Higher education plays a key role in shaping society and building active citizens and government can implement affirmative action towards gender equality by ensuring that the ratio is even: half scholarships are awarded to males, half to females.
Unit of measurement	Ratio of the number of government scholarships awarded to females to the number awarded to males.
Data type and source	National authority responsible for issuing government scholarships – in some countries this is a department within the Ministry of Education, in others it is a separate agency.
Compilation	The indicator is compiled as the number of government scholarships awarded to females divided by those awarded to males to give the GPI or ratio: A GPI of 1 indicates parity between the sexes; a GPI less than 1 typically means a disparity in favour of males; whereas a GPI greater than 1 indicates a disparity in favour of females.
Frequency	As per scholarship schedule statistics (annual).
Comments	The data used should be scholarships funded by the national government only, and exclude scholarships managed by the national government on behalf of development partners.
NMDI data link	This is not an NMDI indicator.

## Health dimension

<b>Indicator 15</b>	<b>Maternal mortality ratio</b>
Definition	The indicator refers to the number of women who die from any cause related to or aggravated by pregnancy during pregnancy and childbirth or within 42 days of termination of pregnancy per 100,000 live births.
Justification	The indicator monitors deaths related to pregnancy and childbirth and is widely acknowledged as a general indicator of the overall health of a population and the functioning of the health system. It reflects the capacity of the health systems to provide effective health care in preventing and addressing the complications occurring during pregnancy and childbirth.
Unit of measurement	Rate per 1,000,000 live births. NOTE: in almost all Pacific countries reporting the rate per 100,000 live births according to the international standard unit of measurement is misleading and all countries should report the actual number of maternal deaths along with the number of live births.
Data type and source	Health information system – Ministry of Health Information from Household Surveys (Demographic and Health Survey).
Compilation	The indicator is compiled as the number of deaths during pregnancy and childbirth or within 42 days of termination of pregnancy divided by the number of live births, multiplied by 1,000,000 to give the rate: Maternal deaths include death during pregnancy or its management (excluding accidental or incidental causes) during pregnancy and childbirth or within 42 days of termination of pregnancy, irrespective of the duration and site of the pregnancy.
Frequency	Annual if based on health information system; DHS five or more years.



Comments	Maternal mortality is difficult to measure. Maternal deaths are difficult to investigate because of their comparative rarity on a population basis, as well other context-specific factors, such as reluctance to report abortion-related deaths, problems of memory recall, or lack of medical attribution. This means that no single source or data collection method is adequate for investigating all aspects of maternal mortality in all settings.
	The number of maternal deaths reported depends on the coverage of vital registration and health information systems – deaths outside the health system are not reported. Even when such systems are good, there are problems with misclassification and underreporting of maternal deaths.
	Because it is a relatively rare event, relatively large sample sizes are needed if household surveys like the DHS are used. The DHS measures maternal mortality by asking respondents about survivorship of sisters.
	This is a Millennium Development Goal indicator.
NMDI data link	<a href="http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=22">http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=22</a>

<b>Indicator 16</b>	<b>Contraceptive prevalence rate</b>
Definition	The indicator refers to percentage of women of reproductive age (15-49 years) who are married or in union currently using, or whose sexual partner is using, a method of contraception among women of reproductive age (usually aged 15-49) who are married or in union.
Justification	The contraceptive prevalence rate is an indicator of health, population, development and women's empowerment. It also serves as a proxy measure of access to reproductive health services. It commonly used to measure the outcomes for family planning programmes in countries.
Unit of measurement	Total percentage of the number of females aged 15 to 49 years in marital or consensual unions.
Data type and source	Health information system – Ministry of Health Information from Household Surveys (Demographic and Health Survey).
Compilation	The indicator is compiled as the number of women aged 15 – 49 years in marital or consensual unions who report that they are practising (or whose sexual partners are practising) contraception divided by the number of women aged 15 – 49 years in marital or consensual unions, multiplied by 100 to give the percentage:  Contraceptive methods include condoms, female and male sterilization, injectable and oral hormones, intrauterine devices, diaphragms, spermicides and natural family planning, as well as lactational amenorrhoea (lack of menstruation during breastfeeding) where it is cited as a method.
Frequency	Annual if based on health information system; DHS five or more years.
Comments	The rate is based on women married or in sexual union (even though DHS surveys ask questions of contraceptive use to women of reproductive age, regardless of their marital status) currently using contraception. In countries with relatively little sexual activity outside marriage for women, basing prevalence estimates on women in sexual union captures the population at risk of pregnancy. However, in countries with the widespread practice of sexual activity outside of marriage or stable sexual unions, a prevalence estimate based on women in union only would ignore a considerable percentage of current users. Because of this the percentage of sexually active unmarried women using contraception, if appropriate, is reported along with contraceptive prevalence, because method mix is very different for those married versus unmarried (in/not in a stable union).  If the use of natural family planning is wide spread, two rates should be used – the overall rate and the rate using modern methods of family planning. This would be a better method of access to reproductive health services and outcomes of family planning programmes.  If the rate is being derived from health information systems, it depends the completeness and accuracy of records active users of contraception; and it would probably be better to report on the number of active users from this data source.  This is a Millennium Development Goal indicator.
NMDI data link	<a href="http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=22">http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=22</a>
<b>Indicator 17</b>	<b>Adolescent birth rate (also called Teenage fertility rate)</b>
Definition	The indicator refers to the number of births to adolescent females aged 15 to 19 years per 1,000 females aged 15 to 19 per year. It is also referred to as the teenage fertility rate or the age-specific fertility rate for women aged 15 to 19 years.

Justification	Teen pregnancy and childbearing bring substantial social and economic costs through immediate and long-term impacts on teen parents and their children. In many cases teenage mothers do not reach their full potential in economic and social spheres or are excluded to varying degrees in their communities. There are health (physical and psychological) risks to young mothers and their baby before, during and after delivery. Government policy influences the rate to an extent by the minimum age of consent, pregnant girls and young mothers access to education and training, and the provision of broader welfare and related social services.
Unit of measurement	Rate per 1,000 females aged 15 to 19 years
Data type and source	Health information system – Ministry of Health Birth registration system – Civil Status Office (or equivalent) Census of Population, Fertility module – National Statistics Office Information from Household Surveys (Demographic and Health Survey)
Compilation	The indicator is compiled as the number of births to women aged 15 – 19 years divided by the number of women aged 15 – 19 years, multiplied by 1,000 to give the rate per 1,000 women aged 15 – 19 years:
Frequency	Annual if based on health information system; DHS five or more years.
Comments	There are a number of limitations in the rates based on the data source used. For civil registration and health information systems, it depends the completeness of birth registration, the reliability of the information relating to age of the mother, and the inclusion of births from previous periods. For DHS and census data, the main limitations concern age misreporting, not reporting births, misreporting the date of birth of the child, and sampling variability in the case of DHS. This is a Millennium Development Goal indicator.
NMDI data link	<a href="http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=22">http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=22</a>

<b>Indicator 18</b>	<b>Births attended by skilled health worker</b>
Definition	The indicator refers to the proportion of childbirths attended by skilled health personnel per year. Skilled health personnel are trained to give the necessary supervision, care and advice to women during pregnancy, labour and the post-partum period; to conduct deliveries on their own; and to care for new borns. In the Pacific skilled health personnel are qualified doctors, nurse practitioners, nurses and midwives.
Justification	The health and wellbeing of the mother and child during and after delivery greatly depend on access to obstetric services, the quality of these services and the actual circumstances of the delivery. All of these are influenced by government health policy to promote and provide professional and skilled health workers as well as the provision of health services, equipment and supplies.
Unit of measurement	Total percentage of the number of deliveries.
Data type and source	Health information system – Ministry of Health Information from Household Surveys (Demographic and Health Survey).
Compilation	The indicator is compiled as the percentage of births attended by skilled health personnel (doctors, nurses or midwives) to the total number of deliveries:
Frequency	Annual if based on health information system; DHS five or more years.
Comments	Skilled health personnel include only those who are properly trained and who have appropriate equipment and drugs. Traditional birth attendants, even if they have received short training, are not included. Health information systems often do not have coverage of births and deliveries occurring outside of government health facilities which means that this indicator is often over reported. In countries where a high proportion of births occur in the home or outside the coverage of the health information system this data should not be used. In this situation the preferred data source is a Demographic and Health Survey (DHS) or similar. Countries with small populations and high annual variation in the percentage should consider using the average rates, or moving average rates, for more than three years based on technical advice from statisticians. This is a Millennium Development Goal indicator.
NMDI data link	<a href="http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=22">http://www.spc.int/nmdi/MdiSummary2.aspx?minorGroup=22</a>

<sup>1</sup> Method developed and applied by UNDP. See various national country poverty and hardship analysis reports for methodology applied.

# Country Trend Assessment Table

Country	Australia	Cook Islands	Federated States of Micronesia	Fiji	Kiribati	Republic of Marshall Islands	Nauru	New Zealand	Niue	Palau	Papua New Guinea	Samoa	Solomon Is	Tonga	Tuvalu	Vanuatu
Skilled birth Attendance %		Green	Green	Green	Green				Amber	Amber	Red	Green		Green	Red	Green
Contraceptive prevalence rate %	Red	Amber	Green	Green	Green	Red			Green			Green	Green	Green	Red	Green
Gender Parity Index: Secondary Enrolment ratio of girls to boys	Green	Green	Green	Green	Green	Green	Green		Amber		Red	Green	Amber	Amber	Green	Amber
Gender Parity Index: Primary Enrolment ratio of girls to boys	Green	Green	Green	Green	Green	Green	Amber		Amber	Green	Amber	Amber	Amber	Amber	Amber	Amber
Government Scholarship ratio women to men	Green	Green		Green	Red	Green		Red	Amber							Green
Number of women accessing support services for victims of violence	Green			Green		Red							Green		Red	
Number of incident police reports on Domestic violence	Green			Green	Green	Red	Green	Green	Green			Green	Green	Green	Green	
Ratio of women's average wage to men's average wage	Red	Amber			Amber		Red									
National retirement scheme: ratio women to men	Green	Green			Green		Red						Green			
Seats held by women on state owned boards %	Red	Amber					Green	Green				Green	Red	Red		
Women in senior management in public sector %	Green	Red		Green								Green	Amber	Green	Green	Green
Seats held by women in Local Government %	Green	Green	Amber		Amber			Green					Amber	Green	Green	
Seats held by women in parliament %	Green	Green	Amber	Green	Red	Green	Amber	Red	Amber	Green	Green	Green	Amber	Amber	Amber	Red

**Key :**

**Red ( No Progress)**

**Green ( Achieved)**

**Amber (In Progress)**

Seats held by women in parliament (%), Seats held by women in Local Government (%), Women in senior management in public sector (%); Seats held by women on state owned boards (%); Ratio of women's average wage to men's average wage; Number of incident police reports on Domestic violence, Number of women accessing support services for victims of violence; Government Scholarship ratio women to total government scholarships (measured over five year period)

Gender Parity Index in school enrolment: Ratio of girls to boys in total enrolment (%) – primary and secondary.

Colour code: Red - 90% and below (big issues in girls' enrolment, Yellow - 90-100% (approaching gender parity in enrolment), Green – 100% and above (girls enrolment higher than boys)

Contraceptive prevalence rate % and Skilled birth Attendance % data is extracted from Pacific Regional MDGs Tracking Report 2015 and based on the assesses the current trends in the countries noting that data cover the period before 2012.

**PACIFIC LEADERS  
GENDER EQUALITY  
DECLARATION**



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