

Asia Pacific Regional Human
Development Report on Gender

A stylized, light gray map of the Pacific region, showing the outlines of the continents and islands, is positioned to the left of the title.

**Report of the
Pacific Stakeholders
Consultation**

*Suva, Fiji
21st – 22nd April, 2008*

Human Development Report Unit (HDRU)
UNDP Regional Centre in Colombo

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The Human Development Report Unit would like to state their appreciation and acknowledge the rich and pertinent inputs from Pacific stakeholders. Their active and sustained participation has bolstered a ‘Pacific Perspective’ which will continue to guide this flagship report for UNDP.



Introduction

The Asia-Pacific Regional Human Development Report (RHDR) on **Gender** is slated to be the third in a regular series, produced by the Human Development Report Unit, UNDP Regional Centre in Colombo. The first was the 2006 Report, titled ***Trade on Human Terms: Transforming Trade for Human Development in Asia and the Pacific*** and the second was ***Tackling Corruption, Transforming Lives: Accelerating Human Development in Asia and the Pacific***.

Human Development Reports are a policy-advocacy resource and an instrument to explore critical issues from a human development perspective. There is a fundamental difference between a technical analysis of an issue and an exploration using the human development lens; this is the value-added of an HDR. Because human development subsumes and goes beyond the Millennium Development Goals (MDGs), HDRs can potentially push policies toward an 'MDG-plus' agenda.

Stakeholder consultations are a major part of the participatory process of producing an RHDR; a report "for and by the people of Asia Pacific." Extensive brainstorming sessions on broad thematic issues bring together diverse Asia Pacific stakeholders from different levels of society to interact with each other to shape the substantive contours of the Report. The objectives of the stakeholder consultations are two-fold: to be informed by views, experiences and priorities of countries in the region, while strengthening cross-country networks, and to obtain buy-in for the RHDR from stakeholders. The Pacific consultation was the second of two sub-regional workshops for the forthcoming gender RHDR which preceded the Asia Consultation held on April 14-15th in Langkawi, Malaysia.

More specifically, the objectives of the Pacific stakeholder consultation were to:

- Introduce stakeholders to the Asia-Pacific HDRs and the theme of 'gender' for the Report with the overall focus of 'overcoming unequal power and voice'
- Share an overall view of gender trends in the Pacific and across its different sub-regions / countries
- Discuss a 'Pacific perspective' for understanding gender, gender differences, and the causes and consequences of inequality along with methods to examine and measure gender gaps
- Take account of stakeholder priorities in identifying and sharpening six suggested sub-themes: ***gender and justice systems*** (*laws and law makers*), ***investing in gender equality*** (*economic benefits*), ***gender energy and environment*** (*women have been adapting, but how does adaptation affect choices for men and women*), ***gender-based violence*** (*underlining unequal power*), ***gender and crisis*** (*male-female differences in impact*) and ***gender migration and mobility*** (*given the unprecedented surge in recent female mobility*) that are cognizant of the concerns in the Pacific
- Provide a platform for stakeholders to share experiences, highlight priorities and solutions that affect people's lives and to analyze whether and why gender inequality may be more prevalent in some countries or sectors rather than others
- Explore emerging thematic issues from various perspectives with a focus on **solutions** and derive broad messages to guide and inform (in a two-way feedback process) research
- Promote buy-in for the RHDR and thus strengthen its policy advocacy potential

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Asia Pacific Human Development Report on Gender
Theme: 'Overcoming Unequal Power'
PACIFIC STAKEHOLDER CONSULTATION
Holiday Inn, Suva, Fiji
21-22 April 2008

Day 1, Monday, April 21st

Session I: Setting the Scene
9:00 – 10:45

Chair and Welcome Remarks: *Richard Dictus, Resident Representative, UNDP Fiji*

Mr Dictus welcomed delegates from the 12 Pacific Island Countries, as well as those from regional and international organizations. He went on to praise the close collaboration between the Pacific and the Human Development Report Unit, citing successful consultations held for the Trade and Corruption RHDRs. The current Report on gender is extremely timely as it is a very pertinent issue for the Pacific. The Report will need to focus on the different ways in which unequal power impacts people's – both men and women's- choices and freedom to enlarge their capabilities. The Report needs to transcend issues of women's rights, equity, equality and focus on the complete human picture. The report must deal with values, norms, socialization processes, stigma, economic activity, opportunity, access, etc. from both sides of the gender equation. It will also need to focus strongly on rights-based approaches and give emphasis to both the duty-bearers and the right -holders.

Turning to the distinct challenges confronting the Pacific in battling gender inequality, Mr. Dictus noted the following issues: The first is the gender aspects of the fight to reduce HIV and AIDS and the second is the gender dimensions of Disaster Risk Management and Adaptation to Climate Change.

Power differences, deeply rooted in prevailing social norms, constrict women's socio-economic opportunities and are at the core of heightened HIV vulnerability of women and girls (related to unequal access to resources and information, unequal decision making power, including that in sexual relationships). It was seen as essential to implement HIV interventions that integrate gender and address specific female, male, boys, girls and transgender vulnerabilities. A possible approach would be to make better use of the human rights frameworks now gaining momentum in the Pacific with CEDAW implementation.

The vulnerability of the Pacific to natural hazards and climate change is well known. However, it is important to recognize that the impact of such events is likely to be different for men and women. Better understanding is needed of how livelihoods are conducted and sustained by men and women. Understanding also needs to be deepened of the roles men and women play in communities, which influences their participation in natural resource management.

The RHDR and Objectives of the Consultation - Anuradha Rajivan, Regional Programme Coordinator, Human Development Report Unit, RCC/UNDP

Ms. Rajivan presented the objectives of the consultation, the linkages between gender and human development; the status of the work of the Human development Report Unit (HDRU) on the gender report; issues to be focused on for the Report. She also presented statistics on gender (in)equality in the Pacific and brought out the tenuous balance between political sensitivity and credibility, while sharing some possible messages for the Report and the next steps.

The objectives of the consultation were:

1. Introduce the Asia-Pacific HDRs and the theme of 'gender' for this RHDR
2. Overall trends in gender differences in the region and measure gaps
 - Discuss innovative and proxy measures
 - Focus more sharply on the lives of the disadvantaged sections, the poor
3. Improve the understanding of gender gaps by
 - Exploring underlying causes for inequities
 - Mapping factors that inhibit equality
 - Identifying consequences of inequalities
 - Reflecting Pacific perspectives in the work
4. Provide a platform to
 - Share experiences and ideas to promote equity
 - Analyze why gender inequality may be more prevalent in some countries / sectors over others, providing clues for solutions
 - Identify good practices
 - Highlight priorities and possible solutions to improve people's lives

Introducing the overall framework of 'unequal power and voice', the speaker presented the six sub-themes that emerged from earlier consultations for consideration. These were:

1. Political power: gender in justice systems – laws, lawmakers, traditional and introduced - on the books and on the street
2. Economic power: investing in gender equity – context of inclusive growth and globalisation
3. Gender in crisis: breakdown in social relations
4. Gender, energy and environment: adapting to climate change, securing livelihoods
5. Gender, mobility and migration
6. Gender-based violence: beyond domestic violence

Anu Rajivan presented the audience with feedback from the Asia Stakeholder Consultation (held in Langkawi, Malaysia from 14-15 April, 2008), which prioritized political and economic power as the top two sub-themes the Report should address with gender-based violence as a cross-cutting theme. The two big messages from the Asia Consultation came from issues related to mindsets (*It's 'our' issue, not 'her' issue*) and policy (*Commitment is revealed by money and laws*).

Tour de Table of national stakeholders (facilitator: Ramesh Gampat, HDRU, UNDP RCC) – Pacific Stakeholders working for gender equality from

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governments, academia, civil society and the media highlighted key issues, experiences and good practices in fighting gender inequality in their respective countries*:

FIJI ISLANDS

Women's Action for Change (WAC)

- The culture of 'coups' in Fiji has continually traumatized people and deepened socially sanctioned violence against women. Is the country presently making progress towards gender equality or merely moving back to the previous status quo? The continued militarization of the country presents a strong barrier to women's equal voice and freedoms.
- Gender and sexual rights, particularly the plight of sexual minorities, were seen as extremely important issues as sexual minorities often experience the lowest levels of human development. Political will on these and other gender issues was seen as a barrier to progressive action.
- Moving forward, Fiji needs to improve its communication paths to disseminate good practices and replicate and scale them up nationally. Particularly, within each good practice, there is a need to highlight the linkages between the macro and micro, as well as different levels of agency.

– Pasifika Women with Disabilities Network

- People, especially women with disabilities, experience a disproportionate level of discrimination and violence throughout Fiji and many other countries in the Pacific. There is also a higher level of in-family abuse. Girls with disabilities have special needs compared to boys.
- There is less access to education by women with disabilities compared to men. This leads to a cycle of poverty and discrimination against these women.
- A greater degree of awareness of the issues facing women with disabilities is needed, especially from non-governmental organizations that are not exclusively mandated to work on these issues.

- Pacific Foundation for the Advancement of Women

- Feminization of poverty clearly illustrates that poverty and gender inequality should not be dealt with separately; they part of the same problem
- There was seen to be a lack of Government capacity in Fiji and other Pacific Island Countries to understand, identify and develop programmes aimed at reducing gender inequality.

- Fiji National Council of Women

- There was a stated need to address gender inequality in adolescents and the different power dynamics of this group as opposed to adults.
- Finding the right word for gender among indigenous peoples in Fiji itself is a challenge. This highlights the language/communication barrier for this group. The collective power of peer-to-peer communication amongst indigenous groups was

* These are the personal views of stakeholders and do not necessarily reflect those of governments in the region

put forward as a potential strategy to address gender issues due to the fact that it is easier for them to relate to each other rather than outsiders. Overall, in terms of closing the gender gap, indigenous groups should be prioritized as they were stated to be further behind than mainstream groups.

TONGA

- Gender equality was seen as a secondary concern in Tonga by the majority of decision-makers and even by women themselves due to the traditional notion that all women hold a very elevated status in the Tongan society.
- The major challenge for women's empowerment in the country was seen to be economic independence and control. In particular, resource constraints and legal barriers to women's inheritance, especially in land (women can only lease land not inherit), is an issue which needs immediate action.
- Although there is only one woman parliamentarian in the country, the upcoming elections have the highest number of women candidates ever recorded.

NIUE

- Issues of gender inequality are similar to other small island developing states. In Niue, the Government is focusing strongly on the human resource sector to help close the gap.
- New immigrants to the country are seen as posing a problem: they have introduced conflicting ideas and values into Niuean society.
- In terms of political participation, there is only one woman cabinet minister in the country so that number could be increased along with wider female participation in the local level decision making bodies.

SAMOA

- There is a prevailing mindset in the country that gender inequality does not exist and it is not a problem. Hence, dealing with the more subtle aspects of gender inequality is a big issue. For example, legislative equality is reasonable, female representation in higher levels of the Government is quite good, and the *matai* system technically allows for women to be chosen as *matais*. These are often presented as reasons that gender inequality does not exist. However, there are many indicators of gender inequality. For example, domestic violence levels are high and parliamentary representation is low. The suggestion that gender inequality is a problem can often be seen as an attack on culture..
- There is a challenge of addressing men. Gender is about men and women, girls and boys. Because traditionally it tends to be women who are the more disadvantaged, many projects target women specifically. How do we convince men that gender is really about them too?
- Relying on evidence and data, which often doesn't exist or is hard to access to show that gender inequality really is an issue presents challenges. Within this, if the efficiency argument is used, it would be important to show the specific positive benefits of engaging with both women and men. Engaging with men and boys is fundamental.
- It is also important to consider the rural-urban divide in relation to gender inequality. Government, Civil Society Organizations (CSOs) and other machineries are usually located in urban areas and as such can focus much

- more on urban considerations, while issues in rural areas can often be quite different.

COOK ISLANDS

- Cook Islands is a party to the Convention on the Elimination of all forms Discrimination Against Women (CEDAW) through New Zealand. New Zealand signed the Convention on 17 July 1980 and ratified on 10 January 1985. On 11 August 2006, the Cook Islands acceded to the Convention in its own right.
- The two main concerns about gender inequality were stated to be the under-representation of women at all decision-making levels and domestic violence with cultural practices, perceived or otherwise, being a central issue throughout. In terms of the former, there is only one woman Minister and two Members of Parliament and a lack of female representation at all levels of the bureaucracy, including the community level. In terms of domestic violence, the two major challenges are lack of political will and lack of capacity on the ground to address the issue. There needs to be stronger legislation on the books as well as greater resources delegated to training and awareness-raising.
- Suggested strategies to address gender inequality include:
 - Gender Impact Statements –cabinet submissions should include gender analysis.
 - Gender-relevant statistics need to be collected and must be centralized for easy access and transparency.
 - A closer working relationship and cooperation between Government, NGOs and development partners is needed to advance gender equality and women's empowerment.
 - There needs to be a sustained commitment by Government to tackle gender inequality with concrete targets and timetables, stronger and more diverse mechanisms for effective tracking and monitoring of financial resources spent on gender equality; sufficient allocation of resources at all levels for real progress in implementing national policies; and regional action plans and international conventions with particular emphasis on reaching women in rural areas.

TUVALU

- The Government of Tuvalu has prioritized gender equality in all of its development undertaking through its Department of Women under the Ministry of Home Affairs. The inclusion of women and gender issues in the National Strategic Plan “Te Kakeega II” provides an opportunity to pursue gender issues at the national level; however, the biggest challenge was seen to be resource constraints and lack of capacity.
- Tuvalu boasts gender parity at the secondary education level. In addition, an average of about 45 percent of all overseas tertiary scholarships since 1991 have gone to women. There is also an increase in the number of women who hold mid and senior level positions in civil service posts.
- Challenges which Tuvalu needs to address in the fight against gender inequality: lack of women in decision making at the community level, outdated laws which contribute to gender based discrimination. In addition, it is essential to have leadership training for women and spread awareness on gender inequality to help change the notion that it does not exist.

KIRIBAS

- The idea of 'gender' is seen as a new phenomenon and cannot be easily articulated by the population of Kiribas. Traditional values and norms make it difficult to deal with gender issues as it is either seen as 'invisible' or an affront to culture. These challenges are particularly acute in rural areas.
- The country has recently ratified CEDAW and is working on implementing the provisions of the Convention at all levels.

NAURU

- Although Nauru has a population of more women than men, attitude and a lack of education is a major problem to reducing gender inequalities. Gender is largely viewed as a domestic problem, in which the State or other outside entities should not interfere.
- Men in the country feel threatened by the idea of gender equality; they feel that gender equality is only about women surpassing them.
- Nauru has not ratified CEDAW and needs the assistance of organizations such as UNIFEM and the Pacific Regional Rights Resource Team (RRRT) to do so.
- The top priority for the country is women's health and education. It was proposed that mentoring and data collection programmes could bolster these and other efforts to bring about positive change for women.

MARSHALL ISLANDS

- An interesting difference between Marshall Islands and other Pacific Islands Countries is that women have traditional authority over land, which is inherited and owned through the mother of the household. In contrast, the culture of the country is such that women are not encouraged to speak or be present in front of men while male relatives are often asked to act as a proxy for the women of their household, a situation which often leads to men taking the advantage. Even so, gender inequality is translated in the local context as women over-taking men.
- The US is giving a substantial amount of compensation for development assistance; however, these resources are not distributed equally amongst men and women, often in favour of men.
- There is a need to further gender sensitize political leaders. Gender sensitive budgeting was attempted in the past but was unsuccessful so there was a need to rework the methodology. Although there were an increasing number of women taking office at the local level, there is a complementary need to combine this with women at higher levels of decision-making. At the household level, there is also a need to educate the extended family as well as immediate family, such as mothers-in-law and other members.

SOLOMON ISLANDS

- The prevailing mindset in the Solomon Islands is that gender equality is the sole business of women. This prevents gender, and women's voices, in particular, from being mainstreamed in much of the country's development planning and policies. *Balancing culture and gender equality* is key to the success of any initiative aimed at women's empowerment.

SYNTHESIS OF COUNTRY PRESENTATIONS

Ongoing Measures	<ul style="list-style-type: none"> • Many countries throughout the region have signed or ratified CEDAW • Several countries in the Pacific have departments and/or ministries exclusively dedicated to gender and/or women's empowerment • Most countries have civil society organizations actively working to enhance gender equality in their countries and/or regionally
Positive Examples	<ul style="list-style-type: none"> • Many countries throughout the region have established safe houses and other support centres for victims of gender-based violence • Several countries have women involved in government either at the Parliamentary and/or Ministerial levels • In numerous countries throughout the Pacific, women hold a traditional high place in society
Issues and Challenges	<ul style="list-style-type: none"> • Gender is seen as a 'new or women's issue' with little reference or understanding of what it means • Changing mindsets to facilitate and sustain gender inequality is a big challenge • Addressing culture and traditional practices is a priority for change • Political will is often not present to carry out gender sensitive policies and reforms • Lack of capacity, both technically and in terms of resources for gender programmes, is a substantial challenge for many countries • The paucity of data throughout most Pacific Island countries makes measuring and reporting on gender a challenge • Women are often not represented in all levels of decision making, particularly at high levels • Extensive gender-based violence throughout the region, particularly in the household and during conflict/crisis situations is a serious problem in many countries • Implementation of laws which focus on gender equality, particularly those dealing with land and inheritance rights for women • Greater attention should be given to sexual minorities as these groups often have high levels of violence, discrimination and poverty • The issue of male agency and involvement in initiatives promoting gender equality needs to be strengthened • Young women and women with disabilities are particularly vulnerable to gender discrimination and violence • Religious and faith-based institutions need to be more integrally involved in efforts to alleviate gender inequality

Networking Break: 10:45 – 11:00

Session II: Pacific Perspectives
11:00 - 13:00

Chair: *Garry Wiseman, Manager, UNDP Pacific Centre*

The second session for the day involved a panel discussion of experts from the Pacific to discuss 'Pacific Perspectives' on: *gender and justice systems* (including political participation), *investing in gender equality*, *gender based violence* and *gender in crisis*. Membership of the Panel, in speaking order, consisted of: Ms. Imrana Jalal (RRRT), Dr. Henry Ivarature and Ms. Joanne Kunatuba (PIFS), Ms Michelle Reddy (FWRM), Ms Ana Laqueretabua (UNIFEM), Ms. Sharon Bhagwan-Rolls (Fem'LINK), Ms. Rose Atu (PNG Family Violence Sexual Action Committee) and Dr Wame Baravilala (UNFPA).

Ms. Imrana Jalal (RRRT) presented on gender justice in Pacific Island Countries and outlined the major entry points:

- Legislation (including criminal law, civil law and family law)
- Courts (common law)
- Judicial and legal policies
- Practices (of officials of the justice system, including the police)
- Legal aid to support women (critical for the poor; the only country with this facility in the sub region is Fiji)
- Human rights mechanisms
- Ratification of international human rights Conventions along with enforceability provided through the reporting process
- Customary law systems in many countries (especially in Melanesia; these tend to be 'glamorized' and have a disproportional effect on women, for example witchcraft in PNG)

Each of the above issues demanded different **strategies for change**. For example, to change legislation requires campaigning, lobbying and working with members of parliament because it involves changing the substance of the law. To change the women's status in the courts by getting new legal precedents would require training of judicial officials and lawyers to change attitudes and mindsets. In order to change policies and practices on the ground, it requires negotiating with the courts and judicial officials to bring about a mutually beneficial outcome.

Lastly, **how women are treated in the justice system reflects the societal status of women in a given country**. If women's status is comparatively low in society, this will be reflected in the justice system with notable but rare exceptions. The status of women in society and the justice system is no different in the Pacific than in the rest of Asia, except that systems in the Pacific might appear to allow for a slightly faster pace of change if there is political will and women's NGOs are able to effectively mobilize (the last point was seen to be extremely crucial for success). The economies of scale, the sophistication of the women's movements and the funding/technical support received determine the degree of mobilization (this was demonstrated in the Cook Islands and Fiji). In one case, Pacific Countries are ahead of Asia and RRRT is assisting Malaysia to change family laws.

Dr. Henry Ivarature and **Ms. Joanne Kunatuba (PIFS)** spoke about the **Pacific Plan**, which is an important regional instrument for reducing gender inequalities. According to the Pacific Plan, the aim is “to pursue economic growth, sustainable development, security and good governance, through greater regional cooperation and integration”. **Strategic Objective 8 of the Plan is on improved gender equality** and is built on the ideas of other regional initiatives, such as the Beijing Declaration and Platform for Action, CEDAW, the Commonwealth Plan of Action for Gender Equality and MDG3. Other regional initiatives contribute to improving gender equality and are being monitored and evaluated in terms of:

- Harmonized approaches in the health sector under the Samoa Commitment, including the HIV/AIDS and STI Strategy; a stronger focus on non-communicable diseases; and agreement on health worker agreement.
- Support or establish the regional consolidation of commitments to key institutions such as audit and ombudsman offices, customs, leadership codes, anti-corruption institutions and departments of attorneys-general.
- Upgrade and extend country and regional statistical information systems and database across all sectors.

In terms of pressing issues for **increasing women’s participation in parliamentary processes**, (which in the Pacific stands at a low 4.1 percent) the speakers highlighted the following:

- Main challenges:
 - What measures are suitable, appropriate and relevant for each of the Forum Island Countries’ setting?
 - How to go about making the measure or measures which are considered relevant for FICs, acceptable and implemented?
 - Need for awareness-raising programs on measures for increasing women’s representation in legislatures, including legislation, electoral system, social, economic, political and financial, traditional and cultural.
 - Members of Parliament, including Ministers, political parties, officials, traditional leaders, churches, key government officials, NGOs
 - Challenge of differing literacy levels and politically awareness among citizens

Ms Michelle Reddy (FWRM) spoke about **gender equality from the point of view of youth** in the region. Culture places value on women – as child bearers and care givers. This also restricts women because it defines women only by these roles. Young women are expected to be seen but not heard. Being young and a woman is synonymous with having unequal power and no voice. The critical issues in this regard seem to be religion, culture, sexual reproductive and health rights and leadership.

Other points raised:

1. Recognize the particular social, political, economic and cultural challenge that young women in Pacific Island countries face
2. Acknowledge the contribution and rights of women with disabilities to be included in government and NGO programmes
3. Acknowledge and advocate for the inclusiveness of Lesbian, Gay, Bisexual, and Transgendered youth in the Pacific

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4. Support innovative leadership programmes for young women to equip them to participate effectively in decision-making processes in their homes, communities, and countries
5. Utilise the energy and creativity of young women for the Pacific Women's Movement
6. Ensure that young women's opinions and experiences are taken into account in making policies that will affect their lives
7. Advocate for a distinct space for young women at national and regional events, and their inclusion in all official delegations
8. Encourage intergenerational conversations by drawing on our many voices and myriad strategies that continues to advance women's rights in the region
9. Utilize commitments made in the Pacific and international documents and meetings which specifically address young women's issues

Ms Ana Laqueretabua (UNIFEM) saw **investing in gender equality as a transformative area to help achieve gender equality** in the Pacific. The main issue is not how much resources have been allocated to women but whether a gender perspective has been integrated into the design and implementation of programmes. Progress in this area could be captured more directly through process-oriented gender indicators. It was observed that the notion from religious and cultural institutions of "happy families, happy isles in a tropical paradise" belie a reality of gendered social relationships, resulting in various manifestations of entrenched discrimination against women.

Pacific economies are weak and largely dependent on bilateral and multilateral donor assistance, as well as **remittances** sent by Pacific islanders working overseas. Agriculture and fishing is central to local subsistence and is often the only basis for different levels (from the macro to micro) of engagement with the cash economy. Fiji has a large inflow of remittances from the British army, UN peacekeeping and international security guard services to Iraq, Lebanon, Afghanistan, etc. Large numbers of the Tongan and Samoan male population find work in Australia and New Zealand. Seafarers from Kiribati and Tuvalu travel the world and are principal income earners. The gendered impact of such economic activity involves men moving between the two worlds – the modern global society with cash in their pockets, and the traditional societies at home, which are often remote, undeveloped and steeped in conservative customs and religions. Mobile men with money create fertile ground for commercialisation of sex and the rapid transmission of HIV, as well as the normalisation of heavy handed physical violence and control tactics that might be employed at home. Asian fishing fleets, loggers, and traders present problems in Kiribati, for example, where young women are commoditized by Asian fishing crews and Chinese traders.

In terms of what to do, the panelists noted:

- Next steps vary by country and are more urgent in some cases than in others. In the case of Papua New Guinea, lobbying and advocacy with donors and government to put gender equality into the Kavieng Declaration should be an urgent priority.
 - At the global level, there is a need for gender-responsive indicators for aid efficiency and effectiveness that are consistent with and have the potential to contribute to further development of the Paris Declaration Indicators.
 - Aid that is not efficient or effective for women is, by definition, neither efficient nor effective.
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Ms. Sharon Bhagwan-Rolls (Fem'LINK) spoke about the importance of highlighting **UN Security Council Resolution 1325** and taking forward its decisions. In particular '1325' is illustrative of how the UN and NGOs can work together for meaningful change toward gender equality even though women still remain under-represented in the peace process after 1325.

Three areas are critical to **gender equality in the context of conflict peace and security**: *participation, protection and peacekeeping*. These 3 Ps clearly address the ongoing trend in gender inequality which was once again reaffirmed during last year's Open Debate at the UN Security Council (October 23) that highlighted under-representation of women in formal peace processes even seven years after 1325. This was particularly challenging in the Pacific Island region, where war is not only being fought amongst political factions or armies or militants, but where war is being waged on dwindling natural resources, including rising sea levels; where women continue to face the brunt of domestic and institutional violence; and where political structures, whether modern or traditional, continue to perpetuate barriers to equal women's participation in decision making. When it comes to gender, conflict, peace and security, the heart of the issue is about human insecurities – social, political, economic and environmental insecurities.

In terms of moving forward, there was a stated need to invest in a range of national strategies to fight gender inequality because there is no "one size fits all solution." The 1325 Resolution and the UNDP CPR Eight Point Plan, for example, provide practical strategies that need to be considered and adapted to our region. One interesting way to do this is through **women's media, information and communication networks**. Such networks have continued to demonstrate that they have a role, a place and a purpose to assist in advancing global commitments. This could be done by advancing gender justice (by assisting women learn about their rights), expanding women's citizenship, participation, leadership and advancing women as decision-makers and by enabling them to gain the skills and confidence they need to or influence the decisions that directly affect their lives.. Women in media and information-communication networks offer the opportunity to:

- document and provide evidence of women's situations and contributions in addressing issues of peace and security in order to inform and influence peace processes
- produce information in an appropriate and accessible manner which contributes to peace-building and serves as a support for other peace initiatives from peace education to mediation and training
- establish accessible and appropriate information and communication systems to serve as gender-inclusive early warning systems. There is also the challenge to transform existing decision-making forums, whether they are traditional or community based or national and regional level, to ensure women are able to take up their legitimate roles

Ms. Rose Atu (PNG Family Violence Sexual Action Committee) Guinea chose to prioritize **gender and justice systems, gender based violence and gender in crisis** as the areas which are of most pressing concern for the country with relevance to many other countries in the Pacific.

- Within gender and justice systems, there was a strong need to look at **medical protocol** (working with health workers), a family protection bill to protect women and children, review legislative amendments (especially the criminal code for

percent compared to 9 percent of those never abused) or to have been forced the first time they had sex (8 percent compared to 5 percent).

- In response to the statement, “a good wife obeys her husband”, 93 percent of rural women and 84 percent of urban women agreed; 85 percent of rural women and 79 percent of urban women agreed that “a man should show his partner who is boss”.
- 77 percent of rural women and 67 percent of urban women agreed that “a woman is obliged to have sex with her husband”.
- 79 percent of the males in the study agreed that women should have the right to ask their husbands to cook and clean.
- 2 percent of men surveyed reported having been physically abused by their wife
- 45 percent of men ever in a relationship reported that they had experienced emotional abuse, such as spouse demanding to know their whereabouts at all times.
- Sexual abuse by their partner was reported by 3 percent of men.
- Only 18 percent of men admitted to having physically abused their spouses (compared to 38 percent of women who said they had been physically abused); 45 percent reported that they had emotionally abused their spouse (compared to 19 percent of women respondent who reported having been emotionally abused).
- No men reported that they had sexually abused their partner (compared to 20 percent of women).
- Two-thirds (74 percent) of the abusive male respondents reported that they had physically abused their wives for “answering back” or disobedience.

Interactive Discussion

This brief exchange highlighted two pertinent issues:

- Collecting **credible and comparable data** is important for many of the recommendations being put forward by the panelists. Capacity is crucial, both at the grassroots and top-down levels, for this to become a reality.
- Many panelists brought up the issue of **women in parliaments** and how a greater presence would lead to more gender equitable outcomes for a country. There is a need, however, for more in-depth impact studies on this relationship to see if this link to more gender sensitive legislation and outcomes is really as strong as it is proclaimed to be.

13:00 – 14:00 Lunch Break

Session III: Focusing the RHDR – Pacific Priorities
14:00 – 17:15

Chair: *Ramesh Gampat, HDRU/RCC*

Focus Group Discussions

Stakeholders were divided into three focus groups and were asked to: identify two priority focus areas from Pacific countries (suggested sub-themes and triggers for discussion provided with guidance sheet) from six sub-themes and explore these themes from the point of view of (a) issues, (b) solutions/recommendations and (c) messages.

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Group A

Priority Theme 1: Gender justice and women in decision making

Priority Theme 2: Investing in Gender Equality

(GBV as a crosscutting issue throughout both themes)

Gender justice and women in decision making

Key Issues

- Low representation of women in parliaments and lack of women in decision-making, statutory bodies and grass-roots organisations. Women are not running for parliament in some countries, while in others women ran but will not be elected. Women have little resources to help them lobby for election and women's voices are often not taken seriously even when elected.
- Women need to be educated (there is a low level of understanding of electoral systems) and support each other to understand ingrained gender roles. The father, for example, dictates to the entire family on who should be voting (Women not seen in decision-making in leadership). Decision-making powers start from the home and move to the macro-level. Without this link, it will be difficult to see women in these roles at a higher level.
- Lack of awareness of the electoral system/reservations/quotas and the political system at all levels, particularly in rural areas.
- Focus on Parliament may be misplaced; quotas should also be in statutory bodies (Permanent secretaries, provincial councils, committees, trade unions).
- Legislative concerns; laws exist but implementation a challenge. Reality is that laws cannot discriminate when it comes to employment but in reality it is not so; enforcement is hardly done.
- Women can be excluded from some jobs due to legislation that creates barriers such as employment barriers (e.g. women are not allowed to manage male blocks in prisons so this means they are excluded from such jobs).
- When there is a party system, it can inhibit women's representation as parties have spaces that do not always accommodate women.
- GBV - Gender sensitisation of the judiciary (5 percent of GBV cases make it through the system). In Samoa, there is no specific GBV legislation and not enough women's machinery for it to happen in the near future. There exists a low priority for GBV legislation in the region.
- Expecting women to perform in Parliament when men don't won't solve the problem. Countries should hold male parliamentarians responsible for delivering gender justice to both men and women.

Key Recommendations/Towards Solutions

1. Involve influential community leaders, church leaders, opinion shapers and faith-based organisations to enforce gender justice, especially at the community level. Identify agents of change, champions of gender justice/role models
 2. Employ a range of affirmative action measures, including quotas and reserved seats for women to ensure equal representation of women and men. Where there is increased membership of women in decision-making bodies, learn from these good practices
 3. Increase gender awareness programmes for men, including high-risk groups (such as criminal offenders/men in prisons, men living in poverty, rural men)
 4. Set up regional women's and men's forums for networking
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5. Identify and document indigenous/traditional practices/traditional justice forms that affirm the positive/equal role of women. Review harmful/negative cultural practices that impact women
6. Regular reviews (every five years) of legislation and policies for gender sensitivity should be institutionalized
7. Increased support by governments for legislative approaches to stopping gender injustice

Key Messages

- Collective justice begins with individual justice
- Cultural tradition does not justify gender injustice
- Numbers are not enough
- Gender justice is also men's business
- Violence is injustice (injustice is violence too)
- Knowledge brings power and justice
- No justice without gender equity

Group B

Priority Theme 1: Investing in gender equality

Priority Theme 2: Gender justice and women in decision making
(*GBV as a crosscutting issue throughout both themes*)

Investing in gender equality

Key Issues

- Adequate political will for resource allocation, particularly in the health and education sectors, is a sizeable barrier to progress in investing in gender equality
- The feminization of poverty and HIV has contributed to the importance of seeing economic injustice, public health and gender as a big issue
- Decision makers and political leaders often misinterpret religion and culture to justify gender discrimination and acceptance of the status quo
- The main collateral for people in the Pacific is control land and other natural resources. It is in these areas where men have more control than women both in ownership and use of these resources
- Women often do not have sustainable access to credit facilities which prevents them from becoming economically empowered
- Rural women are often far more disadvantaged than urban women, not only in terms of resources but knowledge and skills development as well
- Minority groups, such as sexual minorities and people with disabilities, as well as youth, often have special needs but are often "invisible" to those in power

Key Recommendations/Towards Solutions

1. Political will is fundamental for sustained commitment and priorities can be influenced by women's advocates from CSOs and the media
2. Invest in micro-enterprise development through access to credit by government, donors and the private sector
3. Prioritize rural beneficiaries in initiatives aimed at investing in women

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4. Mainstreaming gender in all national planning processes and strengthen budget process to take into account gender
5. Capacity building of government, CSOs, decision-makers, faith-based and traditional leaders is needed in order to increase the percentage of women in all levels of decision making
6. Prioritize a certain percentage of resources for investing in gender equality programmes, which is fixed and predictable for a sustained period of time
7. Investing in young men and women, especially sexual minorities and those with disabilities, should be operationalized on the ground through education and vocational training programmes

Key Messages

- Gender should be on the agenda
- Keep the gender promise
- Equality begins at home
- Culture and tradition should not be a barrier to gender equality
- Gender is everyone's issue

Group C

Priority Theme 1: Gender justice and women in decision making

Priority Theme 2: Investing in Gender Equality

(GBV as a crosscutting issue throughout both themes)

Gender justice and women in decision making

Key Issues

- Lack of access to resources reduces women's opportunities in political decision-making
 - Poverty of opportunity and lack of economic power strengthens gender inequality
 - Women's lack of access to resources may be a limit on their ability to get elected – no money no votes
 - Need to consider women and men of different sexualities as they are often the most repressed and subjugated by the mainstream.
 - Traditional leadership is a unique issue in the Pacific. Inability of women to be chosen as chiefs is a constraint. Both Fiji and Vanuatu have chiefs and parliament – which are supposed to interact – but Westminster still seen as a foreign construct. In Fiji, women are able to converse more with chiefs because of their educational status – building women's capacities can change men's perceptions.
 - Women in rural areas still live within traditional structures - but that can be very limited – for example from the village level on upwards; the agenda is dominated by men because women's voices are not prioritized in contrast to in urban areas, where women's economic power strengthens their voice and ability to be heard.
 - The modern and traditional systems of justice interact especially regarding land rights. Policy and law makers need to be aware of differences across the Pacific – matrilineal vs patrilineal systems – both systems don't necessarily result in empowerment for women. There is a need to define political power to take into account traditional practices which impact on power relationships. Traditional systems may prioritize reconciliation, for example, but then there will be no prosecution formally. Sometimes women
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don't even feel they can report an offence because an informal mechanism has been used – strong pressure from the village to accept traditional approaches.

- Women's role within the family has a huge impact on how women see themselves and how other people see them.
- Until women's personal relationships with male members of the household (such as the father, husband, brother) are transformed and based on mutual respect, it will be difficult to see change in other spheres.
- There is need to consider women and men of different sexualities.
- Differences between urban and rural areas in terms of access to resources, knowledge and technology needs to be factored in.
- Inter-generational differences exist between women and need to be recognized.
- Changing mindsets of both men and women is fundamental for sustained change – “we are our own worst enemy”.

Key Recommendations/Towards Solutions

1. Strengthen support mechanisms for existing women leaders (i.e. parliamentarians)
2. Networking and partnership into rural areas is important as problems can be more acute there
3. Stock-take the existing structures/power structures/relevant institutions of political governance/control in order to map problems and prioritize ways to move forward with legislation and policies; differences between rural and urban areas should be part of this exercise as well.
4. Capacity- building to increase knowledge of traditional and modern structures, their interaction and implications for gender equality.
5. Localize international and national instruments, such as CEDAW, designed to empower women.
6. Sensitization of the Chiefly system to gender issues is one of the key factors as many Pacific Islanders see this as the primary normative framework governing their lives. Formal and introduced systems should also be sensitized (i.e. party manifestos, government machineries, etc.)
7. Broad-based civic education is needed to prevent and fight gender inequalities. There is a need to reach out to men to enable them to understand the benefits of gender equity, as well as to articulate their role in this process.

Key Messages

- WISD'M - There is wisdom when women share in decision-making
- Get Gender on the Agenda
- We inadvertently restrict our own progress
- Put your money where your mouth is
- Don't put your mouth where the money is
- Political empowerment starts in the bedroom
- “If men can't even listen to older women how are they expected to listen to younger women”

Following the presentations, the floor was open for comments and questions in the plenary. The following points were raised:

- There is a need to **include people with other sexualities and men / male** agency if any of these initiatives are to be holistic and sustainable. Research is needed on cultural aspects which impact women; this is also crosscutting for policies to respond to local contexts. For the Pacific, this is especially relevant to control and land ownership and natural resources
- Many Pacific Island Countries rely heavily on **donor funds and aid** for social welfare programmes but what about “donor syndrome” when donors go away? Governments should also see how to sustain resources independently in the long term and are the primary responsible party for ensuring their countries achieve gender equality. Donor support should be strategic but pay attention to national ownership and sustainability
- **Faith-based organizations** and their impact on women and women's sexuality are important in the fight against gender inequality
- **Language barriers** are important especially as ‘gender’ is seen to be a new term in many societies
- Political power is not just in the parliament but personal space as well. In the Pacific, as in Asia, the family is the strongest and most fundamental unit of society; to bring about gender equality, need to focus on **personal power and personal space to change mindsets** at home

17:15 – 17:45

Chair: *Anuradha Rajivan, HDRU/RCC*

Summary by Chair

The Chair thanked the three focus groups for a day of extremely rich and diverse discussions. She noted that **all three groups chose the same sub-themes of politico-legal and economic equity (with GBV as a crosscutting sub theme)**, so there was a strong convergence in the Pacific. In addition to GBV as a crosscutting issue, there were issues that repeatedly came up throughout the discussion:

- the importance of working with faith-based organizations and leaders of the region
- including sexual minorities, people with disabilities and youth in policies
- looking at customary legal and justice systems and their impact on gender
- land/resource control and inheritance rights were fundamental for women's economic empowerment
- the importance of generating sustained political will to fight gender discrimination and violence
- the interaction between traditional and formal systems must be part of any contextual understanding of gender equality
- the need to reach out to both men and women so that gender equality is not seen as an exclusive women's issue

~ End of Day 1 ~

Session V: Measuring Gender (In)equality
9:00 – 10:15

Chair: *Isiye Ndombi, UNICEF Representative, Pacific Island Countries*

The Chair opened the first session by highlighting some critical issues relating to data and measurement of gender:

- Work on measuring gender equality at the macro level must be matched by concerted efforts at the micro or household level in order to make a difference in people's lives
- Data should show the inequality of power and provide technical assistance to enable countries to build their own databases
- Making data easily accessible to policy makers and audiences is crucial
- Data must be translated into knowledge in economic terms and highlight what is the cost of taking the wrong decision

Measuring Gender (In)Equality: A New Approach - Ramesh Gampat, RCC

This presentation focused on the importance of measures of gender (in)equality, selected measures in the literature and a proposed alternative measure, the Gender Vulnerability Index (GVI).

The main arguments were presented as follows:

- **Gender Gaps:** have existed from time immemorial in all societies and at all times. Some societies have been more successful than others at dealing with these gaps. Ultimately, gender gaps are about power and competition ... unequal power, unequal treatment, unequal rewards
- **Popular Measures:** The Gender Development Index (GDI) and Gender Empowerment Measure (GEM) are complex and difficult to understand. They have been less successful than expected
- **An Alternative:** HDRU would like to take a step backward and look at gender vulnerability in its "plural" dimension. A new index, based on the methodology of the HDI, can be constructed readily

The presenter further detailed the conceptual and empirical issues associated with the GDI and GEM:

Conceptual issues

- GEM and the GDI: Complex, difficult to understand and interpret. Not as effective as expected
- GDI: Problem of dominance of the earned income component (GDI: as much as 90 percent penalty levied on earned income). Equal penalty applied to all gaps for both GDI and GEM
- GEM: largely reflects position of elite and economically advantaged women; need to focus more on everyday women and the poor.

Empirical issues

monitoring systems. The presenter suggested that HDRU should use qualitative research, such as life stories and focus group discussions, in constructing a new index.

CEDAW Legislative Indicators – Suki Beavers, PC

The speaker began her presentation with some explanatory remarks about CEDAW and the requirements for its implementation. Following on to the legislative indicators for CEDAW, highlighted why it was important to measure legislative compliance:

- Crucial first step to achieving *de facto* compliance and fulfillment of obligation
- Provides opportunities for judicial interpretation of CEDAW (indirectly)
- Provides the opportunity for remedies for victims of (sex) discrimination
- Process of drafting and enacting legislation involves consultation with wide range of parties (which makes CEDAW more relevant)

The 113 indicators that were developed to measure **CEDAW legislative compliance** reflect:

- both direct and indirect gender discrimination
- the requirement to legislate special measures provisions, and
- the importance of anti-discrimination provisions on grounds of sex, marital status, sexual orientation, HIV status and disability

The first 33 indicators cover equality and non-discrimination, sexual and domestic violence, discriminatory penal code provisions. The next 28 indicators cover the establishment of implementation machinery, custom, sex work, political and public life and nationality. The remaining indicators cover education, employment, health, economic and social benefits, rural women, capacity, equality before, during and upon the breakdown of relationships, including *de facto*, and many more.

The UNDP Pacific Centre has assisted in **a comprehensive review of ten Pacific Island Countries** (Cook Islands, FSM, Fiji, Kiribati, Marshall Islands, Papua New Guinea, Samoa, Solomon Islands, Tuvalu and Vanuatu) legislative compliance with CEDAW. The review found that there exist varying levels of compliance from article to article, and from country to country. In each country, there is significant compliance with CEDAW in some areas, in other areas, some progress has been achieved and in other areas, non-compliance remains a considerable issue. The utility of these reviews for countries were stated to be the following:

- they are useful to Pacific governments, civil society and gender/human rights advocates
- a good source of information for government reporting and NGO shadow reporting to the CEDAW Committee
- a tool for identifying areas of non-compliance and determining areas of priority
- excellent for monitoring/measuring future progress towards compliance, fact-based information to counter arguments that gender equality does not exist

The experience on measuring CEDAW legislative compliance was seen as a good practice from the region and is currently being scaled up to include other Pacific Countries, as well as countries outside of the region.

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Interactive Discussion

- **Qualitative research** could be included in and new and existing measures of progress toward gender equity; there is a tendency towards homogenization of groups – what about sexual minorities and people with disabilities?
- Indicators of **women's access to information** is critical for inclusion in any measure (not only Internet); for some countries in the region, such as Fiji and Solomon Islands, conflict issues are becoming important when looking at gender
- There needs to be **comparability of data** across the region and with other regions so sources and guidelines need to be consistent. Many institutions utilize international data for multi-country work. However, data gaps at the national and sub-national level exist and need to be reconciled.
- **Using proxies to bridge data gaps** for Pacific was put forward as a possible solution.
- It was noted that **CEDAW only measures de jure and not de facto compliance** of legislation. New measures could assist by filling that gap.
- HDRU clarified, that, like HDRO, they are **data users not creators**. The GVI will also use international data sources as had past indices. The use of proxies was seen as a second choice if more proximate indicators are not available.

Summary by Chair

The Chair thanked the presenters and the discussants for their extremely targeted and informed contributions toward looking at new ways of measuring gender (in)equality. He went on to affirm that data needs to be accessible to make a difference in policies and programming.

10:15 – 10:30 Biology Break

Session VI: Focusing the RHDR – Pacific Priorities
10:30 – 1:00

Chair: Garry Wiseman, PC

The Chair introduced this session as a continuation of the previous day's **focus group discussions**. Stakeholders were asked to break out into smaller groups and discuss their second priority theme to produce (a) key issues, (b) key recommendations/solutions and (c) key messages for plenary presentation and discussion.

Group A

Priority Theme 1: Gender justice and women in decision making

Priority Theme 2: Investing in gender equality

(GBV as a crosscutting issue for both themes)

Investing in gender equality

Key Issues

- Minimum wage clauses have to be taken out because of WTO compliance but this is a threat to women in low-paid, low-skills jobs. Removal of tariffs on goods; imports are cheaper; workers have been laid off.

- Pacific economies are not private-sector driven, donor-dependent economies.
- Countries are scattered, medical facilities are not accessible and this is even more crucial for maternity care. Centralisation of health services and higher education in capitals and urban centres for the bigger countries. Overpopulation, violence unemployment and overcrowding in urban areas result in pressure on limited services. Mobility is an issue; people need to move to access in services.
- Lack of infrastructure for education even for basic services like primary education.
- Problems with the use of finance to promote work outside the government in civil society; very little funding for civil society for gender equality especially at the community level.
- National ownership of gender equality is a problem. Governments do not commit funds for gender equality, possibly because gender is perceived as an external idea; donors are driving the process and it is consequently not nationally-owned.
- Channelling of gender equality funds are usually done via the Ministry of Women; there are no wider allocations through programmes in other sectors. These budgets are small and not sufficient for a sustained effort.
- Seeking a decent wage is an issue; small businesses, shops, wages council review do not push to increase minimum wages and women are particularly impacted by this. Trade Unions ignore women and do not empower informal workers to become unionised.
- Women often take up customer service positions while men take up more technical and higher paid posts; how to provide opportunities for women in these skilled areas needs to be addressed.
- Fear of changing the traditional governance systems owing to gender empowerment; there is resistance to this kind of change. Consequently, inclusive participation is an issue.
- Tuvalu and Kiribati are facing big changes in terms of climate change migrations; flooding affects housing, destruction of food crops which affect subsistence farming and food security. Women's adaption to these issues needs to be taken into account in planning
- Investments are being made without consulting women; trade-offs in women's livelihoods can be linked to issues from environmental and agricultural changes

Key Recommendations/Towards Solutions

- 1) Invest in community education and technical skills-building
- 2) Investing in transportation and communication infrastructure is important. Logistics is an issue, not only in provincial markets but also in very small islands. Transportation through sea, air and land routes within the islands should be improved; the cost for maintenance of transportation systems must be factored in
- 3) Donor policies should be open to empowering women through a flexible and sustainable approach to funding NGOs so that they become more independent. Participatory approach to planning projects needs to be adopted
- 4) Investment in the recruitment and training of female police officers is needed
- 5) Encourage the private sector but with controls and safeguards that are gender-friendly

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- 6) Investment in access to financial market; more soft loans, micro-finance and encouraging women to open bank accounts
- 7) Invest in IT education for women and girls
- 8) Donors should be more flexible and supportive of faith-based organisations that often provide services for women

Key Messages

- W (women) + I (investment) = Equality
- Prioritise, prioritise, prioritise
- Invest in where the work begins – In the community
- Access to money = Access to a better life
- Invest in capabilities to expand opportunities
- Investing in women is investing in communities
- Investing in gender equality is everybody's responsibility

Group B

Priority Theme 1: Investing in gender equality

Priority Theme 2: Gender justice and women in decision making

(GBV as a crosscutting issue for both themes)

Gender justice and women in decision making

Key Issues

- Participation of women in leadership positions throughout the region is low.
 - Lack of understanding of constitutional rights and lack of knowledge and ability to interpret the law as it relates to daily life. For example, if you're a victim of GBV how do you access justice if the laws are in place? There is no knowledge of the service providers of legal recourse against injustice.
 - Legal aid institutions do not exist in most Pacific Island countries.
 - Low female literacy rates, for example in PNG, impact the ability for women to understand, interpret and put laws into use.
 - Two sets of laws exist in the Pacific: customary and "introduced" law with the latter overriding the former. Some practices are called customary law, which are not customary law; who gets to set the definitions? There is a possibility that customary and formal law can come together once people know their rights. For example, if a woman gets a divorce in customary law, then she loses her land unless she knows the formal legal system.
 - Payback and compensation aspects of traditional laws often discriminate against women. Men take part and are the major benefactors of decision making in traditional justice systems. Even if a customary law judgment occurs, then the formal law will still apply but usually take effect following the customary practice.
 - Faith-based organizations are often used as political puppets to move forward with gender discriminatory policies and practices.
 - Limited resources in the legal system for most countries in the region.
 - Cultural barriers of accessing the formal legal system; for example, women would not take their husbands to court for GBV if they are the sole income generator for the household. This also relates to the importance of economic independence as a prerequisite for a gender-sensitive justice system.
 - Women with disabilities suffer from a lack of knowledge about their rights. The Implementation of pro-disability rights and laws is an issue. For example, every building has to be accessible to disabled persons and there must be
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equal opportunity to employment; however, this does not occur. Often discrimination against people with disabilities is not reported because they are not empowered enough to contest.

- Land is a big issue, especially concerning inheritance laws and female beneficiaries.
- In some Pacific countries such as Tonga, women stereotypically hold a privileged position (by perception) so many men don't see gender gaps even though they are there.
- Gender usually drops out of the picture after crisis situations and the focus becomes solely on reconstruction and redevelopment. Notions of security are purely economic and political without gender being mainstreamed.
- Immigration and nationality laws, particularly dealing with citizenship, are often gender-discriminatory

Key Recommendations/Towards Solutions

1. Civic education needs to be increased in order to make traditional and formal systems work together
2. Inequalities which traditional laws promulgate need to be identified and addressed
3. Draw together case studies/experiences on traditional law for comparative experience throughout the different sub-region of the Pacific
4. Gender actors within the gender system (judges, parliamentarians, legislative drafters, lawyers, military, police, etc)
5. Prioritize female recruitment in the national police and community police
6. Training for police and other members of the justice system for sexual minorities, People Living with HIV (PLHIV) and women is needed
7. Gender-responsive budgeting for justice systems needs to be supported by development partners (aid effectiveness)
8. Ratify the Convention of the Rights of Disabled Peoples and CEDAW
9. Leadership codes are important for regional organizations such as the Pacific Forum to take up and implement
10. Gender screening process should be enacted for all cabinet submissions

Key Messages

- Basic legal literacy is important for empowering women's rights
- "Educate, empower and liberate"
- Gender is too complex to turn into sound bytes
- Focus on institutional framework, information education and communication to transform attitudes
- Interface between traditional and formal systems is important

Group C

Priority Theme 1: Gender justice and women in decision making

Priority Theme 2: Investing in gender equality

(GBV as a crosscutting issue for both themes)

Investing in gender equality

Key Issues

- Lack of access to economic resources, including natural resources and land – leads to poverty of opportunity. Without resources, women's political power is also limited.

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- Socialization of boys and girls at home, in the church and schools is the beginning of the process aimed at addressing economic inequality.
- The reasons why women tend to end up in low-paying / low-end jobs are still not recognized and analyzed at higher political levels. Lifestyle issues have a huge impact here; for example, lack of maternity leave provisions is an inhibiting factor.
- Women are still not taking up technical and vocational education. Part of the problem is cultural/mindset – certain work areas are still seen as “man’s domain.” In particular, for poor families, the short term incentive of a girl getting a job and contributing immediately often overrides the long-term possibility of educating the girl to get a better job. Sometimes, the argument will be that if you invest in a girl she will eventually get married and then all the family’s investment will be wasted.
- Lack of family planning can be a difficulty – parents prioritize schooling and boys end up more likely to be given opportunities. Pregnancy at a young age can be a problem – education systems are not set up to handle women with young children. Many families would also prefer their girl children to marry young – and this impacts their ability to take up tertiary educational opportunities.
- Access to opportunity is still a huge problem – not enough access to technical colleges and is especially hard for people in rural areas to get to school. A lot of women don’t have access to technical skills/opportunities. Some countries give only a small number of scholarships to girls – for example, USP did a study and found that Vanuatu and Solomon Islands gave less scholarship to girls. It could also be that women aren’t applying for scholarships in particular sectors.
- Sex work is beginning to appear as an economic opportunity. In the Solomon Islands, PNG and Kiribati women bring food to the family because of sex work.
- Natural resource industries in the Pacific are associated with sexual exploitation of women. Governments need to think through the implications of letting foreign companies in to pursue unregulated natural resource extraction. Post-conflict situations also have this problem: women use sex to access scarce resources.
- Lack of social safety nets can be a problem. Economic insecurity leads to poor choices. Divorced women, single mothers, etc. are left particularly vulnerable – immediate problems for the mother, which are often passed on to their children.

Key Recommendations/Towards Solutions

1. Need to invest in gender equality at the national level. As a first step, women’s mindsets can be empowered to do this but line ministries also need to invest a proportion of their budget in gender and take responsibility for mainstreaming gender
 2. National planning and finance departments should include gender analysts who will oversee gender mainstreaming. Foreign Affairs Offices need to start better monitoring of women’s conventions
 3. There is need for better gender budgeting and gender auditing through increased capacity building for ministries to undertake this exercise
 4. International and regional trade activities need to be gender sensitive
 5. Showcase role models of Pacific women doing different and non-typical kinds of work
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6. There is a need for male advocates for non-traditional female employment. Teachers also need to encourage women and men to do non-stereotypical jobs
7. Provide sex education to change mindsets around women's sexuality and empowerment; working with faith-based organizations to avoid resistance
8. Availability of money for schooling is a big issue – need to have proper support systems in place to enable both boys and girls to go to school. Need to set up systems and processes to make sure that women with children can still access educational opportunities
9. Safe accommodation needs to be provided for girls and women who have to leave home to go to school
10. Invest in social safety nets for women
11. Corporate social responsibility should involve work towards gender equality (for example, conflict/gender-sensitive business practices/training for extractive industries) and involvement of disadvantaged women in the community. There is a need to have a clear incentive for the private sector to be gender-sensitive. Women's management of resources in the home demonstrates their capacity to contribute
12. More inclusive economic growth is desired and this involves recognizing the differences across classes of women and the rural/urban divide
13. Recognize women's work in the formal and informal sectors

Key Messages

- Girls can do anything
- Time to change the mindset
- Keep gender on the agenda
- Government: put your money where your mouth is

Presentations

Synthesis of Key Recommendations/Towards Solutions
Access to information and civic education is key for empowering women and for gender minorities to seek justice
Rhetoric about investing in gender is not matched with resources committed on the ground
Traditional and customary practices, especially those dealing with land and resources, need to be consistent for gender equality to become a reality
Working with faith-based institutions and men is fundamental for bringing about gender equality
Don't homogenize 'gender' policies to mean only women. Men, sexual minorities, women with disabilities, young women and rural women who often have special needs must be included
Ratify and comply with CEDAW and other regional and international legal instruments for gender equality
Poverty, capacity and lack of empowerment go hand and hand; one cannot be tackled exclusively without the other
Both the financial/planning and line ministries have to be involved in gender-budgeting and gender-mainstreaming

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Synthesis of Key Messages
Keep gender on the agenda
Put your money where your mouth is
Its our problem not 'her problem'
Traditional and formal systems need to work together to promote gender equality
Investing in gender equality is everybody's responsibility
Cultural tradition does not justify gender injustice
Violence is injustice (Injustice is violence too)

Lunch Break: 13:00 – 14:00

**Session VII: Concluding Session
14:00 – 15:30**

Chair: *Ramesh Gampat, HDRU/RCC*

Reflections on Pacific concerns/priorities – Anu Rajivan and Garry Wiseman

Looking back at the extensive and diverse inputs from the past two days, there are some areas of convergence. This is evident from the fact that all focus groups decided to prioritize *politico-legal equity* and *economic equity* with gender based violence, culture, sexual and other minorities as cross-cutting issues.

In terms of **politico-legal equity**, the strategic relevance of this is that it is a cross-cutting issue and provides a space for transformational change. The issue is critical both at micro-and-macro levels, but linkages need to be made quite explicit; the personal is also the political. This theme includes political power/law/law-reform/implementation/legal precedents, culture, faith-based organisations, leadership, and traditional and non-traditional structures and has clear policy content – some of which may not cost very much to put into action.

Some of the common concerns were:

- **Political power** needs to be extended/ defined broadly to include the public sphere in national governance structures, political parties, religious and traditional bodies, and local governance mechanisms. Political power is also about holding the powerful accountable. Focusing solely on Parliament might be misplaced; quotas should also be in statutory bodies (permanent secretaries, provincial councils, committees, trade unions).
- Small number of women in decision-making, **low representation of women** in parliaments and lack of women and women's voice for those in decision-making, statutory bodies and even in grass-roots organisations. Women are not running for parliament in some countries, while in others women contest but are not elected because of lack of resources/party support and electing patterns. Party system can inhibit women's representation as parties have spaces that do not always accommodate women.
- **Legislative concerns**, laws exist but not enforced. Laws may not discriminate on employment as per the book but in reality it is not so. Land issues/family law particularly inheritance, people with disabilities, **gender**

sensitisation and maintaining independence of the judiciary (5 percent of the GBV cases make it through the system) is an issue. There is a low priority for GBV legislation. Coordination of **enforcement of pro-gender laws** is hardly done. Social workers and police need to be involved in this process.

- **Gender impacts of customary law:** there is clash between the **modern and traditional justice systems**, i.e. pressure within family and village for victims of GBV to accept traditional forgiveness over modern forms of justice. However, there are examples of customary law relevant in Pacific, in particular around women's land rights – gives economic empowerment, right to negotiate.
- Need to instil a process of change at the **cultural level**. How does one go down to the local level and instil change? Ingrained gender roles and patriarchy should be dealt with in any analysis of gender. Decision making powers should start from the home and move to the macro level. Without this link, it will be difficult to see women in these roles at a higher level.
- Until women's personal relationships with others, such as **household relationships** (e.g. father, husband, brother), are transformed to be based on mutual respect, it will be difficult to see change in other spheres (i.e. outside the household).

In terms of possible avenues to bring about change, many of the stakeholders proposed the following measures:

- Take stock of formal and informal power structures. **Involve influential community leaders**, church leaders, opinion shapers and faith-based organisations to enforce gender justice at the level of community. Identify agents of change, champions of gender justice/role models (e.g. Men and Women of the year). Transform traditional and formal structures to promote participatory decision-making – have men and women sitting together and talking with each other. There is a need for “shared power.”
- **Range of affirmative action** measures could be implemented, such as quotas and reserved seats for women and equal representation of women and men. Increased membership of women in decision-making bodies is important, as well as learning from best practices.
- **Government machinery needs to be gender sensitized.** Political party manifestoes need to include gender. Civic education is fundamental for ordinary people to better understand existing governance structures– can't engage effectively if they don't understand how the system works.
- Support women parliamentarians and leaders with **education and skills for negotiation**.
- **Localize international, regional and national policies and instruments** (e.g. CEDAW) – make high rhetoric speak more effectively to local people.
- Need to better **reach out to men**, increase gender awareness programmes for men, including high-risk groups, offenders/ men in prisons, men living in poverty, rural men, set up sub and -regional and national forums for sharing for men. Entry points include communities, Human Rights principles, men's forums, etc. Set up regional women's and men's forums for networking.
- Identify and document **indigenous/traditional practices**/traditional justice forms that affirm the positive/equal role of women. Increased work on harmful/negative cultural practices that impact women is equally important.
- Prioritise **female recruitment in the police** and community policing.

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- Gender screening process for **cabinet submissions** is an innovative way to keep gender on the policy agenda.

The second theme which stakeholders prioritized was **economic equity**. Its strategic relevance is that investing in gender equality through economic empowerment for women can lead to increased political power in terms of participation in decision-making forums in communities; economic empowerment = political empowerment. Economic disempowerment can make people, especially women, more vulnerable to GBV. Economic empowerment thus has the potential to be transformative and amenable to policy.

Some converging issues are:

- The thinking that explicit **gender inequality does not exist**; that it's not a problem. Necessary to deal with the more subtle aspects of gender inequality.
 - Lack of access to economic resources, including natural resources, land, leads to **poverty of opportunity**. Without resources, women's political power is also limited.
 - The fact that women tend to end up in **low-paying / low end jobs** is still not recognised at higher political levels. Lifestyle issues have a huge impact – e.g. lack of maternity leave provisions, etc. act as an inhibiting factor. Removal of minimum wage clauses pushes women into low paying jobs.
 - Suggesting that gender inequality is a problem can often be seen as an **attack on culture**; implication is that culture is wrong. This is a very sensitive issue.
 - **Gender is about men and women**, girls and boys. But traditionally, women tend to be more disadvantaged, many projects target women specifically. How do we convince men that gender really is about them too, and that it's not just words to say that gender is about men and women?
 - Countries are **scattered**, medical facilities are not accessible and this is even more crucial for maternity care. **Centralisation** of health services and higher education in capitals and urban centres can impact negatively on women and gender minorities.
 - **Lack of infrastructure** for education and mobility even for basic services such as primary education and access to markets.
 - Women still not taking up **technical vocational education**. Part of the problem is cultural/mindset – certain work areas still seen as “man's domain.” This starts at a very young age – women are socialized to tend towards female-stereotyped jobs. Pregnancy at a young age can be a problem – education systems not set up to handle women with young children. Many families would prefer their girl children to marry young which impacts on their ability to take up tertiary education opportunities.
 - **Sex** work is beginning to appear as an economic opportunity and it is attracting many young and uneducated women and men.
 - **Lack of social safety nets** can be a problem. Feelings of (economic) insecurity lead to poor choices.
 - Political will is a big problem, especially in **gender equitable resource allocation**. How to generate political will – make gender equality a “vote
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winner” and name specific constituents in politicians’ constituencies to give it a “human face.”

- Channelling funds is usually done through the Ministry of Women; there are no wider allocations through programmes in other sectors.
- **Migration (both safe and unsafe)**, owing to economic reasons, both internally and between countries, can affect family relations at home; migration can be both empowering and disempowering.
- **Young women, sexual minorities and the disabled** are “invisible” when it comes to investing in gender equality.
- **Rural/urban divide** shows that rural women have special needs.

Some initiatives which could bring about positive change toward gender equity:

- Invest in **transportation and health infrastructure** that is gender friendly.
- Socialization of boys and girls **in the home**, church and schools is the beginning of the process of economic equality.
- Relying on **evidence and data** to show that gender inequality really is an issue. In addition, use the efficiency argument; show the specific positive benefits of engaging with both women and men.
- **Engage with men**; and ensure that any attempts to address gender inequality include and consider men and boys.
- Need for gender budgeting and **gender auditing** through capacity building of ministries.
- Showcase role models in the Pacific – women doing different kinds of work for example. Need **male advocates** too – teachers need to encourage women and men to do non-stereotypical jobs.
- Need **sex education** to change mindsets around women’s sexuality and empowerment.
- Set up **systems/processes** that make sure women with children can still access educational and health facilities.
- Focus on the **private sector** – a vibrant economy needs a skilled workforce that includes women.
- Political will on gender equality can be pushed by CSOs and the media.
- **Invest in micro-enterprise development** along with access to credit and IT education to market products.
- Capacity-building for governments, CSOs, faith-based leaders and traditional leaders to increase percentage of women in decision-making positions.
- **Prioritize a certain percentage of resources for** investing in gender equality programmes.
- Investing in young men and women, especially those with **disabilities, in education and training programmes is important.**
- Need to recognize **value of women’s work** in the formal and informal sectors.

Interactive Discussion: Suggestions from participants

The stakeholders thanked Anu and Garry for their comprehensive synthesis of some of the main issues raised over the last two days. Additional issues raised were:

- Sexual exploitation is a huge issue in the Pacific which needs more action from policy makers. The monitoring and collection of data needs to be improved; need to sharpen an appropriate set of indicators.

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- Traditionally, official statistical offices collect only economic indicators and now are being overwhelmed with social statistics requests, such as those associated with measuring gender (in)equality. Perhaps, there is a need to give more resources to these offices in order to build their capacity to collect social statistics more actively.
- Need to look at indicators (data) for women and people with disabilities, as well as minority groups such as sexual minorities.

Summary and Concluding Statement by Chair

The Chair thanked stakeholders, especially those who had travelled considerable distances to participate. These consultations are fundamental if the Report is to be “of the people of Asia Pacific and for the people of Asia Pacific”. Taking the rich and diverse inputs from the Asian and now Pacific stakeholders forward, the HDRU will begin the process of commissioning research that responds to the priorities and concerns of the region. The Chair invited all stakeholders to continue to work with the HDRU in shaping the contours of the Report through the AP-HD Net discussions, as well as contributing research and acting as champions for the Report.

~ End of Meeting ~

Special Briefing Session with the Asian Development Bank

Preliminary Review of Gender Issues in the Pacific. In preparation for regional technical assistance to strengthen Pacific policy analysis.

Presenter: Gayle Nelson

The speaker thanked UNDP and all stakeholders for the opportunity to present some current work of ADB in the Pacific on gender equality. She began with an overview:

- Phase 1: Production of country gender profiles, and assessment of areas for further action under the umbrella of a broader proposed regional technical assistance
- Phase 2 and 3: Research and pilot activities for government-led, gender-responsive policies and programmes.

Current activities under Phase I include:

- Development of fourteen 3-4 page Country Gender Profiles
- Collation of information on gender-related activities of other donor partners
- Consultations to assess how ADB can support collaborative work on gender in the Pacific, and enhance the gender-responsiveness of its own activities

Proposed activities for Phases II and III:

- Country profiles and consultations will inform design of Phase 2 and 3 gender components including:
 - Phase 2 - Participatory research and policy analysis to facilitate i) improved governance and productivity of the public service and ii) a strengthened environment for private sector development
 - Phase 3 - Piloting initiatives in line with research findings
 - For gender components this may encompass support for: i) more inclusive governance, ii) effective gender-responsive delivery of public services, iii) improving women's participation in the private sector

The Country Gender Profiles will:

- support development of ADB country partnership strategies,
- provide snapshots of gender equality issues in each country, and
- provide an overview of development activities for gender by country

The content of the Profiles includes:

- overview of country context,
- assessment of gender relations using MDG analytical indicators for gender equality,
- overview of current status of government frameworks and institutional arrangements for gender mainstreaming, and
- guidance for more gender-responsiveness in ADB activities

The ADB would further use MDG analytical indicators for gender equality in its profiling work, which would include:

- gender gaps and opportunities for girls at secondary school level,
- sexual and reproductive rights and health,
- infrastructure that supports reduction in women and girl's time poverty,

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- access to productive and economic resources, including women's property and inheritance rights,
- women's representation in political bodies, and
- violence against women and girls

Lastly, now that the consultations are completed the next steps would involve:

- Finalization and dissemination of Country Gender Profiles by July 2008
- Finalization of regional technical assistance preparation May 2008
- Implementation of policy research in 2009
- Implementation of pilot projects in 2010

~ Close of Session ~

CONCEPT NOTE

ASIA PACIFIC HUMAN DEVELOPMENT REPORT ON GENDER "OVERCOMING UNEQUAL POWER" PACIFIC STAKEHOLDER CONSULTATION

Holiday Inn, Suva, Fiji, April 21st to 22nd

1. THE ASIA-PACIFIC HUMAN DEVELOPMENT REPORTS

The Asia Pacific Regional Human Development Report (RHDR) on Gender will be the third in a regular series, led by the Human Development Report Unit, housed at the UNDP Regional Centre in Colombo. The first RHDR in this series was the 2006 Report titled *Trade on Human Terms: Transforming Trade for Human Development in Asia and the Pacific* which was followed by the one on corruption, *Tackling Corruption, Transforming Lives: Accelerating Human Development for Asia and the Pacific*, to be launched soon.

HDRs are policy-advocacy tools to explore critical development issues from a human development perspective. There is a fundamental difference between a technical analysis of an issue versus an exploration from a human development lens, which is an important element of the value added of an HDR.[†] HDRs aim to provide policy options by bringing people to the centre of development concerns for poverty reduction, countering inequalities, promoting internationally accepted development goals and, ultimately, promoting human development.

2. GENDER: OVERCOMING UNEQUAL POWER

Relations between men and women are at the foundation of society. The proposed Asia Pacific Human Development Report provides an opportunity for contribution to transformative thinking by exploring the very fundamentals of gender-based inequalities that restrict choices and identifying strategic triggers for countering them. The overarching framework for the Report has been identified as 'unequal power and voice' with a focus on gender socialization and identities which influence opportunities and choices for women and men. There are expected to be many sensitive aspects to this work, for example, those involving an exploration of cultural norms and practices.

Discussions so far have identified six themes for consideration under the overall framework of unequal power: justice systems, economic equality, energy and

[†] For details, see APRI 2005. "From Development to Human Development: Tool for Examining Themes from a Human Development Perspective."

environment, gender-based violence, crisis prevention and recovery, mobility and migration.

In spite of the many attempts at bridging male-female gaps in recent decades, gender inequality persists across the world as in Asia Pacific countries, including some extreme forms of discrimination that threaten survival, sustenance and human dignity. Can we identify critical underlying factors that inhibit gender equity in Asia and the Pacific? While a focus on women's empowerment is crucial, do we need a better understanding of ideas of masculinity? Even when improved opportunities for women can increase productivity and contribute to economic growth, unequal opportunities continue. Perhaps a win-win at the macro level is not adequate when there are dimensions of win-lose at the household level. What are some of the second generation issues emerging, for example male underperformance in schools? Do we want to replace one type of inequality by another? What should be the way forward when global norms are at variance with local ones? What could be the policy options?

[The Convention on the Elimination of All Forms of Discrimination against Women \(CEDAW\)](#), adopted in 1979 by the UN General Assembly, is often described as an international bill of rights for women. The Convention defines discrimination against women as "...any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field."

By accepting the Convention, States commit themselves to undertake a series of measures to end discrimination against women in all forms, including to:

- incorporate the principle of equality of men and women in their legal system, abolish all discriminatory laws and adopt appropriate ones prohibiting discrimination against women;
- establish tribunals and other public institutions to ensure the effective protection of women against discrimination; and
- ensure elimination of all acts of discrimination against women by persons, organizations or enterprises.

As of April 2008, 185 out 192 UN Member States worldwide have ratified, acceded or succeeded to the Convention. In the Pacific there are 12 countries which have ratified, acceded or succeeded out of 15 in the region.[‡]

[‡] Countries which have ratified/acceded/succeeded/ are – Australia, Cook Islands, Federated States of Micronesia, Fiji, Kiribati, Marshall Islands, New Zealand, Papua New Guinea, Samoa, Solomon Islands, Tuvalu and Vanuatu. Nauru, Palau and Tonga have not ratified/acceded/succeeded to CEDAW.

3. OBJECTIVES OF THE CONSULTATION

The Pacific consultation will take place in Suva, Fiji, on April 21st to 22nd after the Asia consultation in Langkawi, Malaysia, held on 15th to 16th April 2008. The Pacific stakeholder consultation aims are to:

- Introduce stakeholders to the Asia-Pacific HDRs and the proposed approach for the theme of 'gender' for this report
- Share an overall view of trends in gender differences and issues in the Pacific and across its different sub-regions / countries
- Discuss a 'Pacific perspective' for understanding gender, gender differences, and the causes and consequences of inequality along with methods to examine and measure gender gaps
- Take account of stakeholder priorities in identify and sharpening sub themes that are cognizant of the concerns in the Pacific
- Provide a platform for stakeholders to share experiences, highlight priorities and solutions that affect people's lives and to analyze whether and why gender inequality may be more prevalent in some countries or sectors rather than others
- Support capacity development on gender and human development
- Tap into Pacific thinking in addressing possible sensitive aspects of the work
- Explore emerging thematic issues from various perspectives with a focus on solutions and derive broad messages to guide and inform (in a two-way feedback process) research
- Discuss ways in which gender is presently being measured and to discuss alternative proxy measures that focus more sharply on the lives of ordinary people
- Promote buy-in for the RHDR and thus strengthen its policy advocacy potential

4. EXPECTED OUTCOMES OF THE CONSULTATION

- Exchange of key concerns, experiences and good practices across stakeholders and countries regarding gender equality
- Identify Pacific perspective(s) and priorities on gender and human development

- Advance the ongoing discussions to narrow down thematic focus for the Report taking account of the six key sub themes of:
 1. gender and justice systems (laws and law makers)
 2. investing in gender equality (economic benefits)
 3. gender energy and environment (women have been adapting, but how does adaptation affect choices for men and women)
 4. gender-based violence (underlining unequal power)
 5. gender in crisis prevention and recovery (male-female differences in impact)
 6. gender migration and mobility (given the unprecedented surge in recent female mobility)
- Sharpen the indicative directions for the RHDR on Gender and identify how the Pacific experience can be best reflected in the Report.

ASIA PACIFIC HUMAN DEVELOPMENT REPORT ON 'GENDER'

THEME: ADDRESSING UNEQUAL POWER

PACIFIC STAKEHOLDER CONSULTATION

Holiday Inn, Suva, Fiji
April 21st to 22nd, 2008

DAY 1: Monday, April 21 st	
08:30 – 09:00	Registration of participants (multimedia)
09:00 – 10:45	<p><u>SESSION I: SETTING THE SCENE</u> Chair: Richard Dictus, UNDP Resident Representative, Fiji MCO</p> <p>Welcome Remarks by Chair</p> <p>The RHDR and Objectives of the Consultation - Anuradha Rajivan, Programme Coordinator, HDR Unit, RCC/UNDP</p> <p>- Introductions</p> <p>Tour de Table by national stakeholders (Facilitator - Ramesh Gampat):</p> <ul style="list-style-type: none"> - Overcoming unequal power and voice, promoting human development – key issues, experiences and good practices <p>Interactive Discussion</p> <p>Closing remarks by Chair</p>
10:45 – 11:00 NETWORKING BREAK	
11:00 – 13:00	<p><u>SESSION II: PACIFIC PERSPECTIVES</u> Chair: Garry Wiseman, Manager, Pacific Centre</p> <p>- RRRT, PNG Family Violence Sexual Action Committee, PIFS, Fem'LINK, FWRM</p> <p>gender and justice systems (including political participation)</p> <p>investing in gender equality</p> <p>gender based violence</p> <p>gender in crisis</p> <p>Interactive Discussion</p>

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13:00 – 14:00 LUNCH	
14:00 – 16:00	<p><u>SESSION III: FOCUSING THE RHDR: PACIFIC PRIORITIES</u> Chair: Ramesh Gampat, HDRU, RCC/UNDP</p> <p>Focus Group Discussion - Priority 1 Theme (guidance sheet provided):</p> <ul style="list-style-type: none"> • Formation of 3 break-out groups • Groups to identify two (or more) most relevant themes for strategic policy focus in Pacific countries (six options suggested are -) • Explore the first of the identified themes (Priority 1) in greater detail (suggested guidelines for discussions provided) <ul style="list-style-type: none"> (a) why important – materiality for the sub region or multiple countries and strategic relevance in bringing about change (b) types of gender-based inequalities and their effects, how can they be better exposed and what innovative measures can we use (c) factors inhibiting positive change (d) what can people do – how can women and men be motivated to make the transformation – at home, at school, at the workplace, etc. (e) what can policies/laws do (f) what can media and CSOs do (to include men, women and sexual minorities and the exceptional discrimination they face) (g) policy options, including ways to address the inhibiting factors (h) Key messages emerging <p>Group members are, of course, free to go beyond this</p>
16:00 – 16:15 NETWORKING BREAK	
16:15 – 17:15	<p><u>SESSION III (CONTINUED): Group presentations to the Plenary - Priority theme 1</u></p> <p>Interactive discussion and suggestions from participants</p> <p>Summary by Chair</p>
17:15 – 17:45	<p><u>SESSION IV: SUMMING UP FOR DAY 1</u> Chair: Anuradha Rajivan</p> <p>Submission by groups of one-pagers on each of the Priority 1 themes</p> <p>Summing up of Day 1 and Plan for Day 2: Ramesh Gampat</p>
RECEPTION	

Participants from the Pacific Stakeholder Consultation for the APHDR on Gender are invited to:

A Welcome Cocktail Reception
Co-hosted with the UNDP Pacific Centre

Time: 19:00

Venue: Poolside, Holiday Inn

DAY 2: Tuesday, April 22nd

09:00 – 10:15

SESSION V: MEASURING GENDER (IN)EQUALITY

Chair: Isiye Ndombi, UNICEF Representative, Pacific Island Countries

Measuring Gender (In)Equality: A New Approach - Ramesh Gampat,
Programme Specialist, RCC/UNDP

Interactive Discussion

Pacific Gender Indicators – Kim Robertson, SPC
CEDAW Legislative Indicators – Suki Beavers, PC

Q and A

Summary by Chair

10:15 – 10:30 BIOLOGY BREAK

10:30 – 12:15

SESSION VI: FOCUSING THE APHDR: PACIFIC PRIORITIES

Chair: Garry Wiseman

Focus Group Discussion continues - Priority Theme 2 (guidance sheet provided):

- Continue group work
- Explore the second of the identified themes (Priority theme 2) in greater detail (suggested guidelines for discussions provided)

12:15 – 13:00

SESSION VI (CONTINUED): FOCUSING THE APHDR: PACIFIC PRIORITIES

Group presentations to the Plenary - Priority theme 2

Interactive discussion and suggestions from participants

Summary by Chair

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13:00-14:00 LUNCH	
14:00 - 15:30	<p><u>SESSION VII: CONCLUDING SESSION</u> Chair: Ramesh Gampat</p> <p>Reflections on Pacific concerns/priorities – Anu Rajivan and Garry Wiseman</p> <p>Interactive Discussion: Suggestions from participants</p> <p>Summary and Concluding Statement by Chair</p>
15:30 – 15:45 AFTERNOON TEA	
15:45 – 16:30	ADB Briefing Session

PARTICIPANTS

Number	Name	Designation	Organization	Country
1	Mr Solo Mara	Deputy Permanent Secretary	Ministry of Foreign Affairs	Fiji
2	Ms Asela Naisara	Vice President	Fiji National Council of Women	Fiji
3	Ms Nuntaake Tokamaua	Economist	Ministry of Finance and Economic Development (Govt.)	Kiribati
4	Mr Samuel Grundler	Director	Development Planning and Policy Division (Govt.)	Nauru
5	Ms Grace Leban	Chief of Community Development Division	Ministry of Internal Affairs (Govt.)	Marshall Islands (Rep)
6	Ms Janet Tuhaika	Director	Women's Development Division (Govt.)	Solomon Islands
7	Ms Polotu Fakafanua Paunga	Deputy Director	Ministry of Education, Women Affairs and Culture (Govt.)	Tonga
8	Ms Lupe Tavita	Research/ Information Officer	Dept. of Women	Tuvalu
9	Mr Tom Kalo Langitong	Executive Officer	Foreign Affairs Ministry (Govt.)	Vanuatu
10	Ms Noelene Nabulivou	Executive Director	Women's Action for Change	Fiji
11	Ms Imrana Jalal	OIC RRRT	Pacific Regional Rights Resource Team	Fiji
12	Dr Lia Maka	Head- The Community Education Training Centre	Secretariat of the Pacific Community	New Caledonia
13	Ms Kim Robertson		Secretariat of the Pacific Community	New Caledonia
14	Ms Kuini Lutua	General Secretary	Fiji Nurses Association	Fiji
15	Ms Sainmili Tawake	Convener	Pasifika Women with Disabilities Network (and PIANGO)	Fiji
16	Mr Crossley Tatui	Secretary to Government	Government of Niue	Niue
17	Ms Rosa Au	Deputy Chair	Family Violence Sexual Action Committee	PNG

18	Ms Ruth Pokura	Director	Gender Development Division, Ministry of Internal Affairs (Govt)	Cook Islands	
19	Ms Susana Tuisawau	Executive Director	Pacific Foundation fro the Advancement of Women (PACFAW)	Fiji	
20	Ms Tosaka Vitayaki	Trustee	PACFAW	Fiji	
21	Ms Margaret Leniston	Regional Health Manager	Foundation of the Peoples of the South Pacific- International (FSPI)	Fiji	
22	Ms Naeemah Khan	Programme Manager	Fiji Women's Rights Movement (FWRM)	Fiji	
23	Ms Joanne Lee Kunatuba	Gender Issues Officer	Pacific Islands Forum Secretariat (PIFS)	Fiji	
24	Dr Henry Ivarature	Regional Governance Advisor	Pacific Islands Forum Secretariat (PIFS)	Fiji	
25	Ms Michelle Reddy	Human Rights Training Officer	Fiji Women's Rights Movement	Fiji	
26	Ms Shamima Ali	Coordinator	Fiji Women's Crisis Centre (FWCC)	Fiji	
27	Ms Edwina Kotoisuva	Deputy Coordinator	Fiji Women's Crisis Centre (FWCC)	Fiji	
28	Ms Sharon Baghwan Rolls	Founding Coordinator	FEMLINK Pacific	Fiji	
29	Dr Akanisi Kedrayate	Dean	Faculty of Arts and Law, University of the South Pacific	Fiji	
30	Ms Sin Joan Yee	Librarian	University of the South Pacific	Fiji	
31	Dr Rae Nicholl	Coordinator	Division of Politics and International Affairs, University of the South Pacific	Fiji	
32	Ms Gloria Suluia	Programme Officer	UNDP Solomon Islands sub-office	Solomon Islands	
33	Mr Garry Wiseman	Manager	UNDP Pacific Centre		
34	Ms Suki Beavers	Human Rights Specialist	UNDP Pacific Centre		

35	Ms Lenka Tucek	Deputy Manager	UNDP Pacific Centre	
36	Ms Charmaine Rodrigues	Programme Specialist	UNDP Pacific Centre	
37	Mr Thomas Shanahan	Program Specialist	UNDP Pacific Centre	
38	Dr Isiye Ndombi	UNICEF Representative	UNICEF	Fiji
39	Dr Wame Baravilala	Gender Adviser	UNFPA	Fiji
40	Ms Giulia Vallese	Deputy	UNFPA	Fiji
41	Ms Lorna Rolls	Programme Manager	UNFPA	Fiji
42	Ms Ana Laqeretabua	NPO	UNIFEM	Fiji
43	Ms Jacque Koroivulano		UNIFEM	Fiji
44	Ms Gina HOUNG-LEE	UNIFEM consultant and former RRRT staff in Fiji		Fiji
45	Ms Claire Thoms	Gender Equality and Political Governance Programme Consultant	UNIFEM	Fiji
46	Mr Stuart Watson	Country Coordinator	UNAIDS	Fiji
47	Ms Tanya Smith	Officer in Charge	UN Regional Office for the Pacific of the High Commissioner for Human Rights	Fiji
48	Ms Gayle Nelson		ADB	Fiji
49	Richelle Tichel	First Secretary Development Cooperation	AusAID	Fiji
50	Faga Semesi	Development Program Coordinator	NZAID	Fiji
51	Ms Julia Scott-Stevenson	Advisor	UNDP Samoa	Samoa
52	Mr Richard Dictus	RC and RR	UNDP Fiji	Fiji
53	Mr Toily Kurbanov	DRR and Chair of Gender Project Board	UNDP Fiji	Fiji
54	Ms Laisa Bale-Tuinamoala	Governance Team Leader/ HDR Focal Point	UNDP Fiji	Fiji
55	Ms Sivou Olsson	Gender Focal Point	UNDP Fiji	Fiji
56	Mr Brian Lenga	Governance Analyst	UNDP Fiji	Fiji
57	Mr Patrick Tuifagalele	Poverty Analyst	UNDP Fiji	Fiji
58	Dr Anuradha Rajivan	Regional Program Coordinator	RCC	
59	Dr Ramesh Gampat	Program Specialist	RCC	

60	Mr Omar Siddique	Policy and Programme Analyst (rapp)	RCC	
61	Ms Rohini Kohli	HDR Analyst (rapp)	RCC	

SUMMARY OF PARTICIPANTS	
No. of COs in Pacific	3
No. of Pacific countries	15
No of countries represented	13
Category-wise break-up of participants	
EXTERNAL PARTICIPANTS	
Government	12
CSO/Media	12
Academia/Experts	3
SUB-TOTAL OF EXTERNAL PARTICIPANTS	27
INTERNATIONAL ORGS	
AusAID	1
NZAID	1
ADB	1
PIFS	2
SPC	2
UNDP COs	8
UNDP RCC	4
UNDP PC	6
UNIFEM	3
UNICEF	1
UNAIDS	1
UNOHCHR	1
UNFPA	3
SUB-TOTAL IO PARTICIPANTS	34
TOTAL PARTICIPANTS	61