



BETTER BALANCE STRATEGY SNAPSHOT

JANUARY- DECEMBER 2019

VANUATU
**SKILLS
PARTNERSHIP**



SUPPORTED BY
Australian
Aid



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Aid

PACIFIC WOMEN
SHAPING PACIFIC DEVELOPMENT



IO-1



IO-5

Strategy Development Timeline

2019

Feb
to
Apr

- Desk-based research on evidence-based approaches to supporting gender equality in the Pacific.
- Liaison with relevant researchers at La Trobe University - Institute of Human Security and Social Change and Australian National University, Department of Pacific Affairs (DPA)

May

- Consultations with staff and Department of Women's Affairs (DoWA) on approaches and activities for the Strategy
- Deputy Director and Torba Skills Centre Manager attend Pacific Women regional learning event which further informs the Strategy

Jul

- Consultations with Pacific Women and collaboration with new Balance of Power initiative

Aug

- Drafting of the Strategy and staff validation

Sep

- Finalisation of the Strategy and soliciting feedback from Pacific Women and research partners.
- ANU DPA gender equality researcher and Pacific Women management cite the document as 'best practice' and 'gold standard'.
- The Strategy is developed around 3 focus areas:



Women in
Leadership



Women's
Economic
Empowerment



Ending Violence
Against Women



IO-1



IO-2

Partnerships and Collaboration



Support to DoWA and partners with initial steps to develop the new Gender Equality Policy for Vanuatu



Partnerships with DFAT, Pacific Women and the Balance of Power initiative, including co-location and involvement on the Strategic Advisory Committee



Partnership with Pacific Women to implement a suite of initiatives in women's economic empowerment, women's leadership and ending violence against women



IO-1



IO-3



IO-4



IO-5

Supporting Women in Leadership



In 2019 the Partnership prioritised opportunities for women working as Partnership staff, coaches, trainers as well as women staff from GoV partners to participate in professional development. This included:

Attendance of two women, one staff member and one GoV partner at an international tourism conference in Fiji



Participation of six women, five staff members and one GoV partner in a transformational leadership course



Attendance at international development conferences (Australia and Fiji) by female management staff



Establishment of networking mechanisms between women leaders



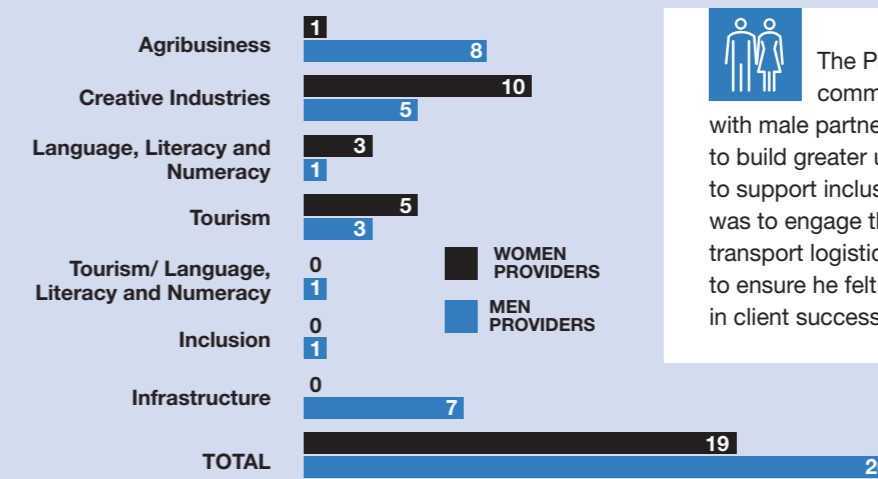
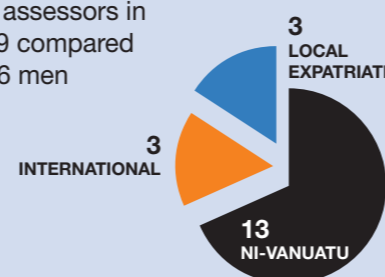
Promotion of two women staff members to management positions within the Partnership

Women Skills Providers engaged in 2019



19

women engaged as coaches, trainers and assessors in 2019 compared to 26 men



The Partnership encourages communications and engagement with male partners of female coaches and trainers to build greater understanding about these roles to support inclusion. An example of this in 2019 was to engage the husband of a female coach as transport logistics support for her training delivery to ensure he felt part of the team and could share in client successes.



IO-5



IO-8



IO-10

Men and women working together for business growth and employment

In 2019 the Partnership actively supported women and men working together across a range of productive sectors to support women's business growth and employment opportunities. In 2019 the provincial Skills Centres engaged with male family members and peers to collaborate with and support women in their businesses and skills trainings, particularly those in non-traditional roles.

Through the Malampa Skills Centre, two women participated in a recent Certificate II in Construction. A male assistant trainer spoke about the experience and value of having women in the training group:

"The women participants in the group were especially good in planning and I would recommend them for supervisors' positions."

One female participant spoke of the support and encouragement from both her husband and father to take part in the training and to use her new skills to generate an income:

"Before the training I did not have much knowledge and skills in building a house. My father guided me a lot when we built a house back in our community. But now after the training I learnt a lot. Now I can do the calculation of materials for building a house which makes it easy for me and my husband."

In addition, the provincial Skills Centres have encouraged men within their communities to support their wives through the preparation of materials for the production of handicrafts and art products. These advocates have been used as role models by the Skills Centres to further promote men and women working together.



Vanuatu Skills
Partnership
Intermediate
Outcome Key



IO-1
Skills planning
& coordination



IO-2
Public and private
resource allocation



IO-3
Flexible
delivery



IO-4
Diversity of
skills providers



IO-5
Representation of women
and people with disabilities



IO-6
Skills system
compliance



IO-7
New businesses
started



IO-8
Sustainable
business growth



IO-9
New or improved
employment



IO-10
Improved
market access

Data sources included Skills Centre Reports, Skills Work Plan, Better Balance Strategy final document and interviews with clients



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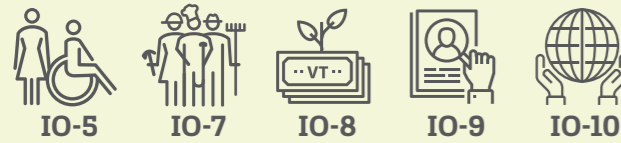


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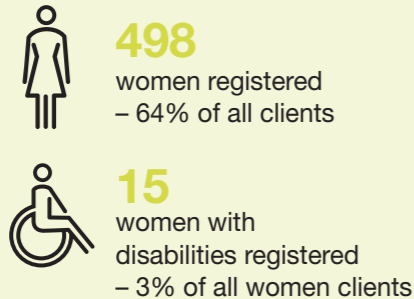
PACIFIC WOMEN
SHAPING PACIFIC DEVELOPMENT



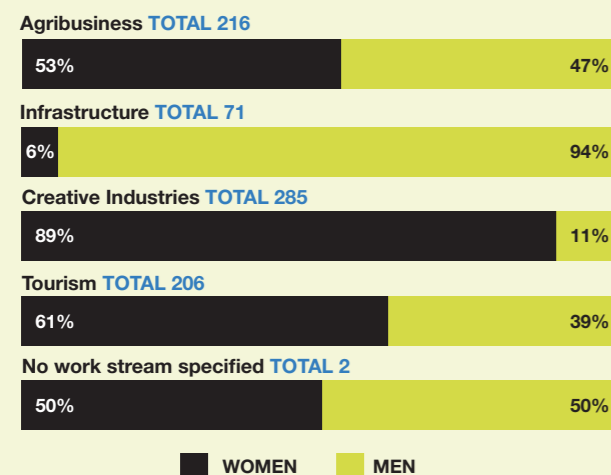
Promoting Women's Economic Empowerment

Women Registered by Skills Centres*

*January to November 2019



Total number and proportion of women registered for skills activities by work-stream



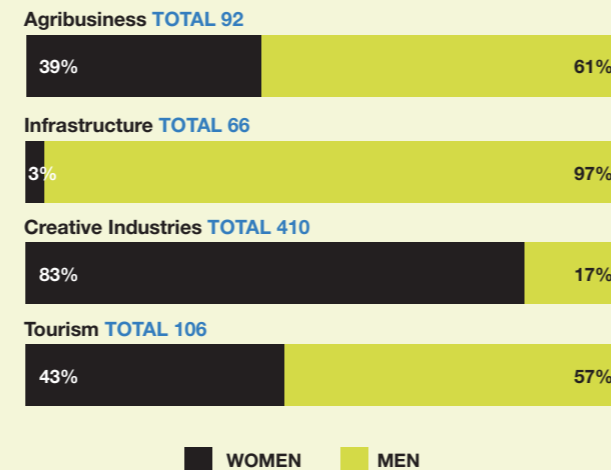
4 women have registered in the Infrastructure work-stream - a male dominated sector. This represents 5.5% of all registrations in this sector.

Women Participating in Skills Development*

*January to November 2019



Total number and proportion of women participating in skills development activities by work-stream



There is majority representation of women in the Creative Industries work-stream - 80% of all women participating in skills training in 2019.

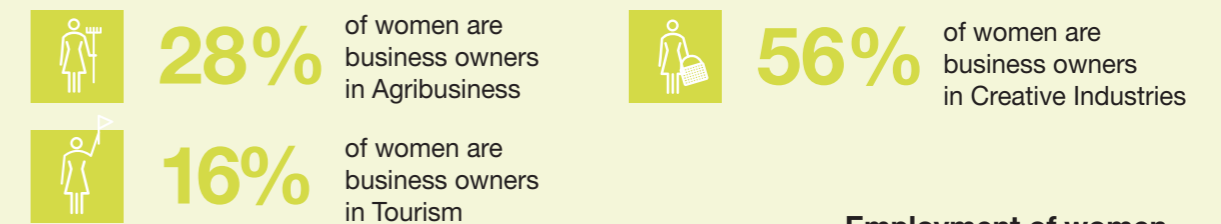
52% of women participating in skills training have only a primary school level of formal education while 48% have attended a secondary school level or higher.

Businesses owned by women accessing business coaching support*

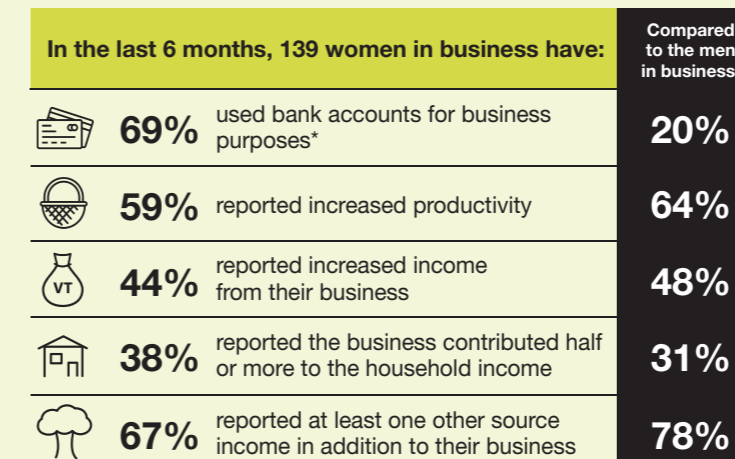
*based on 237 active business clients'
assessed in 2019
*January to November 2019



Proportion of women owned business clients by work-stream



Employment of women business clients in the last 6 months



* this compares to the national average of 19% – source Financial Service Sector Assessment of Vanuatu (2011)
<http://www.pfip.org/wp-content/uploads/2017/02/Vanuatu-FSSA-Final-for-Print.pdf>

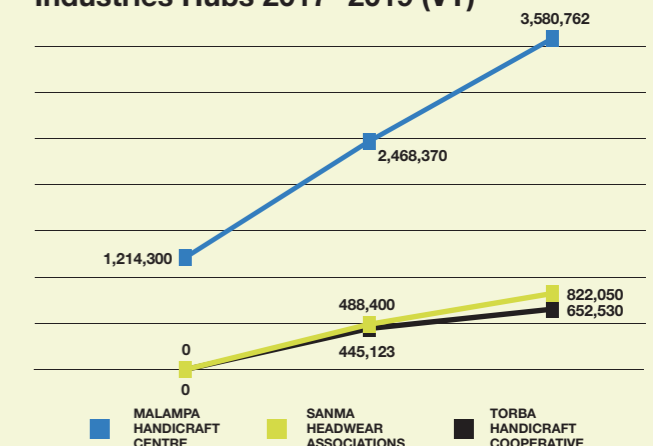


Supporting Market Access for Women in Business

A reassessment of 18 business client **12** owned by women and **6** by men was completed in October 2019.

67% of women owned creative industries businesses had improved market access in the last 6 months by at least one new market channel. The highest change was an increase of 7 new agents in this time.

Income of Provincial Creative Industries Hubs 2017- 2019 (VT)



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