MALAMPA GENDER EQUALITY ACTION PLAN 2020-2024

VISION

A safe, just and secure society where everyone works together to build happy families, strong communities and a resilient Vanuatu

GOAL

To promote respect and equal rights, opportunities and responsibilities among men and women of all ages and abilities in Malampa Province

DEPARTMENT OF WOMEN'S AFFAIRS - MALAMPA

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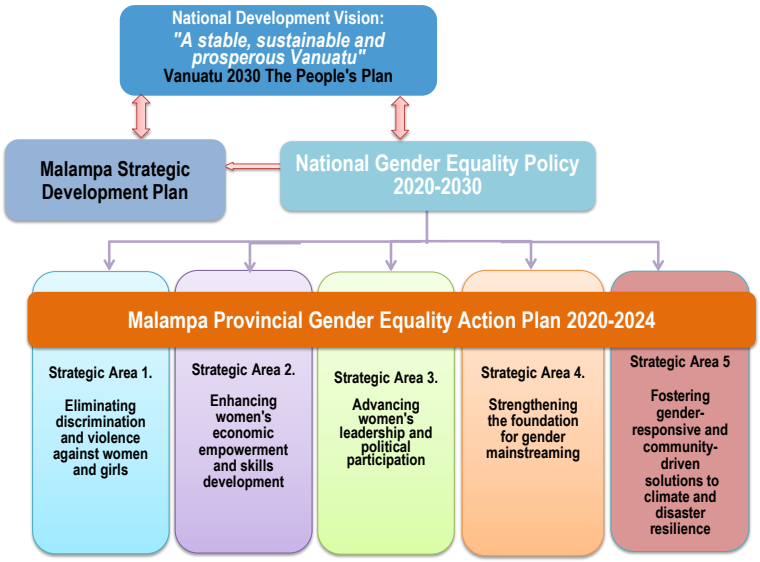
OUR COMMITMENT

The purpose of this Gender Equality Action Plan is to provide a clear plan of action for government, civil society, private sector and development partners to coordinate actions to advance gender equality and the well-being of women and girls in Malampa Province in line with the National Gender Equality Policy (NGEP) 2020-2030.

The NGEP articulates Vanuatu's commitment to the advancement of equality between men and women. The policy is aligned with the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), global Sustainable Development Goal (SDG), National Sustainable Development Plan: Vanuatu 2030 and other relevant commitments on gender equality and human rights. Accountable and collaborative arrangements at national, provincial and community levels, and across development sectors are key to achieving the policy vision and goal.

Malampa Provincial Gender Equality Action Plan: Strategic Areas & Policy Linkage



KEY STATISTICS MALAMPA

Total Population:
40,928
(51% males; 49% females)

Children <15 years: 40%
(8,524 males; 7,919 females)
Youth 15-29 years: 22%
(4,241 males; 4,545 females)
Older persons >= 60 years: 8%
(1,813 males; 1,517 females)

Percentage of women in intimate relationships who experienced physical and/or sexual violence during their lifetime:
75%
(National 60%)

Total Households: 8,925
Households engaged in subsistence agriculture:
98%
(National 88%)
Households engaged in fisheries:
66%
(National 49%)

Source: Vanuatu National Statistics Office (2016) Post-Cyclone Pam Mini Census Report; * Vanuatu Women's Centre and VNSO (2011) Vanuatu National Survey on Women's Lives and Family Relationships

OUR RESPONSIBILITY

The Department of Women's Affairs (DWA) officer in Malampa province will work closely with Malampa Provincial Government and other provincial and community stakeholders to coordinate the implementation and monitoring of this Gender Equality Action Plan. The Ministry of Justice and Community Services (MJCS), as the ministry that houses the DWA, the Child Desk and the Disability Desk will provide strategic support to ensure child protection and disability inclusion are also integrated into the implementation of this plan.

The Malampa Provincial Government through the Technical Advisory Committee is responsible for providing periodic updates and an annual progress report to the DWA on the implementation of this plan. The DWA will incorporate this information into its annual report and into the formal review process for the NGEP.

OUR VALUES

- Understanding the *fundamental rights and freedoms of all men and women* in Vanuatu;
- Respecting that the independent nation of Vanuatu is founded on *Melanesian values* and *Christian principles*;
- Recognising that *equality* between women and men starts with *families*, the most fundamental unit of society;
- Understanding that *equal and healthy relationships* between women and men have positive benefits for families, communities, and for nation building;
- Recognising *diversity* among women and girls in Vanuatu and their varied *abilities, aspirations and circumstances*;
- Recognising the significant contributions of the *education and health sectors* to gender equality;
- Recognising the importance of *accountability, transparency and strong collaboration* at *all levels* (national, provincial, municipal, community and family) and *across* all ministries, sectors and industries;
- Endorsing *clear and consistent messaging* to avoid any harm or negative repercussions for women and girls; and
- Acknowledging Vanuatu's international and regional commitments to *gender equality and human rights*.

MALAMPA GENDER EQUALITY ACTION PLAN 2020-2024

Action	Timing	Responsibility	Target
Strategic Area 1. Eliminating discrimination and violence against women and girls			
1.1 Implement behaviour change programs for men and boys on gender equality and healthy relationships, and expand the reach of male advocacy groups	Ongoing	• Malampa Counselling Centre (MCC) • MJCS • Non-governmental and civil society organisations	Increased number of men and boys participating in behaviour-change programs by 2024
1.2 Deliver targeted training to chiefs, provincial and municipal councillors, area administrators/secretaries and church and community leaders on referral pathways and their roles and responsibilities in relation to the Family Protection Act	Ongoing	• Malampa Provincial Government • Area administrators/secretaries • Vanuatu Police Force (VPF) • MCC • Malvatumauri • Vanuatu Christian Council (VCC) • MJCS • DWA	At least 50% of chiefs, church leaders, provincial and municipal councillors and area administrators in Malampa trained by 2024
1.3 In collaboration with key stakeholders, explore the expansion of Authorised Persons pilot in Malekula	By 2022	• Malampa Provincial Government • Area administrators/secretaries • Malvatumauri • VPF • MCC • MJCS • Ministry of Health • VCC • DWA	Business case for the expansion of Authorised Persons pilot in Malekula prepared and shared with key stakeholders by 2021 Decisions on the Authorised Persons pilot endorsed by Malampa TAC and MJCS by 2022
Strategic Area 2. Enhancing women's economic empowerment and skills development			
2.1 Promote female and male participation in non-traditional industries and sectors (e.g. agriculture and construction for women; tourism, creative industries, nursing and teaching for men), including a strong emphasis on supporting the skills	Ongoing	• Ministry of Education and Training (MoET) • Vanuatu Skills Partnership • Ministry of Agriculture, Livestock, Forestry, Fisheries and Biosecurity (MALFFB) • Registered training organisations • Disability Desk	Proportional increase in male and female participation in non-traditional work streams by 2024

Action	Timing	Responsibility	Target
development of men and women with disabilities in each of these sectors and industries		• Non-governmental and civil society organisations	Increase in number of male and female students with disabilities enrolled in non-traditional work streams by 2024
2.2 Support post-disaster economic recovery through dedicated activities and programs to increase women's access to markets, land, financial services and skills development programs, including for women with disabilities in Malekula, Ambrym and Epi	Ongoing	• Office of the Registrar of Cooperatives and Business Development Services (ORCBDS) • Department of Lands • National Bank of Vanuatu • Commercial banks • Malekula Handicraft Centre • Area administrators/secretaries • DWA	Number of active women's market vendor associations established and operating by 2024 Increase in percentage of women with bank accounts (commercial and non-commercial) by 2024 Increase in percentage of women granted land leases by 2024 Increase in number of formal businesses owned by women (registered with ORCBDS) in Malampa province by 2024 Proportional increase in female participation (including women with disabilities) in courses offered by registered training organisations by 2024
Strategic Area 3. Advancing women's leadership and political participation			
3.1 Increase women's participation in decision making processes of provincial, municipal and local area committees and taskforces	Ongoing	• Malampa Provincial Government • Area administrators/secretaries • Department of Local Affairs (DLA) • VCC • DWA	Increase in number of women in provincial and municipal committees and taskforces in Malampa province by 2024

Action	Timing	Responsibility	Target
3.2 Deliver public awareness on civic education and women's leadership to communities	Ongoing	• Vanuatu Electoral Commission • MoET • DLA • DWA • Non-governmental and civil society organisations	At least 4 communities on Malekula, 4 communities on Ambrym and 4 communities on Epi trained by 2024
Strategic Area 4. Strengthening foundation for gender mainstreaming			
4.1 Lead the coordination and implementation of the actions identified in this Gender Equality Action Plan and incorporate these actions into the review of the Malampa Strategic Development Plan	Ongoing	• Malampa Provincial Government • Area administrators/secretaries • DLA • DWA	Annual progress report on the implementation of this Gender Equality Action Plan submitted to DWA each year Malampa Strategic Development Plan is reviewed and includes actions from this Gender Action Plan by 2024
4.2 Allocate sufficient budgets for actions identified in this Gender Action Plan in the annual budget appropriation for the Malampa Provincial Government	Ongoing	• Malampa Provincial Government • Area administrators/secretaries • DLA • DWA	Annual provincial and municipal budgets include funds towards the implementation of this Gender Equality Action Plan
Strategic Area 5. Fostering gender-responsive and community-driven solutions to climate and disaster resilience			
5.1 Deliver Gender in Humanitarian Action (GIHA) training to members of the Provincial Disaster and Climate Change Committee and Emergency Operation Centres (EOC) in Malampa province	By 2022	• Malampa Provincial Government • National Disaster Management Office (NDMO) • Department of Climate Change • MJCS • DWA • Non-governmental and civil society organisations	Malampa Provincial Disaster and Climate Change Committee and EOC members have completed GIHA training by 2022
5.2 Increase representation of women in Provincial and Community Disaster and Climate Change Committees	Ongoing	• Malampa Provincial Government • Area administrators/secretaries • NDMO • Department of Climate Change	Malampa Provincial Disaster and Climate Change Committee has at least 2 female representatives by 2021

Action	Timing	Responsibility	Target
		• DWA • Non-governmental and civil society organisations	At least 30% of Community Disaster and Climate Change Committees in Malampa have at least one female representative by 2024
5.3 Fund and support women-led initiatives that contribute towards low carbon growth and adaptation strategies in food, water, health and energy security, especially in remote communities of Malekula and Ambrym and Epi Islands	Ongoing	• NDMO • Department of Climate Change • Department of Energy • Ministry of Health • Department of Water Resources • MALFFB	Women-led initiatives on low carbon growth and adaptation strategies funded and implemented by government and non-government partners by 2024