SANMA 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 Sanma Province

DEPARTMENT OF WOMEN'S AFFAIRS - SANMA

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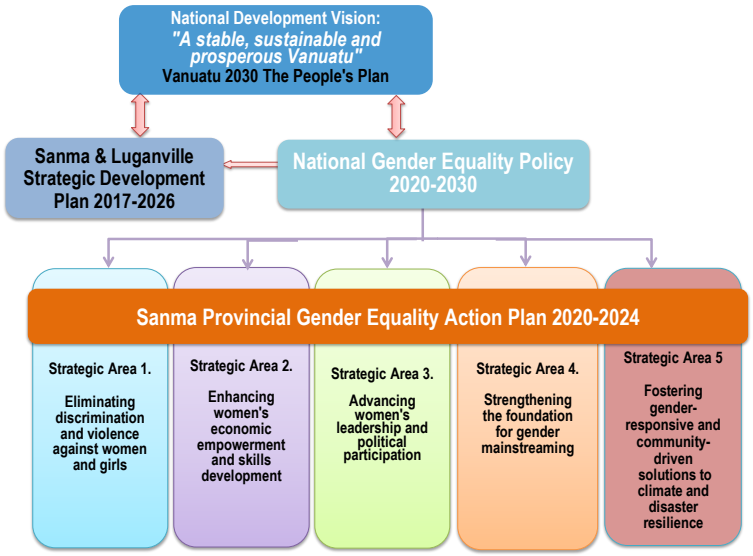
OUR COMMITMENT

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 Sanma 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.

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



KEY STATISTICS SANMA

Total Population:
54,184
(51% males; 49% females)

Children <15 years: 38%
(10,893 males; 9,872 females)
Youth 15-29 years: 26%
(6,813 males; 7,292 females)
Older persons >= 60 years: 6%
(1,679 males; 1,328 females)

Percentage of women in intimate relationships who experienced physical and/or sexual violence during their lifetime:
74%
(National 60%)

Total Households: 10,792
Households engaged in subsistence agriculture:
90%
(National 88%)
Households engaged in fisheries:
44%
(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 Sanma province will work closely with Sanma 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 Sanma 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*.

SANMA 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	• Sanma Counselling Centre (SCC) • MJCS • Vanuatu Society for Persons with Disability (VSPD) • Vanuatu Disability Promotion & Advocacy Association (VDPA) • Non-governmental and civil society organisations	Increased number of men and boys participating in behaviour-change programs by 2024 Increased membership of VWC male advocacy group 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 by drawing on tools, materials and lessons learned from the Authorised Persons pilot	Ongoing	• Sanma Provincial Government • Luganville Municipal Council • Area administrators/secretaries • Vanuatu Police Force (VPF) • SCC • Malvatumauri • Vanuatu Christian Council (VCC) • DWA • MJCS • Non-governmental and civil society organisations	At least 50% of chiefs, church leaders (VCC member churches), provincial and municipal councillors and area administrators/secretaries in Sanma trained by 2024
1.3 Train government and non-government health workers in referring and treating adult and child survivors of physical, sexual and emotional abuse	Ongoing	• Sanma Provincial Government • Ministry of Health • SCC • MJCS • Vanuatu Family Health Association • VSPD • VDPA	Referral and treatment procedures for survivors of domestic and gender-based violence reviewed and updated by Ministry of Health by 2021 At least 60% of health professionals and staff at the Northern Provincial Hospital in Luganville trained by 2024

Action	Timing	Responsibility	Target
Strategic Area 2. Enhancing women's economic empowerment and skills development			
2.1 Continue to deliver training to women in the areas of: • Financial literacy • Business management • Business registration especially in rural areas and off-shore islands of Sanma	Ongoing	• National Bank of Vanuatu • Vanuatu Skills Partnership • Office of the Registrar of Cooperatives and Business Development Services (ORCBDS) • VANWODS • Commercial banks • Non-governmental and civil society organisations	At least 4 rural communities on Santo, 2 communities on Malo and 1 community on each offshore island in Sanma province trained by 2024 Increase in number of formal businesses owned by women (registered with ORCBDS) in Sanma province by 2024
2.2 Support 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	Ongoing	• ORCBDS • Vanuatu Chamber of Commerce and Industry (VCCI) • Department of Lands • National Bank of Vanuatu • Commercial banks • UN Women (Markets 4 Change) • Ministry of Education and Training (MoET) • Vanuatu Skills Partnership • Ministry of Agriculture, Livestock, Forestry, Fisheries and Biosecurity (MALFFB) • DWA • Registered training organisations • Sanma Tourism Office • VSPD • VDPA • Area administrators/secretaries • VANWODS • Dolasa Women's Handicraft • Non-governmental and civil society organisations	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 in Sanma province by 2024 Proportional increase in female participation (including women with disabilities) in courses

Action	Timing	Responsibility	Target
			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, and industry bodies	Ongoing	• Sanma Provincial Government • Luganville Municipal Council • Area administrators/secretaries • Department of Local Affairs (DLA) • Sanma Tourism Office • VCC • VCCI • DWA	Increase in number of women in provincial and municipal committees and taskforces in Sanma province by 2024 Increase in number of women in business and vendor associations by 2024
3.2 Deliver public awareness on civic education and women's leadership to communities on Santo and offshore islands	Ongoing	• Vanuatu Electoral Commission • Sanma Provincial Government • Port Vila Municipal Council • Area administrators/secretaries • DLA • DWA • Non-governmental and civil society organisations • Balance of Power	Awareness programs delivered to at least 6 communities on Santo and 2 communities on Malo by 2024
Strategic Area 4. Strengthening foundation for gender mainstreaming			
4.1 Implement this Gender Equality Action Plan in conjunction with the social pillar objectives of the Sanma and Luganville Strategic Development Plan 2017-2026 (in particular Objective 4 Reducing domestic and gender-based violence and Objective 7 Establish and strengthen women's networks in Sanma and Luganville)	By 2024	• Sanma Provincial Government • Luganville Municipal Council • Area administrators/secretaries • DLA • DWA • Non-governmental and civil society organisations • Private sector	Strategic areas and actions in this Gender Equality Action Plan implemented by 2024 Annual progress report on the implementation of this Gender Equality Action Plan submitted to DWA each year

Action	Timing	Responsibility	Target
4.2 Allocate sufficient budgets for actions identified in this Gender Equality Action Plan in the annual budget appropriation for the Sanma Provincial Government and Luganville Municipal Council	Ongoing	• Sanma Provincial Government • Luganville Municipal Council • 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 Establish and activate a provincial-level Justice and Protection Cluster with clear delineation of membership, roles and responsibilities to coordinate multi-disaster recovery efforts in Sanma province	By 2022	• Sanma Provincial Government • National Disaster Management Office (NDMO) • Department of Climate Change • MJCS • Vanuatu Red Cross Society • DWA	Sanma Provincial Justice and Protection Cluster is established and fully functional by 2022
5.2 Deliver training to area administrators/secretaries and the Provincial Disaster and Climate Change Committee on gender and protection issues such as gender based violence, 'Do No Harm' approach, as well as on age and sex disaggregated data collection and reporting processes	Ongoing	• Sanma Provincial Government • Area administrators/secretaries • NDMO • Department of Climate Change • MJCS • Vanuatu Red Cross Society • International Organisation for Migration • Non-governmental and civil society organisations	At least 8 area administrators/secretaries trained in gender and protection issues by 2024 Sanma Provincial Disaster and Climate Change Committee trained on gender and protection issues by 2022
5.3 Design and secure domestic and international funding for a provincial project that supports women-led recovery and resilience building in food, water, health and energy security in Sanma province	By 2024	• Sanma Provincial Government • NDMO • Department of Climate Change • Department of Energy • Ministry of Health • MALFFB • Department of Water Resources • MJCS • DWA • Non-governmental and civil society organisations	Project proposal developed and submitted to identified funding or regional bodies by 2023 Funding secured for the project by 2024