

PENAMA 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 Penama Province



DEPARTMENT OF WOMEN'S
AFFAIRS - PENAMA

XXXX, DWA Officer



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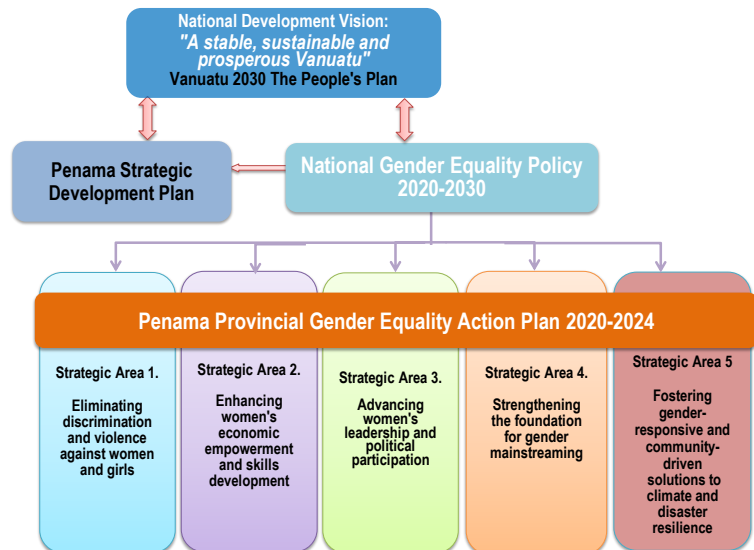
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OUR COMMITMENT

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 Penama 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.

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



OUR RESPONSIBILITY

KEY STATISTICS PENAMA

Total Population:

32,534

(51% males; 49% females)

Children <15 years: **42%**

(7,066 males; 6,431 females)

Youth 15-29 years: **21%**

(3,268 males; 3,521 females)

Older persons >= 60 years: **7%**

(1,180 males; 1,200 females)

Percentage of women in intimate relationships who experienced physical and/or sexual violence during their lifetime:

69%

(National 60%)

Total Households: **7,001**

Households engaged in subsistence agriculture:

99%

(National 88%)

Households engaged in fisheries:

39%

(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

The Department of Women's Affairs (DWA) officer in Penama province will work closely with Penama 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 Penama 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*.

PENAMA 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	<ul style="list-style-type: none"> • Vanuatu Women’s Centre (VWC) • Vanuatu Christian Council (VCC) • 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	<ul style="list-style-type: none"> • Penama Provincial Government • Area administrators/secretaries • Vanuatu Police Force (VPF) • VWC • Malvatumauri • MJCS • VCC • DWA 	At least 50% of chiefs, church leaders, provincial councillors and area administrators/secretaries in Penama trained by 2024
Strategic Area 2. Enhancing women’s economic empowerment and skills development			
2.1 Develop and implement an education continuity plan for schools in Penama province, with additional support for children and young people whose schooling has been interrupted by volcanic eruptions, Cyclone Harold and COVID-19, including girls with disabilities and from disadvantaged backgrounds	Ongoing	<ul style="list-style-type: none"> • Ministry of Education and Training (MoET) • Schools • DWA 	Education in Emergencies Continuity Plan developed and implemented by MoET and schools in Penama province by 2024
2.2 Expand vocational training and skills development programs for women and girls in agriculture, construction, creative industries to support local economic development and resilience building	Ongoing	<ul style="list-style-type: none"> • MoET • Vanuatu Skills Partnership • Ministry of Agriculture, Livestock, Forestry, Fisheries and Biosecurity (MALFFB) • Registered training organisations • Non-governmental organisations 	Increase in number of female students enrolled in registered training courses in Penama province by 2024

Action	Timing	Responsibility	Target
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	<ul style="list-style-type: none"> Penama Provincial Government Area administrators/secretaries Department of Local Affairs (DLA) VCC DWA 	Increase in number of women in provincial committees and taskforces in Penama province by 2024
3.2 Deliver public awareness on civic education and women's leadership to communities in Petecost, Ambae and Maewo	Ongoing	<ul style="list-style-type: none"> Vanuatu Electoral Commission MoET DLA DWA Non-governmental and civil society organisations 	At least 2 communities on Pentecost, 2 on Ambae and 2 on Maewo trained by 2024
Strategic Area 4. Strengthening foundation for gender mainstreaming			
4.1 Mainstream gender and women's empowerment issues into the Penama Strategic Development Plan	By 2024	<ul style="list-style-type: none"> Penama Provincial Government Area administrators/secretaries DLA DWA 	Strategic areas and actions in this Gender Equality Action Plan incorporated into the implementation and review of the Penama Strategic Development Plan by 2024
4.2 Support the capacity building of the Penama Provincial Government in leading and coordinating the implementation of this Gender Equality Action Plan	Ongoing	<ul style="list-style-type: none"> Penama Provincial Government DLA DWA Non-governmental and civil society organisations Private sector 	Government- and donor-funded training and capacity building on gender mainstreaming delivered to Penama Provincial Government by 2024

Action	Timing	Responsibility	Target
Strategic Area 5. Fostering gender-responsive and community-driven solutions to climate and disaster resilience			
5.1 Appoint a gender and protection representative to the Emergency Operations Centres (EOCs) in Pentecost, Ambae, Maewo and Melsisi to ensure issues concerning women, children and people with disabilities are considered in disaster planning and response	By 2021	<ul style="list-style-type: none"> • Penama Provincial Government • National Disaster Management Office (NDMO) • Department of Climate Change • MJCS • DWA • Non-governmental and civil society organisations 	Gender and protection representatives are appointed to all EOCs in Penama by 2021
5.2 Deliver training to area administrators/secretaries and the EOCs on gender, disability and child 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	<ul style="list-style-type: none"> • Penama Provincial Government • Pentecost and Melsisi EOCs • Area administrators/secretaries • NDMO • Department of Climate Change • MJCS – Child and Disability Desks • Vanuatu Red Cross Society • International Organisation for Migration • Non-governmental and civil society organisations 	<p>At least 4 area administrators/secretaries for each of the islands on Pentecost, Ambae and Maewo trained in gender and protection issues by 2024</p> <p>Penama Provincial Disaster and Climate Change Committee members trained on gender and protection issues by 2024</p>