

SHEFA 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 Shefa Province



DEPARTMENT OF WOMEN'S
AFFAIRS - SHEFA

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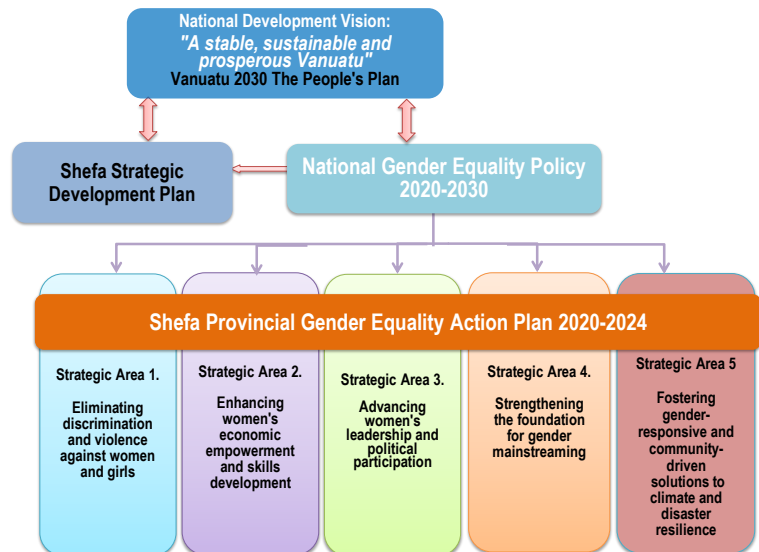
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OUR COMMITMENT

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 Shefa 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.

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



OUR RESPONSIBILITY

KEY STATISTICS SHEFA

Total Population:

97,602

(51% males; 49% females)

Children <15 years: 34%

(16,794 males; 15,813 females)

Youth 15-29 years: 30%

(14,239 males; 14,383 females)

Older persons >= 60 years: 5%

(2,623 males; 2,318 females)

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

31% Shefa* 46% Port Vila*

(National 60%)

Total Households: 19,962

Households engaged in subsistence agriculture:

74%

(National 88%)

Households engaged in fisheries:

40%

(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 Shefa province will work closely with Shefa 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 Shefa 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 NGEF.

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*.



SHEFA GENDER EQUALITY ACTION PLAN 2020-2024

Action	Timing	Responsibility	Target
Strategic Area I. Eliminating discrimination and violence against women and girls			
I.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) • VCC • Non-governmental and civil society organisations 	<p>Increased number of men and boys participating in behaviour-change programs by 2024</p> <p>Increased membership of VWC male advocacy group by 2024</p>
I.2 Deliver targeted training to chiefs, provincial and municipal councillors, area administrators 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	<ul style="list-style-type: none"> • Shefa Provincial Government • Port Vila Municipal Council • Area Administrators • Vanuatu Police Force (VPF) • VWC • Malvatumauri • DWA • Vanuatu Christian Council (VCC) • Ministry of Justice and Community Services 	At least 50% of chiefs, church leaders (VCC member churches), provincial and municipal councillors and area administrators in Shefa trained by 2024
I.3 Revive the Shefa Provincial Family Protection Taskforce and strengthen coordination, referral and response to violence against women and children at the provincial level	Ongoing	<ul style="list-style-type: none"> • Shefa Provincial Government • Port Vila Municipal Council • Area Administrators • VPF • VWC • DWA • Ministry of Health • VCC • Ministry of Justice and Community Services • Vanuatu Family Health Association • Vanuatu Society for People with Disability (VSPD) 	<p>Terms of Reference developed for the Shefa Provincial Family Protection Taskforce by 2020</p> <p>Shefa Provincial Family Protection Taskforce meets on a regular basis to improve coordination and response to violence against women and girls</p>



Action	Timing	Responsibility	Target
Strategic Area 2. Enhancing women's economic empowerment and skills development			
<p>2.1 Continue to deliver training to women in the areas of:</p> <ul style="list-style-type: none"> • Financial literacy • Business management • Business registration <p>especially in rural areas and off-shore islands of Shefa</p>	Ongoing	<ul style="list-style-type: none"> • National Bank of Vanuatu • Vanuatu Skills Partnership • Office of the Registrar of Cooperatives and Business Development Services (ORCBDS) • VANWODS • Commercial banks 	<p>At least 4 rural communities on Efate and 2 communities on each offshore island in Shefa province trained by 2024</p> <p>Increase in number of formal businesses owned by women (registered with ORCBDS) in Shefa province by 2024</p>
<p>2.2 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 development of men and women with disabilities in each of these sectors and industries</p>	Ongoing	<ul style="list-style-type: none"> • MoET • Vanuatu Skills Partnership • Ministry of Agriculture, Livestock, Forestry, Fisheries and Biosecurity (MALFFB) • Ministry of Health (College of Nursing) • Registered training organisations • VSPD • Vanuatu Disability Promotion and Advocacy Association (VDPA) • Non-governmental organisations 	<p>Proportional increase in male and female participation in non-traditional work streams by 2024</p> <p>Increase in number of male and female students with disabilities enrolled in non-traditional work streams by 2024</p> <p>Proportional increase in male and female students in Vanuatu Nursing College and Teachers College by 2024</p>
<p>2.3 Enhance women's access to markets, land and financial credit, in particular women in rural areas and off-shore islands</p>	Ongoing	<ul style="list-style-type: none"> • ORCBDS • Vanuatu Chamber of Commerce and Industry (VCCI) • Department of Lands • National Bank of Vanuatu • Commercial banks • UN Women (Markets 4 Change) • Area Administrators 	<p>Increase in percentage of women with bank accounts (commercial and non-commercial) by 2024</p> <p>Increase in percentage of women granted land leases by 2024</p>

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, and industry bodies	Ongoing	<ul style="list-style-type: none"> • Shefa Provincial Government • Port Vila Municipal Council • Area Administrators • Department of Local Affairs (DLA) • VCC • VCCI • DWA 	<p>Increase in number of women in provincial and municipal committees and taskforces in Shefa province by 2024</p> <p>Increase in the number of women in business and vendor associations by 2024</p>
3.2 Deliver public awareness on civic education and women's leadership to communities on Efate and offshore islands	Ongoing	<ul style="list-style-type: none"> • Vanuatu Electoral Commission • MoET • DLA • DWA • Non-governmental and civil society organisations 	At least 2 communities on each island in Shefa province trained by 2024
3.3 Increase the media profile of female provincial and municipal councillors and female area administrators, and their contribution to the development of Shefa province	Ongoing	<ul style="list-style-type: none"> • Shefa Provincial Government • Port Vila Municipal Council • Area Administrators • DLA • DWA • Balance of Power 	Increase in media coverage of women leaders by 2024
Strategic Area 4. Strengthening foundation for gender mainstreaming			
4.1 Mainstream gender into the Shefa Strategic Development Plan	By 2024	<ul style="list-style-type: none"> • Shefa Provincial Government • Port Vila Municipal Council • Area Administrators • Public Service Commission • DLA • DWA 	Strategic areas and actions in this Gender Equality Action Plan incorporated into the implementation and review of the Shefa Strategic Development Plan by 2024
4.2 Lead the coordination and implementation of the actions identified in the Shefa Gender Equality Action Plan	Ongoing	<ul style="list-style-type: none"> • Shefa Provincial Government • Port Vila Municipal Council • Area Administrators • DLA • DWA 	Annual progress report on the implementation of the Shefa Gender Equality Action Plan submitted to DWA each year

Action	Timing	Responsibility	Target
Strategic Area 5. Fostering gender-responsive and community-driven solutions to climate and disaster resilience			
5.1 Enhance functional capacity of the Shefa Provincial Disaster and Climate Change Committee to plan for and respond to the specific needs of women, children, youth, people with disabilities, the elderly and other vulnerable groups	Ongoing	<ul style="list-style-type: none"> • Shefa Provincial Government • National Disaster Management Office (NDMO) • Department of Climate Change • Ministry of Justice and Community Services • Vanuatu Red Cross Society • DWA 	<p>Shefa Provincial Disaster and Climate Change Committee convenes regular meetings and reviews its disaster management plan by 2021</p> <p>Shefa Provincial Disaster and Climate Change Committee trained on gender and protection issues by 2024</p>
5.2 Increase representation of women in Provincial and Community Disaster and Climate Change Committees	Ongoing	<ul style="list-style-type: none"> • Shefa Provincial Government • Area Administrators • NDMO • Department of Climate Change • Ministry of Justice and Community Services • DWA • Non-governmental and civil society organisations 	<p>Shefa Provincial Disaster and Climate Change Committee has at least 2 female representatives by 2021</p> <p>Community Disaster and Climate Change Committees have at least one female representative by 2024</p>
5.3 Fund and support women-led initiatives that contribute towards low carbon growth and adaptation strategies in food, water, health and energy security in Shefa province	Ongoing	<ul style="list-style-type: none"> • NDMO • Department of Climate Change • Department of Energy • Ministry of Health • Ministry of Agriculture, Livestock, Forestry, Fisheries and Biosecurity • Department of Water Resources 	<p>Women-led initiatives on low carbon growth and adaptation strategies funded and implemented by government and non-government partners by 2024</p>