



Pacific  
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du Pacifique



# Progressing Gender Equality in the Pacific

(2013–2018)

Programme report: 1 July 2014–30 June 2015

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Prepared by the Social Development Division of the Pacific Community



Noumea, New Caledonia 2016

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## **1. Introduction**

The past 20 years have seen significant progress in the increasing recognition of gender equality as being an integral part of the economic, political, cultural and social development of Pacific Island countries (PICs). This progress is reflected in an important body of reforms and innovative policies. Since the adoption of the Beijing Platform for Action in 1995, the overwhelming majority of PICs have ratified the Convention on the Elimination of Discrimination against Women (CEDAW), and have engaged in the regular reporting of their progress towards full compliance. Across the Pacific region, initiatives have been carried out to build the capacity of public institutions and civil society in the various aspects of gender mainstreaming. Consequently, most PICs have adopted specific national gender equality policies, and have established institutional mechanisms for gender equality (national women's machineries – NWMs), while six countries currently apply affirmative action measures to foster women's political participation. Eleven countries have conducted national prevalence studies on domestic violence, which have informed the design and adoption of specific legislation to protect women from violence.

The effects of those reforms on the advancement of Pacific women are being seen in a great variety of contexts, and they manifest in many ways, including women's education levels, their leadership in communities and civil society organisations, and their entrepreneurship and economic dynamism. However, recurrent manifestations of gender inequality remain in all sectors, such as in high rates of gender-based violence, low proportions of women represented at all levels of decision-making, significant under-representation of women in the formal economy, inequitable access of women to health and social services, and in women rarely having their concerns reflected in strategies related to climate change, natural disasters, food security and renewable energy.

Most national legal systems remain highly discriminatory against women, with few employment protections in place, legislation on violence against women remaining largely insufficient (although some countries are making progress in legal reform), differing minimum ages of marriage for males and females, and constitutionally protected customary laws and practices that often disadvantage women in areas such as land and housing rights, family law and political and community leadership. Women's roles remain highly stereotyped in most PICs. However, with some notable exceptions, boys and girls have equal access to primary and secondary education, although women are often under-represented in tertiary education. The quality and content of education are areas that need more analysis.

Progressing gender equality requires a holistic and integrated approach to lifting structural barriers to women's economic and political empowerment and to changing attitudes towards women. Institutional changes to improve the enabling environment for gender equality and the protection and promotion of women's rights are essential. Institutions must demonstrate a shift in the 'rules of the game', through changing values and processes. Governments, the private sector and customary institutions need to reflect these changes in the ways they engage with men and women at all levels to address gender inequalities.

For over 30 years SPC has worked towards the promotion of gender equality, women's human rights and the advancement of women, by documenting good practices for promoting gender equality, women's human rights and the empowerment of women, and building the capacity of Pacific Island countries and territories (PICTs) to advance gender equality.

## *Progressing Gender Equality in the Pacific*

SPC convenes the Triennial Conference of Pacific Women and the Pacific Ministers for Women Meeting every three years to monitor progress in the implementation of the Pacific Platform of Action for the Advancement of Women and Gender Equality – the blueprint for gender equality in the Pacific.

In 2009, following a request made by PICTs at the 10th Triennial conference of Pacific women, SPC conducted a series of stocktakes of governments' capacities to mainstream gender in six Pacific countries. The findings provided a wealth of information on the existing supportive policies, mechanisms and capacities, and on the gaps remaining in implementing gender mainstreaming across these governments. Using this information, SPC followed up by providing technical assistance to the countries to review their national gender policies, and to provide training on gender mainstreaming and gender analysis. In 2013 SPC established a partnership with the Pacific Women Shaping Pacific Development initiative to expand its programme to all Pacific Island countries.

SPC works with countries in strengthening the capacity of institutions to strategically progress gender equality, focusing on strengthening the capacity of governments and partner agencies to take into account gender perspectives and to effectively address gender inequality issues across sectors.

In that context, SPC's Progressing Gender Equality in the Pacific (PGEP) programme aims to:

- a) take stock of the enabling environment for the promotion of gender equality and women's rights in 12 Pacific Island countries, and provide technical assistance to at least 18 countries for the purpose of strengthening the capacity of governments to mainstream gender across all sectors, including through improved national policies and strategies; and
- b) develop and disseminate information about gender inequalities through improved data on the situation of men and women (gender statistics) in at least 18 countries.

This focused approach will contribute to achieving the objective of the Australian government's gender initiative, 'Pacific Women Shaping Pacific Development', which aims to improve the opportunities for political, economic and social advancement of Pacific women. SPC will support the improvement of the enabling environment for gender mainstreaming through increased capacity of governments to deliver services that will positively impact women's lives.

This approach will also contribute to the strategic goals of the Australia government's aid program, which include to promote: opportunities for all by mainstreaming gender across sectors and lift barriers for women's equal access to resources and opportunities; sustainable economic development, by valuing women's economic contribution and the integration of a gender perspective in sustainable development policies and the promotion of women's economic rights; and effective governance, by strengthening the capacities of policy makers and planners to identify gender inequalities and integrate gender concerns in policies and plans.

Because of the breadth of its Pacific membership and its close relationships with PICs, and its experience in documenting gender equality issues in the region, and as a provider of technical assistance to Pacific Island countries, SPC has the capacity to make a significant contribution to strengthening the capacities of PICs in gender mainstreaming and in monitoring progress being made towards achieving gender equality.

## 2. Programme summary

<b>Programme title:</b>	Progressing gender equality in the Pacific (PGEP) programme
<b>Programme goal:</b>	To improve gender equality and advance the status of women in Pacific Island countries (PICs)
<b>Expected outcomes:</b>	<ol style="list-style-type: none"> <li>1. An improved capacity to address gender inequality issues in PICs through national sector policies and strategies.</li> <li>2. The expansion of knowledge and development of information about gender equality issues and women's contributions to social and economic development in PICs for governments, civil society and development partners, in order to inform policy and programmes, and make progress towards achieving gender equality.</li> </ol>
<b>Components and main activities:</b>	<p><b>Component 1: Strengthening PICs' capacity to mainstream gender</b></p> <ol style="list-style-type: none"> <li>1.1 Gender mainstreaming capacity stocktakes were conducted in 8 countries in the first 3 years of the programme (2013–2015).</li> <li>1.2 Action plans to strengthen the capacity of PICs in gender mainstreaming were developed.</li> <li>1.3 Policy briefs on gender mainstreaming, based on the assessments, findings and education from the programme across PICs, were developed.</li> <li>1.4 Training on gender mainstreaming was delivered at national and regional levels, which covered gender analysis and integration of gender in planning and monitoring processes.</li> <li>1.5 Guidelines produced on gender mainstreaming for development sectors.</li> <li>1.6 National gender equality policies were reviewed and developed.</li> </ol> <p><b>Component 2: Monitoring progress towards gender equality</b></p> <ol style="list-style-type: none"> <li>2.1 Gender profiles in PICs were developed, disseminated and regularly updated, based on national and regional policy priorities.</li> <li>2.2 Training on gender statistics – understanding and using gender statistics – was delivered at national and regional levels (as part of 1.3 and 1.4, above).</li> <li>2.3 User-friendly tools were developed, including national and regional statistical publications in both hardcopy and online formats, which incorporate baseline data with systems and processes for regularly updating information. This includes the Pacific Leaders Gender Equality Declaration.</li> <li>2.4 Gender analysis of key development sectors was carried out using gender statistics from household income and expenditure surveys (HIES), hybrid surveys, labour force surveys, business enterprise surveys as well as other administrative data from sectors such as health, education, environment, transport and electoral processes. This analysis was used to examine topical or thematic issues from a gender perspective at, for example, the Forum Economic Ministers Meeting, Pacific Health Ministers Meeting, or in the regional MDG report.</li> </ol>
<b>Partners:</b>	Governments and civil society groups in 14 PICs (Cook Islands, Federated States of Micronesia [FSM], Fiji, Kiribati, Nauru, Niue, Papua New Guinea [PNG], Palau, Republic of Marshall Islands [RMI], Samoa, Solomon Islands, Tonga, Tuvalu and Vanuatu), Pacific Islands Forum Secretariat other regional organisations and development partners.
<b>Duration:</b>	5 years (1 July 2013 to 30 June 2018)
<b>Budget:</b>	AUD 3,817,331



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### **3. Achievements**

The programme's goal is to progress gender equality in Pacific Island countries through:

- 1) improving countries' capacity to address gender inequality issues through national sector policies and strategies, and;
- 2) the expansion of knowledge and development of information about gender equality issues and women's contributions to social and economic development in PICs for governments, civil society groups and development partners, in order to inform policy and programmes, and to monitor progress.

The second year of the programme generated the following results:

- Additional countries have completed the stocktake of the capacity of their government to mainstream gender (Fiji and Nauru).
- 8 countries have developed a work plan that details a strategy to support their respective governments' enabling environment for mainstreaming gender (Cook Islands, Kiribati, Nauru, Niue, Palau, RMI, Samoa and Tonga).
- 5 countries have reviewed and/or developed their respective national gender policies (Kiribati, Palau, RMI, Samoa and Solomon Islands).
- 8 countries have enhanced their capacity to produce gender and human rights statistics (Cook Islands, FSM, Kiribati, Palau, RMI, Samoa, Solomon Islands and Tuvalu).
- countries have developed a gender profile (Cook Islands, RMI and Solomon Islands).
- 5 countries have expanded their knowledge about gender mainstreaming approaches (Palau, RMI, Solomon Islands, Tuvalu and FSM).
- The programme's implementation plan, and monitoring and evaluation framework, have been developed.

## **4. Implementation progress to date**

The programme is divided into two main components: 1) Strengthening PICs' capacity to mainstream gender; and 2) Monitoring progress towards achieving gender equality.

The first component focuses on capacity building, policy advice and identifying mechanisms, while the second component concentrates on generating information, expanding knowledge and developing monitoring tools.

### **Component 1 – Strengthening PICs' capacity to mainstream gender**

The overall outcome of this component of the programme is the substantial improvement of the capacity in PICs to address gender inequality issues through national and sectoral policies and strategies. In the period from 1 July 2014 to 30 June 2015 the following activities were implemented:

#### **❖ Assessing governments' capacity for mainstreaming gender**

For most countries participating in the Progressing gender equality in the Pacific (PGEP) programme, the process was initiated by an assessment of the enabling environment for mainstreaming gender – this was the Gender Mainstreaming Stocktake (the Stocktake). The aim of the Stocktake was to assess the existing enabling environment for gender mainstreaming by looking at: 1) the legal and policy framework; 2) the political will; 3) the organisational culture; 4) mechanisms for accountability and responsibility for mainstreaming gender; 5) technical capacity in gender mainstreaming; and 6) the allocation of resources. The Stocktake provided information for identifying areas that needed improvement in order for the country to be more effective in mainstreaming gender. This information is also useful to other development partners that support institutional strengthening initiatives in gender or other areas of development.

The Stocktake process adopts a participatory approach, and takes 12 to 18 months. It starts with a desk review and analysis of key national policies and strategies, followed by a series of in-country interviews. From these reviews and interviews, a report is drafted and is then sent to the government's gender focal points for input and verification of the information. This step in the process can be quite lengthy, as there are several interactions between SPC and the country to ensure information contained in the report is accurate and clearly understood. Once the government partners are satisfied with the report, it goes through an editing and publication process. The entire process is important in ensuring a country's ownership of the results, as well as helping to build the capacity of the department that is responsible for gender affairs in the analysis of institutional issues that impede progress in achieving gender equality.

During the first year of the programme (2013–2014) Stocktakes were completed for Niue and Tuvalu; and in the second year (2014–2015) 5 more countries have completed the Stocktakes: Fiji, Nauru, Kiribati, Palau and Samoa.<sup>1</sup> To date, the reports for 5 countries have been finalised and published (Kiribati, Nauru, Niue, Samoa and Tuvalu, while reports from Fiji and Palau will be published in the first half of 2016).

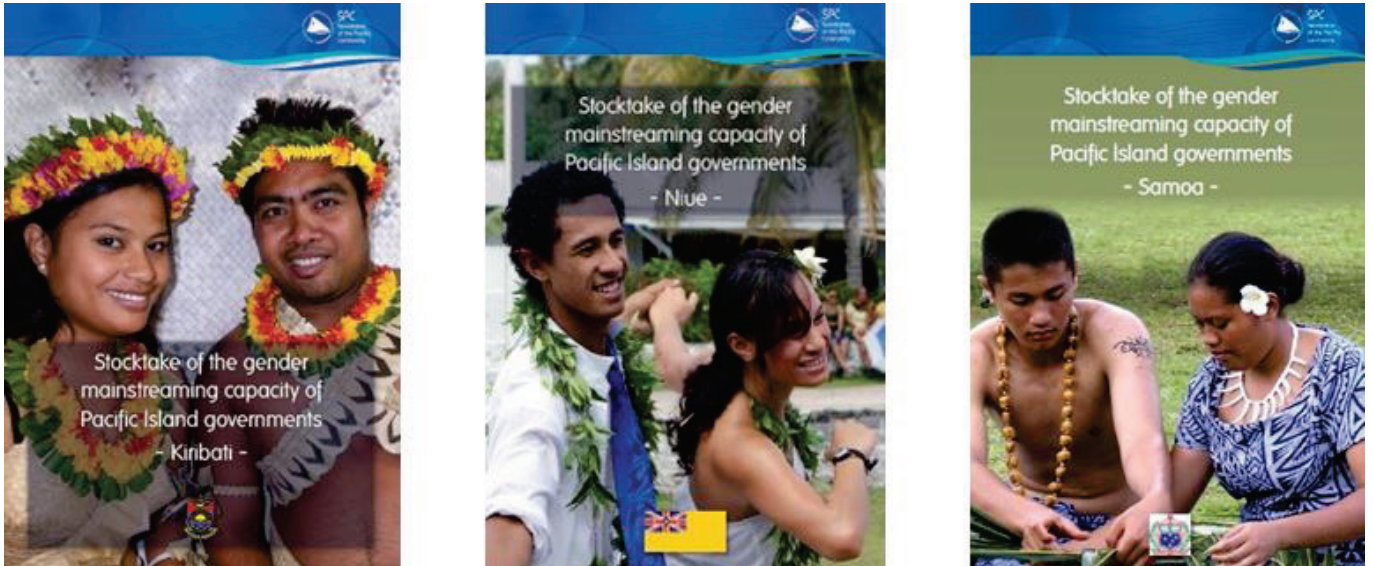


Figure 1: Gender Stocktake report covers for Kiribati, Niue and Samoa

❖ **Developing a strategy to support the enabling environment for gender mainstreaming**

The Stocktake reports provided a series of recommendations for strengthening governments’ capacity in mainstreaming gender. Based on these recommendations, country work plans have been developed that identify priorities that these countries will follow through within the period of the present programme. These priorities relate directly to gaps that are identified in the Stocktake in terms of policy review, capacity building and mechanisms required to support gender mainstreaming capabilities within governments. These country work plans will be used to support an annual dialogue with each country’s focal points in order to assess the effectiveness of the activities implemented during the year, bring about adjustments to the work plan where needed and plan activities to implement over the following year. Work plans and associated memorandums of understanding (MOUs) have been signed between SPC and Cook Islands, Nauru, Palau, RMI, Samoa, Tonga and Tuvalu (MOUs are expected to be signed with FSM, Kiribati, Niue and Solomon Islands shortly).

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<sup>1</sup> Palau did not require SPC technical assistance in conducting their gender mainstreaming capacity stocktake although they used the methodology and tools developed by SPC to undertake the process themselves. SPC reviewed the report and will support this process through to its publication.



**Figure 2: Signing of MOU between SPC and Tuvalu, November 2014; and cover of the Tuvalu National Gender Policy**

❖ **Reviewing and developing national gender policies**

At the request of governments, the PGEP programme provided support to review and develop national gender policies. Technical assistance was provided to FSM, Kiribati, Palau, RMI, Samoa, Solomon Islands and Tuvalu. The revised policies for RMI and Tuvalu have been endorsed by their respective governments.

Cook Islands also conducted a mid-term review of the implementation of the national gender policy. The review identified the priority areas for implementation over the next 18 months, and it contained recommendations for strategic interventions to upscale gender mainstreaming activities.

For Solomon Islands, the Ministry Corporate Plan is the key government document in all ministries. This is a requirement of the Ministry of Finance and Planning, in order to secure development funds and core funding from the national budget. Several informal requests have been received for support in incorporating gender issues into ministry corporate plans. These include ministries of education, home affairs, peace and reconciliation, and women, youth, children and family affairs.

Earlier in 2015 the Ministry of Natural Resources and Environment of the Solomon Islands government also requested similar technical assistance, which was provided to the country by the programme. While SPC has been encouraging Solomon Islands ministries to ensure they channel their requests through the Solomon Islands government’s Women’s Development Division (WDD), more needs to be done to ensure that the capacity/knowledge is expanded within the WDD and respective ministries, and the programme recognises that some thought needs to be put into how technical assistance is delivered. This approach aims at supporting the WDD’s role in coordinating and monitoring the gender mainstreaming process across the government.

❖ **Building capacity to mainstream gender**

All PICs required support in building capacity in gender mainstreaming. During the second year of the programme 79 government officials have taken part in training on gender mainstreaming, which was delivered by the programme in collaboration with departments of gender affairs.

Conducting workshops is not the only strategy utilised by the programme for capacity building. Continued technical advice is also provided to directors of women’s issues on a regular basis, based on incoming requests. Coaching and mentoring is highly likely to become the predominant approach during year 3 of the programme, in order to respond to requests, and also to take into account the institutional setting of the small island states.

Table 1 summarises progress made in Component 1, based on the outputs outlined in the programme document.



**Figure 3: Gender and climate change workshop for permanent secretaries, Tuvalu, May 2015**

**Table 1: Summary of progress in year 2 (1 July 2014 -30 June 2015) - Component 1: Strengthening PICs’ capacity to mainstream gender.**

Outputs	Indicators	Progress
<b>1. Gender mainstreaming stocktake assessment conducted in 8 member countries in 2 years</b>	8 national reports on the gender stocktake assessment by 2015 1 regional report on the findings from the gender stocktake by 2015 5 reports on sectoral gender stocktake	5 reports published 2 reports being finalised <i>NB. Vanuatu has not required assistance in the production of a gender stocktake</i>
<b>2. Development of action plans to strengthen capacities of the countries in gender mainstreaming based on findings and recommendations made through the gender stocktake</b>	8 MOU signed by 2015	Work plan developed with 11 countries MOU signed with 7 countries <i>NB: There is no plan to established a work plan with PNG; Fiji’s and Vanuatu’s work plans are pending</i>

Outputs	Indicators	Progress
<b>3. Development of policy briefs on gender mainstreaming</b>	10 policy briefs and information papers developed by 2018	Not started
<b>4. Delivery of training on gender mainstreaming at national and regional levels, including gender analysis, integration of gender in planning and monitoring processes, and sector-focus gender mainstreaming</b>	Series of training sessions in at least 8 countries by 2017 150 people across 8 countries have participated in at least one training session by 2017 At least 4 cross-learning exchanges between countries by 2017	Training was conducted with 10 countries (Cook Islands, FSM, Kiribati, Marshall Islands, Palau, Samoa, Solomon Islands, Tonga and Tuvalu)
<b>5. Development of guidelines on gender mainstreaming, including sector guidelines</b>	Set of guidelines on gender mainstreaming developed and utilised in at least 6 countries by 2017 Set of sector gender guidelines developed and utilised in at least 6 countries by 2017	Currently in progress
<b>6. Review and development of national policy on gender equality</b>	At least 6 countries have developed or reviewed their national gender policy by 2017	Technical support provided to 7 countries for review of national gender policy 2 reviewed national gender policies officially endorsed

## Component 2 – Monitoring progress towards achieving gender equality

Several requests were received from PICs asking for assistance in improving institutional capacity on gender statistics and analysis. In view of these requests, SPC developed and consulting on a core set of cross-sectoral gender indicators in order to determine how support could be provided in this area. The overall aim is to improve the collection, reporting, analysis and use of gender statistics in the Pacific, and to provide departments in charge of gender/women’s affairs and other data users with the skills required to use gender indicators for shaping national policies and programmes, and to monitor and evaluate progress towards achieving gender equality.

In line with this, the overall outcome of this component is the expansion of knowledge, and the generation, use and management of information, on gender issues and women’s contributions to social and economic development, in order to improve policy, programmes and the monitoring of progress towards gender equality in the region. There are three main streams of work:

- 1) Capacity building in **gender statistics and gender analysis** to support the gender mainstreaming process.
- 2) Support for the regular **collection, compilation and analysis of statistics** for monitoring the progress and implementation of national gender equality policies.
- 3) Producing **regional statistical summaries**.

These three main streams of work are interconnected with, and inseparable from, the gender mainstreaming component of the programme. Outcomes for the two components – gender mainstreaming and gender statistics – can be achieved only if capacity building in both gender mainstreaming and gender statistics is strategically integrated and implemented. SPC's Gender, Culture and Youth programme team works to implement these activities in PICs. Although the programme document separates the two components of gender mainstreaming and gender statistics, these are interlinked, and implementation is delivered in this context.

In the period 1 July 2014 to 30 June 2015, technical assistance was provided to countries to build their capacity to collect, compile and analyse gender statistics in national statistical systems.

#### ❖ **Capacity development on gender statistics**

Sessions on gender statistics were facilitated in training workshops on gender mainstreaming in 5 countries (Cook Islands, FSM, Palau, RMI and Tuvalu). Simple monitoring tools using Microsoft Excel and Word were customised, and government officials were trained (Cook Islands – Gender and Development Division; Solomon Islands – WDD).

At the regional level, in August 2014 SPC, in collaboration with the United Nations Statistics Division (UNSD) and the Asian Development Bank (ADB), convened a workshop on gender and human rights statistics. 40 participants from statistics, gender and human rights agencies (26 females and 14 males from 13 PICs) attended. At this workshop the participants were introduced to the methods that are used to collect and compile gender statistics in areas such as work, time use, violence against women, health and human rights.; were introduced to global treaties and reporting systems; and looked at data sources, gaps and capacity issues. They also heard about the experiences of countries on how this information was used and translated into their daily work and operations at the national level. A key outcome was that the workshop participants agreed to work towards collecting and compiling the UNSD's minimum set of gender indicators,<sup>2</sup> and subsequently, support was provided to Kiribati and Samoa on addressing gaps in their data needs.

#### ❖ **Collection, compilation and analysis of statistics**

SPC's technical support was provided to:

- Cook Islands, to develop the *Cook Islands Gender Profile*,<sup>3</sup> as well as a summary brochure, *Gender Equality: Where do we Stand?*;<sup>4</sup>
- the Tuvalu Gender Division, to develop a basic data entry system, produce statistical summary tabulations and charts, and draft a summary of findings report from an assessment of the 'Tuvalu Disaster Committee Cyclone Pam: Impact on Family';

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<sup>2</sup> Available at <http://genderstats.org/>

<sup>3</sup> Available at <http://www.mfem.gov.ck/cook-islands-gender-profile-2012>

<sup>4</sup> Available at <http://www.mfem.gov.ck/mfemdocs/amd/783-gender-equality-where-do-we-stand-low-res/file>



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- Solomon Islands' gender focal points, to draft the policy implications of the of the compiled statistics for measuring progress across the five priority outcome areas in the national gender policy;
- analyse FSM's and Palau's household income and expenditure survey (HIES) with the view to develop a gender factsheet from the findings;
- draft the layout and technical contents for the regional *Guide to Gender Statistics and Presentation*, which was then completed by an external contractor; and
- PICs to review, revise and endorse the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) Core Set of Gender Indicators. This document was subsequently endorsed by the UNESCAP Statistics Committee in March 2015.

### ❖ **Regional statistical summaries**

In the context of the RPPA Review, SPC compiled statistical indicators for progress reporting and compiled results from online surveys about RPPA perceptions.

The work carried out by SPC's Gender and Statistics Adviser in collaboration with SPC's Statistics for Development Division (SDD) involves ensuring gender analysis is incorporated in the analysis of household surveys, with a framework developed for the analysis of data and gender statistics compiled from the HIES data for FSM and Palau.

At the national level, the programme provides assistance to departments of gender/women's affairs to engage with National Statistics Offices (NSOs) and to consult on the contents of data collections and surveys to enable monitoring of the progress made in implementing national gender equality policies. Assistance was provided for the design of the census questionnaires for Kiribati and Palau, as well as for the agriculture census and 'human rights' survey in Samoa. Capacity building and training is provided in data analysis, using Microsoft software (Excel and Access), and the effective presentation of statistics (Excel and Word) for national women's machineries and NSOs. Some assistance has been provided to NWMs for the monitoring of national policies, such as in using templates (Solomon Islands) and work plans and deliverable schedules (Cook Islands).

A major gap in gender statistics is the lack of data from police complaints databases that relate to domestic violence incidents, investigations and cases that have been closed, dropped or forwarded for prosecution. The programme is working closely with the Pacific Prevention of Domestic Violence Programme (PPDVP) in Cook Islands to assist with improving data quality prior to the redesign of the PPDVP and its continuation in 2016. It is anticipated that the redesign of the PPDVP will support the production of gender statistics, and the PPDVP will seek the Police Commissioner's approval to release the information to approved users, such as SPC and the Pacific Islands Forum Secretariat (PIFS).



Figure 4: Cover of the Cook Islands Gender Profile and brochure

Table 2 summarises progress made in Component 2, based on the outputs outlined in the programme document.

Table 2: Summary of progress in year 2 (1 July 2014 – 30 June 2015) – Component 2: Monitoring progress towards gender equality

Outputs	Indicators	Progress
1. Gender statistics generated and regularly updated in 12 countries	Production of gender data set in 12 countries by 2017	'Core' set of priority indicators for PICs currently being produced
2. Gender profiles established and regularly updated in 12 countries; regional compilation	Gender profiles produced in 10 countries by 2017 1 regional gender profile produced by 2017 5 regional profiles produced by 2017	Cook Islands Gender Profile and summary brochure launched Cook Islands review of the Health Statistics Bulletin. Assistance to the <i>Pacific Women Shaping Pacific Development Programme (PWSPD)</i> coordinator regarding crime and justice statistics Gender 'snapshot' progress report drafted for Solomon Islands SDD working on gender factsheet from FSM and Palau HIES
3. Delivery of training on gender statistics and use of gender statistics at national level	Training series delivered in at least 10 countries by 2017 100 people in the countries had participated in one training session by 2017	Gender statistics training sessions in gender mainstreaming workshops in FSM (18 participants), Marshall Islands (9 participants), Palau (10 participants), Solomon Islands (16 participants) and Tuvalu (31 participants, including a half-day session for heads of ministries). Total of 84 people participating Gender statistics regional training workshop for 40 participants from 13 PICs, in collaboration with UNSD, ADB and SPC's Regional Rights Resource Team (RRRT)

Outputs	Indicators	Progress
<p>4. <b>Development of user-friendly tools, including national and regional statistical publications, in hardcopy and online formats, incorporating baseline data, with systems and processes for regularly updating information</b></p>	<p>Set of tools developed and utilised in at least 6 countries by 2017</p>	<p>The <i>Guide to gender statistics and their presentation</i> has been published</p>



Figure 5: Training on gender mainstreaming, Palau, July 2015

## 5. Challenges and lessons learned

The implementation process that has been adopted is based on mutual agreement between SPC and the PICs, and thus far, SPC has not encountered any critical challenges in year 2 of the programme’s implementation. A few challenges remain, which impact on implementation in some cases, but considering the scope of the programme, SPC has been able to produce high-quality outputs to the satisfaction of the PICs.

### Challenges

Some of the challenges are described below:

**Resources of NWMs to support gender mainstreaming are limited:** This is a major challenge that was identified in the first year of the programme’s implementation. This issue impacted on the finalisation of the gender stocktake, which required consultations, validations and endorsements from the countries. The programme faced the same issue while developing country work plans – a process that should have been relatively simple, but that took several months, in some cases, to finalise and sign an agreement. Many

departments of gender/women's affairs still struggle to cope with other work commitments, including their work for the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) and the Beijing +20 review report (Secretariat of the Pacific Community. 2015 – the global review of progress in the 20 years since the 1995 Beijing Declaration and Platform for Action). The departments are also hampered by staff changes in the departments or the respective ministry, which affects continuity in supporting 'mainstreaming gender', requiring cross-cutting activities with which they have limited experience.

***When technical assistance becomes an additional burden to manage:*** Weak coordination among development partners induces greater burden for staff of the department of gender/women's affairs. While the objective of development partners is to develop countries' capacities, development partners' expectations of roles, based on their mandates, are not always realistic, given the variable capacities of government counterparts. In addition, it is not always clear to countries, in respect of different development partners, what their mandates are, what their services to the countries are, how they deliver these services, what the funding arrangements are, and so on. Hence, countries often have to manage several 'offers' of technical assistance simultaneously, for which staff (of the department of gender/women's affairs) are expected to handle, which is difficult to coordinate with staff members or consultants of development partners, which are based in other countries. Better coordination between development partners could ease the country's management burden.

***Changes in organisational culture take time:*** Adopting a gender mainstreaming approach requires changing government processes and the adoption of specific mechanisms, which involve changes in the way people work. Organisational change is not easy to generate, for a range of interrelated reasons. The public sector is an institution where change can be particularly difficult to implement, and this does not just apply in the case of a gender mainstreaming approach. An assumption is often made that, given resistance to some of these changes, government officials disagree with the promotion of gender equality and reject the entire idea of addressing gender issues. Ongoing processes in the region for mainstreaming climate change across the governments' programmes are facing similar issues, some of which gender mainstreaming experts have encountered for years. More reflection is required to find a strategic approach to ensure that positive change, in this context, will occur within those institutions.

***Limitations of training workshops:*** The limitations of departments of gender/women's affairs – in terms of human resources, and the multiplication of development partner programmes and increasing frequency of donor partner visits to countries, consuming the time of in-country staff – limit the availability of relevant in-country staff to attend training workshops. One training session on gender analysis or gender mainstreaming is not enough to effectively develop capacity; training needs to be part of a more comprehensive capacity-building strategy that includes mentoring, exchanges with counterparts that have similar responsibilities (e.g. in South-South exchanges), and the development and utilisation of gender-sensitive management tools that support the gender mainstreaming process.

## **Lessons learned**

Notwithstanding these challenges, SPC is confident that this is the beginning of a long-term strategy that seeks not only to capitalise on existing processes to integrate gender into policy and programming, but also to bring about new ways of working within governments and, in time, attitudinal and behavioural change.

## *Progressing Gender Equality in the Pacific*

Through SPC's experience in implementing the PGEP programme, a number of lessons have been learned that will inform the programme's ongoing activities:

***Building relationships:*** Relationship building has been an approach that SPC's in-country counterparts appreciate. Relationships are particularly important for government institutions that are still relatively marginalised, and have limited resources and limited capacity to influence policies and decision-making. Because of the relationships that are being built between the programme's staff and the in-country counterparts, some partners have expressed that they feel more supported, that they are inclined to share more information about the issues they are dealing with, and are more confident to discuss strategies for generating change.

***Setting a reasonable pace:*** Organisational change takes time. Countries would often like to implement as many activities as possible, and the PGEP programme's implementation team would also like to provide as much support as possible. However, it is necessary to be mindful of country capacity – in terms of technical capacity, availability and resources. Thus far, a 'step-by-step' approach has helped to identify shortcomings, and it respects the pace and process in each PIC. SPC recognises that, for meaningful results to be achieved in the PGEP programme, investing in governments'/ministries' capacities is crucial. Hence, a greater emphasis on one-to-one mentoring will be a better use of resources than workshop-type technical assistance.

***Diversifying the partnership in the governments:*** This has not been an easy task thus far, as gender mainstreaming is still predominantly considered as being the sole responsibility of the department of gender/women's affairs. For gender mainstreaming to be effective and successful, key government agencies – such as planning and public service commissions – need to be committed to it. The work that the programme has undertaken on gender statistics, particularly with the analysis of HIES, has resulted in the building of relationships with the National Statistics Offices in PICs.

***Governance for gender mainstreaming:*** Gender mainstreaming requires a solid institutional mechanism, driven by appropriate accountability and transparency measures. Not all PICs have this in place. Where the Public Service Commission (PSC) (or its equivalent) has been given sufficient responsibilities, gender mainstreaming progress is more robust. When the Office of the Prime Minister (or its equivalent), as well as Cabinet (or its equivalent), have key responsibilities, along with the PSC, the potential for progressing gender mainstreaming is higher. SPC is targeting these key institutions in the roll out of gender mainstreaming to provide the enabling environment for gender mainstreaming across government areas in PICs.

***Flexibility:*** Recognising the challenges within departments of gender/women's affairs and recognising SPC's own capacity, good communication and flexibility has been both necessary and advantageous. For example, while policy work is conducted in-country, SPC staff are often called on to assist departments of gender/women's affairs, and review and contribute to sectoral plans and policies for the inclusion of gender equality. SPC has also had to be flexible in terms of the timing of outputs (reports, policies and work plans/MOUs) to ensure governments are comfortable with recommendations and analyses in the national reports.

## **6. Preview of year 3 of the PGEP programme's implementation (1 July 2015–30 June 2015)**

### **Component 1 – Strengthening PICs' capacity to mainstream gender**

The third year of the PGEP programme will continue to build capacity in gender mainstreaming, as PICs are at different stages of this process, with some already implementing mainstreaming, while others are about to begin. Some tools are in the process of being developed to support mainstreaming, such as:

- a template for harmonising a national reporting framework on gender equality to support each PIC in developing an annual report that monitors the implementation of their respective national gender policies. The template was tested in November 2015, with RMI and Tonga;
- a template for a gender mainstreaming handbook to support countries in the adoption of concrete actions. The template will be customised for each PIC, based on their respective government cycles. The template was tested in November 2015, with Cook Islands and Solomon Islands; and
- a conceptual framework on women's economic empowerment. This initiative aims at identifying the components for effectively supporting women's economic empowerment in PICs, taking into account the economic, sociocultural, geographical and environmental contexts. It will be used to develop policy briefs for the PICs and the agencies of the Council of Regional Organisations of the Pacific (CROP), in order to inform their initiatives on women's economic empowerment. It will also support identifying indicators that are realistic for the region. All of these products will also be developed as training packages.

2015–2016 will be dedicated to customising these tools for each PIC, and building capacity for using them across government areas.

Another focus for the year 3 of the PGEP programme's implementation will be on communication. In November 2015 a regional workshop was convened, 'Communicating about gender equality with the media'. This was co-facilitated with FEMLINK Pacific and directors of the departments of gender/women's affairs attended, along with government communications. This workshop aimed at building capacities, and also at identifying the information products that would best support PICs in communicating about gender equality.

Table 3: Component 1 activities – year 3 (1 July 2015–30 June 2016)

Outputs	Indicators	Work plan Year 3
<b>1. Gender mainstreaming stocktake assessment conducted in 8 member countries in 2 years</b>	8 national reports on the gender stocktake assessment by 2015 1 regional report on the findings from the gender stocktake by 2015 5 reports on sectoral gender stocktake	7 national reports on gender stocktake published and disseminated by December 2015 1 regional report on the findings from the gender stocktake produced by March 2016 1 sectoral gender stocktake report produced
<b>2. Development of action plans to strengthen capacities of the countries in gender mainstreaming based on findings and recommendations made through the gender stocktake</b>	8 MOUs signed by 2015	MOUs signed with 7 countries (Cook Islands, Marshall Islands, Nauru, Palau, Samoa, Tonga and Tuvalu)
<b>3. Development of policy briefs on gender mainstreaming</b>	10 policy briefs and information papers developed by 2018	2 policy briefs produced
<b>4. Delivery of training on gender mainstreaming at national and regional level, including gender analysis, integration of gender in planning and monitoring processes, and sector-focus for gender mainstreaming</b>	Series of training sessions in at least 8 countries by 2017 150 people across all 8 countries have participated in at least one training session by 2017 At least 4 cross-learning exchanges between countries by 2017	Training delivered in at least 6 countries
<b>5. Development of guidelines on gender mainstreaming, including sectoral guidelines</b>	Set of guidelines on gender mainstreaming developed and utilised in at least 6 countries by 2017 Set of sector gender guidelines developed and utilised in at least in 6 countries by 2017	2 guidelines on gender mainstreaming developed 2 sectoral guidelines produced
<b>6. Review and development of national policy on gender equality</b>	At least 6 countries have developed or reviewed their national gender policy by 2017	8 reviews of national policy on gender conducted

## Component 2 – Monitoring progress towards achieving gender equality

The overall outcome of this component is the expansion of knowledge, and the generation, use and management of information, on gender issues and women’s contributions to social and economic development, in order to improve policy, programmes and the monitoring of progress towards gender equality in the region.

In year 3 the statistics component gained momentum, through the preparation of a regional gender statistics booklet for PICs, in collaboration with Asian Development Bank, in October 2015. Work will continue in the compilation of statistics for national-level progress reports for monitoring progress towards gender equality, with associated capacity building in NWMs and NSOs. In-country technical assistance activities will focus on reviewing national data sets and the availability of sex-disaggregated data, in the context of the monitoring and evaluation frameworks for gender equality policies developed in Component 1, in addition to establishing the information management systems for the collection and compilation of statistical indicators for a gender profile in three more PICs. Training and reference material will be finalised for NWMs and gender focal points in line agencies, on the use of statistics for evidence-based policies, and monitoring and evaluation, which is linked to Component 1, and based around the analysis done in the gender profiles. Work is ongoing for developing a standard set of indicators for national and regional reporting, linked with Component 1 and in collaboration with PIFS.

Gender factsheets will be developed for FSM and Palau, and these will be rolled out for other PICs.. In collaboration with SDD, work will begin on templates for ‘gender factsheets’ from the national censuses and Demographic and Health Survey, as well as guides for PICs to use to assist them in timely collection, compilation, analysis and dissemination of gender statistics.

Table 4, below, summarises the activities planned for year 3 of the PGEP programme.

**Table 4: Component 2 activities – year 3 (1 July 2015–30 June 2016)**

Outputs	Indicators	Work plan Year 3
<b>Gender statistics generated and regularly updated in 12 countries</b>	Production of gender data set in 12 countries by 2017	Gender statistics regional brochure developed in collaboration with ADB Gender statistics reviews and national strategies developed in 5 PICs (Kiribati, Samoa, Tonga, Tuvalu and Vanuatu)
<b>Gender profiles established and regularly updated in 12 countries; regional compilation</b>	Gender profiles produced in 10 countries by 2017 1 regional gender profile 5 regional profiles produced by 2017	3 gender profile reports available and disseminated (Samoa, Tuvalu and Vanuatu) 1 gender profile from HIES surveys available and disseminated (Tonga)



Outputs	Indicators	Work plan Year 3
<p><b>Delivery of training on gender statistics and use of gender statistics at national level</b></p>	<p>Series of training sessions in at least 10 countries by 2017</p> <p>100 people in the countries had participated in one training session by 2017</p>	<p>Training workshops on the use of gender statistics conducted in 3 countries (Samoa, Tuvalu and Vanuatu)</p>
<p><b>Development of user-friendly tools, including national and regional statistical publications, in hardcopy and online formats, incorporating baseline data, with systems and processes for regularly updating information.</b></p>	<p>Set of tools developed and utilised in at least 6 countries by 2017</p>	<p>1 regional summary report with data and metadata disseminated through National Minimum Development Indicators (NMDI)</p>

## 7. Management overview

The main management actions over the past year have involved maintaining the internal financial monitoring and reporting process, and administration of the three programme staff members – Project Assistant (Fiji), Research Officer (Noumea), and Statistics Adviser, Gender Equality (Noumea). All programme-funded staff have been engaged since September 2014, and the staff have held two team planning meetings.

In May 2015 the team developed the programme monitoring and evaluation plan, with assistance from the *Pacific Women Shaping Pacific Development Programme* (PWSPD), and is now collecting and compiling the information that is necessary to implement the plan.

Work on a media and communications strategy is ongoing, and this will be linked to the monitoring and evaluation plan.

A joint mission to the north Pacific region, in October 2014, between SPC and the Australia Department of Foreign Affairs and Trade (DFAT), provided the opportunity to define the job description for the recruitment of a gender equality adviser, who would be dedicated to providing technical assistance on gender equality issues to the countries in the north Pacific region. The gender equality adviser will support the gender work of SPC, as well as the implementation of country work plans funded under the PWSPDP. The recruitment process was initiated in July 2015, and the gender equality adviser is expected to be in place by January 2016.

## Appendix 1: Activities implemented in PICs in year 2 of the PGEP programme: 1 July 2014–30 June 2015

PIC	Activities implemented by the PGEP programme, year 2: 2014–2015
<b>Cook Islands</b>	<p>Mid-term review of the National Policy on Gender Equality and Women’s Empowerment (2011–2016)</p> <p>2012 Gender Profile and summary brochure published (available at <a href="http://www.mfem.gov.ck/">http://www.mfem.gov.ck/</a>)</p> <p>Workshop to finalise gender profile, with 11 key stakeholders</p> <p>Support to Pacific Women Shaping Pacific Development country projects on gender statistics (NSO, police, justice, welfare)</p> <p>Cultural industries statistics derived</p> <p>Cook Islands work plan and MOU signed</p>
<b>Federated States of Micronesia</b>	<p>Process for developing a National Gender Equality Policy initiated</p> <p>Country’s work plan and MOU drafted</p> <p>HIES gender factsheet data analysis</p> <p>Cultural industries statistics derived</p> <p>Introductory training on gender mainstreaming for representatives of civil society organisations (CSOs) and governments of the four states</p>
<b>Fiji</b>	<p>Stocktake report is still in final draft form, and is yet to be endorsed by the Government of Fiji</p> <p>Provision of technical assistance for the production of the Beijing +20 review report</p>
<b>Kiribati</b>	<p>Stocktake report published</p> <p>Policy review and technical assistance to the Ministry of Women towards the endorsement of the national gender equality policy</p> <p>Census of Population and Housing questionnaire design</p> <p>Country’s work plan and MOU drafted</p>
<b>Marshall Islands</b>	<p>Finalisation of the national gender policy; endorsed in February 2015</p> <p>Production of an implementation plan of the policy, which involved consultations with stakeholders around each policy outcome</p> <p>Country’s work plan and MOU signed</p> <p>Indicators for monitoring the UN Women Violence Against Women project</p> <p>Framework, with baseline indicators, for monitoring progress on gender issues</p> <p>Orientation session on gender mainstreaming process delivered to the permanent secretaries</p> <p>Introductory training on gender mainstreaming for government official-members of the Elimination of Violence Against Women task force</p>
<b>Nauru</b>	<p>Stocktake 2015 finalised</p> <p>Country’s work plan and MOU signed</p>

PIC	Activities implemented by the PGEP programme, year 2: 2014–2015
<b>Niue</b>	<p>Stocktake report published</p> <p>Country's work plan and MOU drafted</p>
<b>Palau</b>	<p>Review content of gender mainstreaming stocktake produced by the government</p> <p>HIES gender factsheet data analysis</p> <p>Draft indicators for upcoming gender mainstreaming policy</p> <p>Production of first gender mainstreaming policy</p> <p>Country's work plan and MOU signed</p> <p>Introductory training on gender mainstreaming for government representatives</p> <p>Review of contents of Annual Statistical Yearbook</p>
<b>Samoa</b>	<p>Country's work plan and MOU signed</p> <p>Stocktake report published</p> <p>Review of the National Policy and Plan of Action for Women of Samoa 2010–2015</p> <p>Survey questionnaires design for agriculture census</p>
<b>Solomon Islands</b>	<p>Review of the National Policy on Gender Equality and Women's Development</p> <p>Gender equality statistics compiled using the UN minimum set of gender indicators framework</p> <p>Gender equality progress report drafted</p> <p>16 gender focal points trained on introduction to using Excel for data analysis</p> <p>10 Ministry of Women, Youth and Children and Family Affairs (MWYCFA) staff trained on using Excel workbook to track workshop participants</p> <p>Support to MWYCFA to develop budget proposals for parliamentary session</p> <p>Support to MWYCFA to finalise the TOR for the gender focal point process</p> <p>Country's work plan and MOU drafted</p>
<b>Tonga</b>	<p>Country's work plan and MOU signed</p>
<b>Tuvalu</b>	<p>Stocktake report published</p> <p>Review of national gender policy – officially endorsed by the government</p> <p>Gender and climate change sensitisation workshop for 17 senior government officials in May 2015</p> <p>Gender and climate change training workshop for 14 gender advocates in May 2015</p> <p>Technical support on gender statistics provided for the preparation of the report of the assessment done by the Gender and Development Division on gender for the Tropical Cyclone Pam Post-Disaster Needs Assessment (2015)</p>

Regional work conducted by the PGEP programme	
<b>Regional workshop, gender and human rights statistics</b>	Gender and Statistics Workshop, 4–8 August 2014: Cook Islands, FSM, Fiji, Kiribati, Marshall Islands, Nauru, Niue, Palau, Samoa, Solomon Islands, Tonga, Tuvalu and Vanuatu
<b>UNESCAP</b>	UNESCAP core set of gender indicators adopted by Statistics Committee in March 2015 (with interventions from Fiji and Samoa)
<b>Statistics for Development Division</b>	HIES technical working group recommendations for gender outputs Gender indicators and updating the National Minimum Development Indicators (NMDI)
<b>Pacific Prevention of Domestic Violence Programme</b>	Developing a standard set of domestic violence police statistics

## Appendix 2: Timeline for the implementation of the PGE programme: year 2, 1 July 2014–30 June 2015

<b>July 2014</b>	<p>Visit to Kiribati to finalise gender stocktake</p> <p>Signing of MOU between SPC and Nauru, for strengthening the government’s capacity on gender mainstreaming</p>
<b>August 2014</b>	<p>Research officer commences in duty</p> <p>Draft country work plans for Cook Islands, Kiribati, Nauru, Niue, RMI, Samoa and Tuvalu</p> <p>Gender statistics and human rights reporting statistics regional workshop, jointly with UNSD, RRT and ADB</p>
<b>September 2014</b>	<p>Gender statistics adviser commences in duty</p> <p>Technical assistance to Kiribati to review the national gender policy</p> <p>HIES gender profile template developed</p> <p>Gender statistics work plan developed</p>
<b>October 2014</b>	<p>Technical assistance to RMI to finalise the national gender policy</p> <p>Technical assistance to Palau to initiate development of the national gender policy</p> <p>Draft of country work plan in FSM, Palau and RMI</p> <p>Training of trainers on gender equality for male advocates in Tuvalu</p> <p>Orientation session for permanent secretaries in Tuvalu</p> <p>Visit to Solomon Islands to develop a strategy to develop capacity of newly established gender focal points and facilitate workshop for gender focal points</p> <p>Joint visit to north Pacific region with DFAT, visiting FSM and RMI, to identify needs, which led to the development of the job description for the establishment of the position of North Pacific Gender Equality Adviser</p>
<b>November 2014</b>	<p>Visit to Cook Islands to conduct mid-term review of the national gender policy</p> <p>Visit to Cook Islands to review and assist with developing administrative data systems to regularly produce sex-disaggregated data</p> <p>Visit to Solomon Islands to compile statistical indicators for a gender snapshot. Visit to Palau to initiate the process of developing the national gender policy</p> <p>Signing of MOU between SPC and Palau for strengthening the government’s capacity on gender mainstreaming</p> <p>Signing of MOU between SPC and Tuvalu for strengthening the government’s capacity on gender mainstreaming</p>

<b>December 2014</b>	<p>Signing of MOU between SPC and RMI for strengthening the government’s capacity on gender mainstreaming</p> <p>Preparation of annual work plan 2015</p>
<b>January 2015</b>	<p>New Deputy Director of the Social Development Division commences in duty</p>
<b>February 2015</b>	<p>Production of the Cook Islands brochure, <i>Gender equality: where do we stand?</i></p>
<b>March 2015</b>	<p>Technical assistance to the Government of Cook Islands to:</p> <ul style="list-style-type: none"> <li>· launch the Cook Islands Gender Profile;</li> <li>· improve format and contents of Ministry of Health Statistics Digest Report;</li> <li>· report on progress towards regular reporting of police complaints and investigations with Cook Islands Police Force; and</li> <li>· support the Gender and Development Division to develop a monitoring and evaluation template for the 2015 work plan.</li> </ul> <p>Collaboration with UNESCAP on gender and statistics (participation in UNESCAP Technical Advisory Group [TAG] meeting on population and social statistics):</p> <ul style="list-style-type: none"> <li>· Participation in, and provision of technical support to Pacific delegates attending, Fourth Session of the Committee on Statistics for the endorsement of the regional core set of gender statistics and forward work plan</li> <li>· Development of a work programme with UNESCAP for the gender statistics initiative</li> </ul> <p>Signing of MOU between SPC and Cook Islands on gender mainstreaming activities</p>
<b>April 2015</b>	<p>Technical assistance to the Government of Solomon Islands for the gender assessment of the Enhanced Climate Change Resilience of Food Production Systems (USAID Project)</p> <p>Systems (USAID Project)</p> <p>Gender statistics snapshot workshop</p>
<b>May 2015</b>	<p>CROP Gender Working Group and CROP Gender Broader Partnerships Working Group annual meetings</p> <p>Gender statistics technical assistance for the Government of Vanuatu</p> <p>Gender and climate change sensitisation workshop for senior government officials in Tuvalu</p> <p>Gender and climate change workshop for gender advocates in Tuvalu</p> <p>Technical support on gender statistics for the Government of Tuvalu on the report of the assessment done by Gender and Development Division on gender for Tropical Cyclone Pam Post-Disaster Needs Assessment (2015)</p>

<b>June 2015</b>	<p>Technical assistance to RMI assisting with finalising the RMI Gender Policy officially endorsed by the government</p> <p>Technical assistance to the Ministry of Internal Affairs for the development of an implementation plan for the national gender policy, and developing an indicator framework for the monitoring of the implementation of the gender policy and subsequent compilation of statistics</p> <p>Facilitation of gender statistics sessions for permanent secretaries in RMI</p> <p>Training provided to 9 government staff (gender focal points and senior officials) in gender mainstreaming in Palau</p>
<b>July 2015</b>	<p>Review of the implementation of the Solomon Islands National Gender Equality and Women’s Development Policy (GEWD)</p> <p>Signing of MOU between SPC and Tonga for strengthening the government’s capacity on gender mainstreaming</p>



## **Appendix 3: Publications produced under the PGEP programme**

Government of Cook Islands. 2015. Cook Islands Gender Profile.

[http://www.spc.int/DigitalLibrary/Doc/HDP/Gender/Cook\\_Gender\\_Profile.pdf](http://www.spc.int/DigitalLibrary/Doc/HDP/Gender/Cook_Gender_Profile.pdf)

Government of Cook Islands. 2015. Gender Equality: Where do we Stand?

[http://www.spc.int/DigitalLibrary/Doc/HDP/Gender/Gender\\_equality\\_Where\\_do\\_we\\_stand.pdf](http://www.spc.int/DigitalLibrary/Doc/HDP/Gender/Gender_equality_Where_do_we_stand.pdf)

Government of Tuvalu. 2014. Tuvalu National Gender Policy.

[http://www.spc.int/DigitalLibrary/Doc/HDP/Gender/Tuvalu\\_National\\_Gender\\_Policy.pdf](http://www.spc.int/DigitalLibrary/Doc/HDP/Gender/Tuvalu_National_Gender_Policy.pdf)

Secretariat of the Pacific Community. 2015. Stocktake of the gender mainstreaming capacity of Pacific islands governments. Kiribati.

[http://www.spc.int/DigitalLibrary/Doc/HDP/Gender/Stocktake\\_of\\_the\\_gender\\_mainstreaming\\_capacity\\_of\\_Pacific\\_Island\\_governments\\_Kiribati.pdf](http://www.spc.int/DigitalLibrary/Doc/HDP/Gender/Stocktake_of_the_gender_mainstreaming_capacity_of_Pacific_Island_governments_Kiribati.pdf)

Secretariat of the Pacific Community. 2015. Stocktake of the gender mainstreaming capacity of Pacific islands governments. Niue.

[http://www.spc.int/DigitalLibrary/Doc/HDP/Gender/Stocktake\\_of\\_the\\_gender\\_mainstreaming\\_capacity\\_of\\_Pacific\\_Island\\_governments\\_Niue.pdf](http://www.spc.int/DigitalLibrary/Doc/HDP/Gender/Stocktake_of_the_gender_mainstreaming_capacity_of_Pacific_Island_governments_Niue.pdf)

Secretariat of the Pacific Community. 2015. Stocktake of the gender mainstreaming capacity of Pacific islands governments. Samoa.

[http://www.spc.int/DigitalLibrary/Doc/HDP/Gender/Stocktake\\_of\\_the\\_gender\\_mainstreaming\\_capacity\\_of\\_Pacific\\_Island\\_governments\\_Samoa.pdf](http://www.spc.int/DigitalLibrary/Doc/HDP/Gender/Stocktake_of_the_gender_mainstreaming_capacity_of_Pacific_Island_governments_Samoa.pdf)

Secretariat of the Pacific Community. 2014. Stocktake of the gender mainstreaming capacity of Pacific islands governments. Tuvalu.

[http://www.spc.int/DigitalLibrary/Doc/HDP/Gender/Stocktake\\_of\\_the\\_gender\\_mainstreaming\\_capacity\\_of\\_Pacific\\_Island\\_governments\\_Tuvalu.pdf](http://www.spc.int/DigitalLibrary/Doc/HDP/Gender/Stocktake_of_the_gender_mainstreaming_capacity_of_Pacific_Island_governments_Tuvalu.pdf)

## **Appendix 4: PGEP programme staff and consultants**

### **SPC staff**

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knowledge and innovation*