



GOVERNMENT OF KIRIBATI

National Policy on Gender Equality and Women's Development 2019 - 2022



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FOREWORD



It gives me great pleasure to present this Gender Equality and Women's Development Policy. Developed with the assistance of the Australian Government, UNWomen and the Pacific Community, this policy is the first of its kind in the history of Kiribati.

Despite our many challenges such as remoteness, limited resources, hardships and climate change, We are proud of the many positive developments that have transpired to change the status of women in our society making it possible for Kiribati to accede to CEDAW in 2004 and to move as far forward as we have over the years since.

The Kiribati Government is fully cognizant of the importance of meeting our obligations under CEDAW, SDG's and the Pacific Leaders Gender Equality Declaration to name a few, and places high priority on empowering our women if we are to move forward with men in an inclusive manner as a nation. Government has emphasized the importance of this in its Kiribati 20 Year Vision (KV20) as follows:

'gender will be mainstreamed in government policies, plans, budgets and programmes to enhance equal opportunity for men and women. Government will also implement measures through a gender development policy to increase the participation of women in all economic, social and political decision making processes (e.g. higher representation of women in Parliament); improve access to disadvantaged groups to businesses opportunities, health and education services, housing, justice, etc; ...'

Therefore, I call upon all Government Ministries and bodies, our vibrant Faith Based Organisations, Non Government Organisations, communities, partners and donors for all your collaborative efforts and support in implementing this policy. May God's blessings and our traditional blessings of ***Te Mauri (Good Health)***, ***Te Raoi (Peace)*** and ***Tabomoa (Prosperity)*** be with us all in our journey to improve the status and livelihoods of men and women in Kiribati.

Kam Rabwa!

.....
Honorable Kourabi Nenem

*Vice President and Minister for Women, Youth, Sports and Social Affairs
Republic of Kiribati*

Acknowledgements



Many people, both men and women representing government, NGOs and civil society have contributed to the compiling of this Policy and National Action Plan over the last few years. I take this opportunity to thank you all. The contributions made had enabled us to eventually reach this milestone of endorsing the first Gender Equality and Women's Development Policy.

As part of our obligations to our Kiribati Development Plan, KV20 and Government Manifesto, SDG's and to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) which government ratified in 2004, we need not hesitate in our efforts at working towards eliminating inequalities that continue to be a barrier to women's equality.

The Kiribati CEDAW 1st, 2nd and 3rd Periodic state Report has been completed and endorsed by Cabinet and will expose us to more work to be undertaken. The strengthening of the Women Development Division has been one of our priorities to expedite more response towards support needed by women.

I take this opportunity to thank the Australian Government through DFAT, the Pacific Community and UN Women for their financial and technical support. Our local consultants working on initial drafts, various key stakeholders from Government Ministries, local Governments, NGO's, FBO's and community reps from Tarawa and the outer Islands for their inputs. Lastly, to the MWYSSA and Women's Development Division team who have worked tirelessly to finalise this Gender Policy.

We look forward to your continued support and working closely with all of you in the next four years in the implementation of this Policy and to enjoy the benefits and impacts of the outcomes of this policy.

Our Kiribati blessings of Te Mauri Te Raoi ao te Tabomoa!

.....
Mr Terieta Mwemwenikeaki
Secretary
Ministry for Women, Youth, Sports and Social Affairs

ACRONYMS

CEDAW	Convention on the Elimination of All Discrimination Against Women
DFAT	Department of Foreign Affairs and Trade (Australian Federal Government)
ECOSOC	Economic and Social Council (of the United Nations)
ESGBV	Elimination of Sexual and Gender-based Violence
FBO	Faith-Based Organisations
GEWD	Gender Equality and Women's Development
GoK	Government of Kiribati
HIES	Household Income and Expenditure Survey
KDP	Kiribati Development Plan 2012-2015
KFHSS	Kiribati Family Health and Support Study
KJIP	Kiribati Joint Implementation Plan for for Climate Change and Disaster Risk Management 2014-2023
KPA	Key Priority Area
KWCSC	Kiribati Women and Children Support Centre
MWYSA	Ministry of Women, Youth and Social Affairs
NAP	National Approach to Eliminating Sexual and Gender Based Violence in Kiribati: Policy and Strategic Action Plan 2011-2021 (Short name: National Action Plan)
NCDs	Non-Communicable Diseases
NGOs	Non-Government Organisations
PW/PWSPD	Pacific Women (short name)/Pacific Women Shaping Pacific Development
SHIP	Shared Implementation Plan to Eliminate SGBV in Kiribati
SPC	Secretariat of the Pacific Community
UN-Women	United Nations Entity for Gender Equality and the Elimination of Discrimination against Women
WDD	Women's Development Division

Summary Gender Indicators

	Total	Male	Female	Data Sources
Population size and Composition				
Population	110136	54096	56040	2015 Population & Housing Census
% Population		49	51	
Sex ratio	97			
Percent of Population under 15	35	37	33	
Percent of Youth Population 15-24	19.97	20.43	19.53	
Old age population 60+	6	5	7	
Economic structures, participation in productive activities and access to resources				
Youth unemployment rate 15-24	67.4	62.0	73	2015 Population & Housing Census
Labour force participation rate aged 15-24	64	67	61	
Labour force participation rate aged 15+	66	73	61	
Proportion of employed who are own account workers	33.0	30.0	37.0	
Proportion of employed who are contributing family workers	9.9	9.6	10.2	
Proportion of employed who are employers	0.5	0.4	0.6	
Percentage distribution of employed population in agricultural sector	0.5	0.7	0.2	
Proportion of adult population owning land, by sex	63.4	63.6	63.2	
Education				
Youth literacy rate of persons (15-24 years), by sex	86.9	82.8	91.0	2015 Population & Housing Census
Proportion of females among tertiary education teachers or professors			43	
Educational attainment (primary) of the population aged 25 and older, by sex	10.62	10.11	11.07	
Educational attainment (lower secondary) of the population aged 25 and older, by sex	47.49	48.96	46.17	
Educational attainment (upper secondary) of the population aged 25 and older, by sex	36.89	35.30	38.31	
Educational attainment (post-secondary) of the population aged 25 and older, by sex	2.12	2.36	1.91	
Educational attainment (tertiary) of the population aged 25 and older, by sex	2.09	2.23	1.97	
Human rights of women and girl children				
Proportion of ever-partnered women (aged 15-49) subjected to physical and/or sexual violence by a current or former intimate partner, in the last 12 months			68	Kiribati Family Heath and Support Study 2009
Proportion of women (aged 15-49) subjected to sexual violence by persons other than an intimate partner, since age 15			45	
Public life and decision-making				
Women’s share of government ministerial positions			7	Adminstrative data records of government employee
Proportion of seats held by women in national parliament		93	7	MIA data 2015
Women’s share of managerial positions			37	2015 Population & Housing Census
Percentage of female police officers		95	5	
Percentage of female judges		56	44	

Additional Data on Women (Data source- Kiribati Gender Statistics abstract 2017)

60% of people aged 60 years and over are women

36% of the population in Kiribati is aged between 15-24 years

47% of women are unemployed

73% of young women are unemployed

23% of households are headed by women

48% of women-headed households have access to mass media

20% of women work in cultural industries

70% of girls aged 12-18 years are attending secondary school

169 girls are enrolled in secondary school for every 100 boys

4% of women aged 25+ have a post-secondary qualification

54% of positions of Secretary of Government Ministries held by women

15% of CEO positions of state-owned enterprises held by women

68% of ever-partnered women aged 15-49 years have experienced physical and/or sexual violence by an intimate partner

22% Contraceptive prevalence rate: any method, married women aged 15–49 years (2009)

67.5 – life expectancy for women, compared to 59.7 for men (2010)

27% of women currently smoke

7% alcohol prevalence among women over 15 years, compared to 40% for men

INTRODUCTION

1.1 Background Context

The Government believes that Gender equality and women Development are the key mechanism to address economic and social disparities. The Government of Kiribati is committed to improve the livelihood of all citizens and to eliminate discrimination across all sectors through providing equal opportunities, equal human rights, and equal access to services and justice so that everyone can reach their potential in economic, political, cultural and social life.

What does Government mean by gender equality?

Gender is a word used to describe the way men and women are raised to take on different responsibilities and social roles. These gender roles vary between cultures and change over time.

Gender equality refers to women and men having equal rights, responsibilities, and opportunities. Gender equality means the interests, needs and priorities of both women and men, and the diversity of the populations within those groups (e.g. old, young, abled bodied, disabled) are taken into consideration. Gender equality concerns men as well as women. However, gender equality has a particular focus on improving the rights and opportunities of women, due to persistent inequalities, and the greater level of disadvantage, experienced by women as a group.

Kiribati has made some progress towards gender equality in education, although overall performance, and retention of pupils at school, needs improvement. Boys' school enrolment now lags behind girls', however net enrolment has fallen for both groups in recent years. Tertiary opportunities in Kiribati are improving but still limited.

Gender based violence both reflects, and reinforces, inequality between men and women. The 2008 Kiribati Family Health and Support Study (KFHSS) found that 68% of women (2 in 3) between the ages of 15 and 49 years who have ever entered into relationships have reported experiencing physical or sexual violence, or both, by an intimate partner. Government has responded by establishing the National Approach to Eliminating Sexual and Gender-based Violence (ESGBV) Policy and Strategic Action Plan 2011-2021, a major, whole of government initiative.

Improving women's agency is critical to reducing population growth. The Kiribati Population Policy 2014-2034 recognizes population growth, and high population density in South Tarawa, as a major challenge for Kiribati. Fertility is high, as is the proportion of women of child-bearing age. However, around a quarter of women report unmet need for contraception and teen pregnancies have increased from 39 per 1,000 females in 2005 to 51 in 2010. The KFHSS found women in violent relationships were not able to engage in joint decision-making about family planning, and had higher birth rates.

Climate change is a serious challenge for Kiribati and will impact differently on the lives and workloads of women and men. If both women and men are to be resilient in the face of climate change, both groups need to be educated about risks, and involved in decision-making. The Kiribati Joint Implementation Plan for Climate Change and Disaster Risk Management 2014-2023 (KJIP) recognises the importance of equal participation of men and women in the development of climate change initiatives, as well as the effective engagement of vulnerable groups.

Kiribati has a large and valuable exclusive economic zone. However, its remoteness poses significant challenges to economic growth. Employment outside of the government sector is limited. A particular challenge is low productivity and low wages. The economy of the outer islands functions largely at a subsistence level, with limited opportunities for private sector cash employment. The private sector's major activities are retail, fisheries, tourism, and copra, with fisheries and tourism provide the most prospect for growth. Growth is also supported through infrastructure investments.

Most women do not have the same opportunity as men to take on employment or develop a business, due to their greater share of home-based duties and responsibilities for children. Although there are currently more women running and managing businesses the majority of women still find it hard to sustain a business. Women's unemployment rate is 47% compared to 36% for men, and 73% of young women, compared to 62% of young men, are unemployed (2015 Census). This high female youth unemployment is likely to contribute to the vulnerability of young women to early pregnancy and/or engagement in sex with seafarers. In terms of higher paid work abroad, women have been deterred from working as seafarers due to harassment by men, and are underrepresented amongst those accessing short-term agricultural work in New Zealand. Women are nearly half (47.4% at 2010 census) of all workers in the non-agricultural sector (2010 census). 54% of positions of Secretary of Government Ministries are held by women

The 2006 Household Income and Expenditure Survey (HIES) found 22% of the Kiribati population were living in basic needs poverty. A recent analysis on poverty in Kiribati by Australia's Department of Foreign Affairs and Trade (DFAT) found widespread vulnerability to falling below the basic needs poverty line. In studies cited in the report, poverty is also linked to low education, overcrowding, poor sanitation and hygiene, child morbidity and mortality. DFAT further notes literature on the links between low consumption of fruit and vegetables and risk factors for diabetes and other non-communicable diseases (NCDs) and evidence of increased rates of substance abuse among youth. Those consulted in the study focus groups considered life was getting more difficult due to increases in the cost of living and jobs becoming harder to find.

Women are more vulnerable to poverty than men, especially if they are sole parents. One in five households are headed by females, with one in four female-headed households in the poorest quintile in South Tarawa and the rural Gilbert Islands and family support for abandoned wives is decreasing. Older people (the majority of whom are women) are also overrepresented among the poor, but the

Elderly Fund, which makes small payments to people over 60, reduces poverty in their households.

Kiribati currently has three female members of Parliament, thus 7% of all members of parliament are women. At the local government level, there are 10 women Councillors.

Many Ministries undertake specific activities which explicitly aim to achieve gender equality. For example the Inclusive Education policy aims to ensure teaching styles and curriculum materials do not stereotype boys and girls, and limit their potential development. However, gender equality-focused activities often occur on an ad hoc basis and when funding is earmarked for that purpose. The Women's Development Division (WDD) activities include leading of the Eliminating Sexual and gender Based Violence (ESGBV) Programme, supporting community-level women's empowerment project and responding to ad hoc requests for gender training.

1.2 Legal Framework/Agreements/International Conventions

This policy is guided by national, Regional and International agreements/declaration/Instruments and Conventions

National Instruments

- Constitution of Kiribati
- Kiribati Development Plan 2016 -2019
- Kiribati Government Manifesto (Motinnano)
- Kiribati Vision 20- KV20
- National approach to Eliminating Sexual and Gender Based Violence –ESGBV Policy 2011-2021
- Kiribati Shared Implementation Plan for ESGBV (SHIP)
- Te Rau n te Mwenga Act (Family Peace Act) and its Implementation Plan
- MWYSSA Strategic Plan

Regional/international agreements/declarations/Conventions

- The Pacific Leaders Gender Equality Declaration (2012)
- Sustainable Development Goals (former MDG's)
- Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)
- the Convention on the Rights of persons with Disabilities (CRPD),
- Pacific Platform for Action for Women
- Recommendations of the Pacific Women's Triennial, Outcomes of the Commission on the status of Women meetings.

1.3 Gender Equality and Women Development Policy Process

The development of the policy involved a consultative process. It was cognizant by a series of consultations at the Nation level through organizing meetings with key stakeholders including Government Ministries and Department – Ministry of Employment Human Resource, Ministry of Health, Ministry of Justice, Ministry of Education, Ministry of Internal Affairs, NGO's, Communities and Faith Based

Organisations. The outer islands were not left out as consultations on the draft policy through refresher workshops conducted to MWYSSA focal points, Assistant Social Welfare officers from all islands. During outer island trainings conducted by WDD, the draft GEWD policy was also presented to women's groups and communities. A consultant was engaged to assist in the development and review of the policy.

1.4 POLICY STATEMENT

The Policy aims to ensure that the Government of Kiribati fulfils the expectation of its people both men and women, boys and girl through providing equal opportunities, equal human rights, and equal access to services so that everyone can reach their potential in economic, political, cultural and social life. The constitution of Kiribati guarantees men and women equality before the law.

The Kiribati Government commits all its Ministries and Departments to ensuring their policies and services work as well for women and girls, as they do for men and boys. The Government will take extra actions to lift the status of women and men in areas where serious gender inequalities remain.

The National Policy for Gender Equality and Women's Development (GEWD):

- recognises the importance of Kiribati women and men being able to reach their potential
- acknowledges men and women's shared roles and responsibilities in achieving peace and the progress of their own families, communities, islands, and Kiribati as a whole
- recognises that, in addition to women, there are population groups who are particularly vulnerable to not accessing opportunities and human rights. These include, men and women with disabilities, young women and men, and families where there is only one parent.

2 POLICY PURPOSE

The purpose of the National Policy on Gender Equality and Women's Development is two-fold.

- a. it makes visible Government's commitment to human rights and to the whole of government working towards gender equality through a gender mainstreaming approach, as well as a commitment to strong families and specific policies aimed at addressing barriers to women's development
- b. it will enable Kiribati, and the community, to reap the benefits of gender equality and the release of potential it brings, through enhanced productivity, more representative institutions and improved development outcomes for the next generation .

3 Vision, Mission, Goal and Objectives

Vision:

All Kiribati men and women reach their full potential

Mission:

Uplifting the status and livelihoods of the Kiribati people through the strengthening of mechanisms within Government and others institutions to mainstream gender and addressing gender inequalities.

Goal:

Mainstream Gender in government policies, plans, budgets and programs to enhance equal opportunities between men and women and women Empowerment in the development process

4 Gender Equality and Women Development Priority Areas.

This new policy recognises the importance of Kiribati women and men being able to reach their potential; acknowledges men and women's shared roles and responsibilities in achieving peace and the progress of their own families, communities, islands, and Kiribati as a whole. It recognises that, in addition to women, there are population groups who are particularly vulnerable to not accessing opportunities and human rights. These include, men and women with disabilities, young women and men, and families where there is only one parent.

Following a number of consultative process, five priority areas has been prioritized that are expected to contribute towards the advancement of Gender Equality and Women Development. Gender issues were identified from earlier and updated analysis and prioritised in terms of alignment with Government goals and the aid of the following criteria:

- contribution of the priority to an enabling environment
- what would be the benefits and who would benefit?
- fit with MWYSA mandate and strengths of WDD
- the need for action given underlying trends and the focus of other programmes
- how difficult it would be to achieve change, the effort required and the risks involved.

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The five priorities of the policy includes:

1. To progressively implement a gender mainstreaming approach to achieve gender equality
2. To improve the economic empowerment of women
3. To support stronger, informed families
4. To improve women's political representation and leadership
5. To eliminate sexual and gender-based violence

Priority One: Gender Mainstreaming

Gender mainstreaming is the process of integrating a gender perspective into all government policies, programmes and activities. Gender mainstreaming is consistent with the aims of the Kiribati Development Plan 2016-2019 (KPA 5) “to strengthen national governance systems so as to promote the principles of good governance including accountability, transparency, equality and inclusiveness so as to ensure social, cultural, political safety and security”.

The Kiribati Vision 20 (KV20) highlights gender as a crosscutting issue and that “gender will be mainstreamed in government policies, plans, budgets and programmes to enhance equal opportunity for men and women.”

Definition of gender mainstreaming

...the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

(Economic and Social Council (ECOSOC) 1997)

Gender mainstreaming will involve all Ministries and Departments identifying gender disparities and discrimination, and being responsible for ensuring the different needs of women and men are taken into account. While the WDD would be a key catalyst for mainstreaming gender, Ministries and Departments would be responsible for its achievement.

Gender mainstreaming will lead to the systematic use of sex-disaggregated data for planning, monitoring and evaluation. Ministries will have staff who can apply a gender lens across their operations and job descriptions, track progress towards gender equality in services and plan for, budget and report on gender responsiveness. MWYSSA is responsible for communication, education and skills development for gender mainstreaming as part of its ongoing support arrangement with the Pacific Community (PC). MWYSSA is likely to establish a small steering group for this priority comprised of key agencies responsible for effective governance in the public service. Mainstreaming will sit alongside specific cross-departmental initiatives that access partnership funds.

Indicative indicators to measure progress

% of Ministries that report on gender responsiveness; % of Ministries that produce sex disaggregated data on service access and outcomes; % of new policies and plans that have population impact analysis

Priority Two: Women's Economic Empowerment

This policy recognize that a woman is economically empowered if she has both the capability to be successful and advance economically and the power to make and act on economic decisions. It also acknowledges that Individual and

Community Resources, Norms and Institutions are factors that need to be addressed in order to achieve women's economic empowerment.

Resources are the building blocks women can draw on to succeed economically or to exercise power and agency and they can be at the individual or community level. They are more than financial or monetary in nature which include human capital (e.g., education, skills, training), financial capital (e.g., loans, savings), social capital (e.g., networks, mentors) and physical capital (e.g., land, machinery).

Norms and Institutions are the “rules of the game” or the organizational and social systems that govern activities and mediate relations between individuals and their social and economic environment. Norms and institutions influence how resources are distributed and used. Norms include gender defined roles, taboos, prohibitions and expectations such as whether or not it is appropriate for women to be in public spaces, hold certain types of jobs, or manage money. Institutions include legal and policy structures, economic systems, market structures, marriage, inheritance and education systems

The Policy recognizes the findings of the 2018 Women's Economic Empowerment Feasibility Study which are organized according to the identified themes such as gender norms, attitudes and practices, potential Income Generating Activities, business success and challenges with regard to market access, access to credit and social and cultural factors.

There are issues identified in the Study findings and some of these issues include women spend more of the time to do domestic works and church activities and fundraising than on their income generating activities, not enough income to be saved for saving, no safe and clean market, trainings are infrequent and there are no continuous trainings conducted to help the women to improve their activities, limited resources and supplies used for women's economic activities, lack of access to Credit for starting and growing businesses, expensive Licenses Cost and lack of women's motivation to start and undertake income generating activities.

As women access more economic opportunities, they have more confidence, and are more respected. Families with more income security, tend to have lower rates of domestic violence and women have more say over household spending.

Given the low number of jobs compared to the number of working age Kiribati, and the estimated 2,000 young people who enter the Kiribati labour market every year, it is realistic to focus on a broad strategy to increase women's incomes - from education through livelihoods to earning overseas to setting up businesses – rather than focusing just on access to, and conditions within, formal employment. In the light of population issues, this priority also needs to consider opportunities to enhance women's livelihoods in the outer islands.

Indicative indicators to measure progress

Changes in labour market indicators;
% of women and men not in the labour force;
shifts in industry and occupations by men and women;
income of women and men

Women have control over and how to spend some cash or savings
Sex disaggregated employment rates by sector
Community attitude on what work women should do
Training available to and attained by girls and women
Free entry to market for buyers and sellers

Priority Three: Stronger, informed families

Men and women must be equal partners in development and men and boys need to be actively engaged as supporters of gender equality. There is an opportunity to educate families about gender equality alongside information about their rights, and skills to help them work together in a more harmonious way to achieve better lives. Community level education can be an effective way to help families plan their future and improve their choices concerning substance abuse, nutrition, jobs and livelihoods, responsibilities for household tasks and approaches to household decision-making.

The formation of the MWYSSA has provided an opportunity to work wholistically on a number of critical challenges that face Kiribati people, and have particularly burdensome impacts on women. These include hardship and poverty, debt, overcrowding, poor housing and sanitation and related sicknesses, violence including gender-based violence, gambling, kava consumption, relationship break ups, child neglect, poor nutrition, lack of exercise, and the growth of NCDs such as diabetes.

The MWYSSA is well-placed to use its outer island programme, and networks with NGOs and Local Government across Kiribati, to scope and then develop a community education and support programme, based around gender equity that enables families to solve their problems constructively and better access existing services. Such an approach will also contextualize gender inequalities within the Kiribati culture and enable a nuanced approach to working with all stakeholders, including men, in charting a successful path towards gender equality.

Indicative indicators to measure progress

To be determined after surveys have been conducted

Priority Four: Women's political participation and leadership

The growth of female members of parliament will provide a prominent counterpoint to the view that decision-making is a man's role. The extent of representation of women in parliament demonstrates the extent to which a society regards women as having an equal role in decision-making. The presence of both women's and men's voices in government, also strengthens the likelihood of government decisions working as well for women as they do for men. Getting more women into elected positions is likely to improve the political demand for a systematic investigation of the gendered impacts of policies. Furthermore, Kiribati women are not as active as they could be at voting during elections.

Civil society organisations are key vehicles for expressing community views and solving community problems. Working sensitively with Women's NGOs, the wider NGO sector and in Faith Based Organisations (FBOs) to increase women's

leadership and participation will be a further strategy to increase women's status in leadership and broader acceptance of gender equality.

Indicative indicators to measure progress
<ul style="list-style-type: none"> • Women as % of political representatives at central and local government; • Women as % of political candidates; • % of NGOs and FBOs that have a gender policy; • % of women in leadership in NGOs and FBOs; • Measurable indicators of capacity of women's NGOs to be developed

Priority Five: Eliminating Sexual- and Gender-Based Violence

The National Approach to Eliminating Sexual and Gender-based Violence Policy and Strategic Action Plan 2011-2021 is now in place and is not included in the attached work plan. The policy has five strategic areas:





1. Develop national leadership and commitments to eliminate gender based violence
2. Strengthen legal frameworks, law enforcement and the justice system
3. Build institutional and community capacity
4. Strengthen and improve preventive, protective, social and support services
5. Eliminate and prevent GBV through civic engagement and advocacy.


Actions to date include; the establishment of a ESGBV National Task Force comprised of Senior officers from key ministries that are involved in the national action plan (Health, Education, Police, Judiciary, Attorney General, Judiciary; the passing of the "Te Rau n te Mwenga act" (Family Peace Act (FPA) in 2014. The FPA includes measures to hold violent offenders to account and provides instruction on how to prevent and respond to domestic violence and on how government and service providers, can support victims and their dependents. An implementation plan for the Te Rau n Te Mwenga has also been endorsed and launched.

Other accomplishments include the development of a 5 year GoK/UN Shared Implementation Plan (SHIP) for the ESGBV Policy and NAP, revival of SAFENETs on Tarawa and some outer Islands, Women NGO assessments, established focal points in Line Ministries, mainstreaming ESGBV into primary school curriculums and provide capacity building trainings and assistance to frontline service providers of GBV such as to MHMS, MOE social Welfare, Kiribati Police Services, Judiciary and NGO's like Women's groups, the Crisis Centre, AAFR and the new Kiribati Women and Children Support Centre (KWCS). MWYSSA through the Women's Division currently manages and coordinate the Essential Services Programme(ESP), Safenet, a Strengthening Peaceful Villages project(SPV), Case Management meetings and the respectful relationship programme.

HOW THE GENDER POLICY CONTRIBUTES TO THE ACHIEVEMENT OF THE KIRIBATI DEVELOPMENT PLAN AND KIRIBATI VISION 20 (KV20)

The table provides examples of how each of the five priorities of the GEWD policy will contribute to the thematic areas of the Kiribati Development Plan, Government Manifesto, Kiribati Vision 20 as well as to social inclusion.

CONTRIBUTION OF GENDER POLICY PRIORITIES TO THE THEMATIC AREAS OF THE KIRIBATI DEVELOPMENT PLAN 2018-2020 (KDP) AND TO SOCIAL INCLUSION							
Gender equity priorities	Human Education and skills (KPA 1); Wealth and Health (Pillar 1 KV20)	Economic growth and poverty reduction (KPA 2); Peace and Security – (Pillar 2 KV 20)	Health (KPA 3) Wealth and Health (Pillar 1 - KV20)	Environment (KPA 4)	Governance (KPA 5); Governance (Pillar 4 – KV20)	Infrastructure (KPA 6); Infrastructure (Pillar 3- KV20)	Social inclusion
Progressive Gender mainstreaming 	Differential barriers are understood e.g lack of toilets for girls, boys fishing	Different hardship challenges e.g. for sole parent families, are understood	Health needs of males and females are better addressed	Both women and men access support to be more resilient to climate change	Ministries periodically consult all members of the community	Participation of both men and women in infrastructure maintenance is enhanced	Ministries take into the account the needs of all population groups
Women's political participation and leadership 	More mothers engage with schools over their children's education	Business leadership pool grows with greater engagement of women	Women have more agency around their health needs	Women articulate their needs with respect to climate change	Greater diversity, and talent in the leadership pool	More effective women's voice influences Infrastructure decisions	Female role models encourage the emancipation of all women
Economic empowerment for women 	More families are able to afford to keep their children in education	Less hardship due to more household income	Families are better able to provide for their families nutrition	Families have more diverse livelihood strategies	Women's greater share of money enhances their participation	Families are more able to contribute to infrastructure maintenance	More adults have their own income and a better sense of wellbeing
Stronger, informed families 	More adults know their rights and their children's rights	Families have the skills to improve their livelihood strategies	Women and men are better informed about healthy lifestyles	Women and men work together in disasters	Families are able to support members out of destructive habits	Men and women are more confident to participate in decision-making	Acceptance of gender equity enables the emancipation of all women

Elimination of sexual and gender based violence 	Teachers are trained to respond to victims and perpetrators of violence	Fewer work days lost and less expenditure on police and health services	Women are better able to manage their fertility	Women and men have better strategies to manage climate change stress	Women are able to express their views safely	Women and men cooperate more around local infrastructure needs	Men and women better support each other and fewer people are socially isolated
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GEWD POLICY STRATEGIC ACTION PLAN 2019-2021

Priority 1: Gender mainstreaming

Objective: To strengthen the Capacity and capability of all stakeholders in Mainstreaming gender in their policies, plans, budgets and program.

Outcome:

- Gender is mainstreamed in all Key Ministry and stakeholders plans, policies and ready to be implemented
- Improved public understanding of gender

Strategies:

- Develop capacity of the government and key stakeholders to mainstream gender in developing and delivering public services.
 - Develop and generate educational materials on Gender for national dissemination
 - Set up a mechanism to coordinate and monitor the advancement of gender equality at all levels and sectors
 - Adopt measures to make governments institutions and senior government representatives accountable for gender mainstreaming
 - Capacity Building to all key stakeholders staff including government Ministries of the government to mainstream gender through in country short term training and workshops on Gender analysis, planning and gender responsive budgeting.
 - Develop and generate educational materials on Gender for national dissemination
1. Strengthening the collection and dissemination of disaggregate data on social demographic and health data
 2. Set up a mechanism to coordinate and monitor the advancement of gender equality at all levels and sectors

<p>3. Domesticated CEDAW articles into legislative and policy initiatives across governments</p> <p>4. To enhance inclusive approach regardless of gender, age and disability in the recruitment exercise and enrolments to local institutions.</p>				
Proposed Actions	Time frame	Indicator	Indicative cost	Responsible
Research on identifying areas where gender mainstreaming taken place and where it is needed	March-May 2019	Report showing areas needing gender mainstreaming	\$2000.00	WDD, MWYSSA
Strengthen and resource the National Women's Machinery to implement, monitor and evaluate the promotion of gender equality	2019-2021	Plans in place to implement Gender Equality Increase in support for strengthening of MWYSSA and	\$100,000.00	MWYSSA
Develop an implementation plan for the GEWD Policy and SAP 2019-2021	March-June 2019	A detailed implementation plan to guide the implementation of the GEWD Policy and SAP 2019-2021	\$5,000.00	WDD, MWYSSA and stakeholders
Develop IEC materials on Gender, CEDAW and Women's human rights for awareness and advocacy to	2019-2020	Gender training manuals on Gender Translated gender training materials available	\$60,000.00	WDD-MWYSSA, MOJ

target government, church and community members.		Posters, pamphlets on Gender, CEDAW or human rights		
Work with relevant Ministries to Incorporate CEDAW articles into national laws, policies and programmes	2019-2021	Ammendments to legislations incorporating CEDAW articles	TBC	MOJ, AG's office, MWYSSA
Monitor implementation and reporting of CEDAW	2019-2020	Meeting minutes of the Kiribati Human Rights Taskforce CEDAW reports submitted to the CEDAW committee	\$12,000.00	MOJ, MWYSSA
Provide technical support for Women NGO's and other relevant stakeholders to implement gender and women's development programmes	2019-2021	Meetings conducted with AMAK national council of Women, Teitoiningaina and other Women NGO's Project proposals developed for Women programmes	\$6,000.00	WDD. MWYSSA

Priority : 2. Women's Economic Empowerment

Objective: To increase the economic opportunities of Women.

Outcome: The livelihoods and standards of living of women and their families are improved.

Strategies:

- Adopting good approaches to boost women's income generating activities
- Improve women's accessibility to all means of credits
- Establish and improve local market centers
- Deliver trainings to upskill women
- Building strong relationship and partnership with stakeholders
- Addressing social and cultural aspects that will affect women's development
- Exchanging and sharing of traditional knowledge and ideas for capacity building to enhance their skills and creativity to provide local products that are quality and marketable
- To provide market center, equipment & materials to generate income to support the women's livelihood

Proposed Actions	Time frame	Indicators	Indicative cost	Responsible
Develop a Women's Economic Empowerment (WEE) plan of Action	2019	A WEE Action Plan is available	\$1,500.00	WEE Officer, MWYSSA
Establish co-operatives relevant to women's IGA as a way to enhance and sustain women's activities and income	2019-2021	Increase number of cooperatives established Increase sharing of skills between women	\$100,000.00	MCIC, MWYSSA

Adopt a holistic approach to WEE focusing on skill development, market creation, resourcing, business skills, rights awareness, leadership, and collective/association formation	2019-2021	Completed Training package on WEE training	\$200,000.00	MWYSSA
Target and ensure participation of disadvantaged women, including widows and women with disabilities, in income generation activities to address challenges experienced by vulnerable groups	2019-2021	Increase number of disadvantage women participated in the income generating activities	\$30,000.00	MWYSSA, Tetoamatoa
Adopt a value-chain approach to improve supply and use of natural resources	2019-2021	Increase use of local product Decrease reliance of imported products	\$200,000.00	MELAD, MHMS, MCIC, KCC
Enable women to gain and experience knowledge of different services and products via exposure	2019-2020	Increase number of women being exposed to other countries to gain new experiences and knowledge	\$200,000.00	MWYSSA, KCC, MCIC

visits to other countries				
Implement a variety of income generation activities in all sites to ensure diversity of products and services	2019-2020	Increase diversity of products and services produced as income generating activities	\$100,000.00	MWYSSA, MCIC, MELAD
Establish credit schemes for women working at informal sectors	2019-2021	Increase number of women access to credit schemes in the informal sector	\$100,000.00	MWYSSA, DBK
Support local councils to re-establish village banks in all outer islands including Tarawa	2020-2021	Increase number of village banks re-established on outer islands	\$200,000.00	MWYSSA, MIA, Local Councils
Conduct awareness about DBK's Rural Support Loans on outer islands where available	2019-2021	Increase number of people aware of the DBK's Rural Support Loans on outer islands	\$1,000.00	DBK, MWYSSA
Create women's saving groups	2019-2021	Number of women's saving groups created	\$200,000.00	MWYSSA, MCIC
Establish markets in villages on all islands	2021-2021	Increase number of market established	\$300,000.00	MCIC, MIA, Island Councils
Establish a main market on Tarawa selling local produce and products	2021-2021	A main market established on South Tarawa	\$100,000.00	MCIC, TUC, BTC

Work with government and island councils to enhance inter-island trade through improved transportation networks and reduced freight costs	2020-2021	Increase local products for inter-island trade	\$200,000.00	MCIC, Island Councils, MFED, MCTTD
Ensure market designs incorporate appropriate infrastructure including safe and hygienic washrooms and adequate internal and external lighting	2020-2021	All new established market are safe and clean	\$5,000.00	MCIC, MISE
Provide regular and ongoing skill development trainings to increase and build on skills already developed	2020-2021	Increase of Women's skills levels Increase of women's new skills to produce new and variety products	\$200,000.00	MWYSSA, MCIC, MELAD, AMAK
Provide business training to women focusing on business start-ups, scale-ups, management, book keeping, customer	2019-2021	Increase number of businesses owned by women	\$200,000.00	MCIC, MWYSSA

service, quality control					
Provide financial literacy training (savings, loans, budgeting etc)	2019-2020	Increase number of women with improved knowledge on financial literacy	\$200,000.00	MCIC, MWYSSA	
Improve women's awareness about gender equality and women's rights	2019-2020	Increase number of women aware of their rights to property and decision making	\$1,000.00	MWYSSA, AMAK	
Provide training that will build women's skills and knowledge in vegetable and fruit gardening as a viable IGA for women on all islands	2019-2021	Increase number of women with improved skills and knowledge on vegetable and fruit gardening Increase number of women start income generating activity on vegetable and fruit gardening	\$200,000.00	MELAD, MWYSSA	
Provide food processing activities that utilise locally grown fruit and vegetables for trade on all islands	2020-2021	Increase number of product produced using locally grown fruit and vegetables	\$100,000.00	MELAD, MWYSSA	
Provide training and support for activities related to different areas of hospitality and travel industries.	2020-2021	Increase training conducted to support activities of hospitality and travel industries	\$200,000.00	MCTTD, MWYSSA	

Provide training and support for activities that enhance the quality, design, and productivity of women's handicrafts	2019-2021	Increase quality of women's products Increase trainings on quality and design of women's handicrafts	\$100,000.00	MCIC, MWYSSA
Provide training and support for activities that enhance women's sewing skills and products on all islands	2019-2021	Increase number of women with improved sewing skills	\$100,000.00	MWYSSA, AMAK
Work with local councils to simplify/reduce the cost burden of licensing for activities	2020-2021	Women engaged in multiple income generating activities Reduce in the cost of business license	\$10,000.00	MWYSSA, MIA, Island Councils
Working with local community structures, such as Unimane, as a way to support women's income generating activities and monitor women's productivity	2020-2021	Increase number of women apply skills after training conducted to generate income	\$10,000.00	MWYSSA, MIA, Island Council
Work with men in community to ensure attitudes towards and support for women's income generation activities are	2020-2021	Increase men's contribution to domestic work	\$10,000.00	MWYSSA

sustained and enhanced				
Work with church leaders to increase their awareness about gender equality and support for women's livelihoods	2020-2021	Women have plenty times to do economic activities	\$10,0000.00	MWYSSA, Churches

KPA: 3. STRONGER INFORMED FAMILIES

Outcome: National key social and economic challenges are addressed				
Objective: To address the root causes of social problems/issues such as poverty, debt, domestic violence, unemployment, over population, lack of participation in sports etc.				
Strategies: <ul style="list-style-type: none"> • Key family problems are identified • Young Couples initiatives and family development • Strengthen initiatives at home and in the community to reduce the prevalence of social, economic and health issues with women (Particularly Cancer & Non-Communicable diseases • strengthen and support programs for Male advocacy to share parental and household duties and to encourage women to participate in social, economic and political level to strengthen KMBC for advocacy to other men to share parental and household duties and to encourage women to participate in social, economic and political level 				
Proposed Actions	Timeframe	Indicators	Indicative cost	Responsible

Conduct survey on household auditing	2020	The number of household problems identified	30,000	MWYSSA, NAO
Conduct YES I DO Program with Community and Church Based Organisation	Dec 2020	The Number of Young couples trainings conducted	\$24,000	MWYSSA
Family laws & Policies Awareness programs	2019	The number of program conducted	\$19,700	MWYSSA
Conduct Positive Parenting Program	2019	The number of Workshop with communities conducted		MWYSSA
Face to face & school counselling programs	2019 -	Number of women/men/children access to counselling program	No cost	MWYSSA
Develop plans and programmes to increase participation of women in sports	2019-2021	Sports programme for Women	TBC	Sports Division, WDD MWYSSA

KPA 4: WOMEN'S LEADERSHIP AND POLITICAL PARTICIPATION

Outcome: Participation of Women is increased in leadership and politics

Objective:

- To increase the political participation of Women in Parliament and Local Government
- To increase women participation in leadership roles in all levels of society

Strategies:

- support women and provide trainings that enhance their leadership skills and expose them to participate in the political arena

<ul style="list-style-type: none"> • To create policies and acts to safeguard and protect woman's' interest in the political arena • awareness and trainings to eradicate cultural barriers that prevent women participating in leadership and political roles. 				
Proposed Actions	Timeline	Indicators	Indicative cost	Responsible
Transformational Leadership training	Mid 2019 – Feb 2020	# workshops conducted	35k	MOJ
Gender in Election Workshop	End 2019	# workshops conducted	30k	MOJ
Media Awareness	Mid 2019 – 2020	# radio awareness program # pamphlets & posters distributed	20k	MOJ
Awareness and trainings to eradicate cultural barriers that resist women from entering leadership and political roles	2019 – 2020	# islands visited	20k	MOJ & MIA
Mock Women Parliament	Late 2019- Early 2020	# Mock Parliament session, broadcasted to the outer islands after women reps are trained on parliamentary tools	20K	MWYSSA, Parliament
Outrigger Parliament Staff training – Navigating Gender equality through	Mid 2019 – Feb 2020	# workshop and training for Parliament staff to enable staff to better understand	5k	Parliament

Pacific Parliament (Outtrigger program was developed by Pacific Women Parliamentary Partnership)		the gender equality issues to better enable the staff to assist Members of Parliament in advocating gender equality		
KPA 5: Eliminating Sexual and Gender based Violence				
This Policy recognizes the significant occurrences of violence against women and children as expressed in the Gender-Based Violence Study, therefore sets the elimination of violence against women and children as the fourth priority outcome. However, specific actions to address violence against women and children are fully and explicitly outlined and discussed in the National Policy on Ending Sexual and Gender Based Violence and its Shared Implementation Plan (SHIP).				

COORDINATION

The Ministry of Women, Youth, Sports and Social Affairs is the lead key implementing agency of the Policy. Gender Mainstreaming in government agencies will be led by the Women's Development Division (WDD) working with a small steering group of key agencies responsible for effective governance in the public service. The ESGBV has its own steering group.

POLICY STRATEGIC ACTION PLAN

An Implementation Plan will be developed in the first quarter of 2019 following the completion of research and stocktake for the priority areas of Women's Economic Empowerment (Priority Two) and Informed, stronger families (Priority Three).

PERFORMANCE MONITORING

A Gender taskforce will be set up to monitor the implementation of this GEWD Policy and Strategic Plan through the direction of the Secretary of MWYSSA.

