



GOVERNMENT OF THE REPUBLIC OF VANUATU

National Gender Equality Policy

2020-2030

*Yumi wok tugeta blong buildim hapi famili, strong komuniti
mo resilient Vanuatu*



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Department of Women's Affairs

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Photo Credit: Department of Women's Affairs

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Abbreviations

ACOMV	Anglican Church of Melanesia Vanuatu	DSPPAC	Department of Strategic Policy, Planning and Aid Coordination
ADRA	Adventist Development and Relief Agency	DWA	Department of Women’s Affairs
BPA	Beijing Platform for Action	DWR	Department of Water Resources
CAVAWs	Committees Against Violence Against Women	EVAWG	Ending Violence Against Women and Girls
CDCCCs	Community Disaster and Climate Change Committees	FPA	Family Protection Act
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women	FPU	Family Protection Unit
CLMO	Customary Land Management Office	GBV	Gender Based Violence
CRC	Convention on the Rights of the Child	GCF	Green Climate Fund
CRPD	Convention on the Rights of Persons with Disability	GRB	Gender Responsive Budgeting
CSO	Civil Society Organisation	IOM	International Organisation for Migration
DARD	Department of Agriculture and Rural Development	JCSSS	Justice and Community Services Sector Strategy
DCS	Department of Correctional Services	MALFFB	Ministry of Agriculture, Livestock, Forestry, Fisheries and Biosecurity
DLA	Department of Local Authorities	MDCCCs	Municipal Disaster and Climate Change Committees
DoCC	Department of Climate Change	MFA	Ministry of Foreign Affairs
DoE	Department of Energy	MFEM	Ministry of Finance and Economic Management
DoL	Department of Labour	MIA	Ministry of Internal Affairs
DPW	Department of Public Works	MJCS	Ministry of Justice and Community Services
		MLNR	Ministry of Lands and Natural Resources

MoET	Ministry of Education and Training	SPC	Pacific Community
MoH	Ministry of Health	SPD	State Prosecution Department
MTCIT	Ministry of Trade, Commerce, Industry and Tourism	STC	Save the Children
MYSD	Ministry of Youth and Sports Development	TSM	Temporary Special Measures
NAB	National Advisory Board on Climate Change	UNICEF	United Nations Children’s Fund
NDC	Nationally Determined Contribution	UNDP	United Nations Development Programme
NDMO	National Disaster Management Office	UNFPA	United Nations Population Fund
NGEP	National Gender Equality Policy	UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
NSDP	National Sustainable Development Plan	USP	University of the South Pacific
OPP	Office of the Public Prosecutor	VCC	Vanuatu Christian Council
OPSC	The Office of the Public Service	VDPA	Vanuatu Disability Promotion & Advocacy Association
ORCBDS	Office of the Registrar of Cooperatives and Business Development Services	VEO	Vanuatu Electoral Office
PAA	Priorities and Action Agenda	VFHA	Vanuatu Family Health Association
PDCCCs	Provincial Disaster and Climate Change Committees	VHP	Vanuatu Health Program
PMO	Prime Minister’s Office	VLRC	Vanuatu Law Reform Commission
SDGs	Sustainable Development Goals	VNCW	Vanuatu National Council of Women
SLO	State Law Office	VNSO	Vanuatu National Statistics Office
SOP	Standard Operating Procedures	VNYC	Vanuatu National Youth Council
		VPF	Vanuatu Police Force
		VRCS	Vanuatu Red Cross Society

VSP **Vanuatu Skills Partnership**
VSPD **Vanuatu Society for People**
 with Disability
VWC **Vanuatu Women's Centre**

WHO **World Health Organisation**

Foreword

We are proud of the equality and freedom of our country which our ancestors fought long and hard for in their struggle for independence. Our ancestors were determined to protect these values for all generations – now and into the future – whilst embracing our Melanesian ways and Christian principles.

In the 40 years since independence the intent of our ancestors as enshrined in the Preamble of our Constitution remains strong. The struggle for equality and freedom is not won by past history. The struggle is very much alive for many women and girls who face ongoing discrimination and injustice in education, health, employment, leadership and decision-making.

The National Gender Equality Policy 2020-2030 is a commitment of the Government of the Republic of Vanuatu to achieve gender equality and the human rights of women and girls, and to galvanise investment and support in this area. The Policy is informed by the review of the National Gender Equality Policy 2015-2019, in particular the identified achievements, gaps and opportunities in the areas of women’s and girls’ safety and protection, economic empowerment, civic participation and leadership, climate and disaster resilience, and gender mainstreaming across key development sectors.

But more needs to be done. Our collective efforts to pursue social, economic, cultural and political rights and freedom for women and girls must continue in our churches, communities, schools, workplaces and most of all, in our own homes. Achieving gender equality begins at home with how we treat, respect and support our mothers, wives, sisters, aunts, daughters, granddaughters and other women and girls in our extended family and kinship networks.

Tropical Cyclone Harold hit our nation hard during the global pandemic of COVID-19. The Category 5 cyclone swept through our central islands causing significant destruction and damage. With international borders closed, the disaster served as a necessary reminder of our nation’s own capacity and strength to lead and manage the cyclone response and assist those in need.

What we experienced first-hand after Cyclone Harold was a reminder that we *need* and *must* come together as a nation and rise to the challenges that are before us. The challenges we must confront are not limited to health and natural disasters. These challenges include injustice and discrimination that is happening in front of us, happening now and every day to the people we love and care about.

I call upon my fellow Ministers and Parliamentarians as well as chiefs, elected councillors, area administrators, and church and community leaders to join me and support the struggle for fairness and equality between men and women. It is by combining forces and working together that we can be a resilient nation and create a safe, just and secure society for women and girls in our lives, for our families and for all to enjoy.

Finally, I give authority to the Department of Women’s Affairs, as the principal national machinery for women, to advise on and coordinate the promotion, implementation and monitoring of this important policy for Vanuatu.



Honourable Bob Loughman WEIBUR MP
Prime Minister of Vanuatu



August 2021

1. Preamble

Strong communities and happy families working together and looking after each other are at the heart of a safe, just and secure society. This includes looking after those who are disadvantaged and marginalised and collectively, this contributes to creating a better and more resilient future for everyone.

Healthy relationships between men, women, fathers, mothers, grandfathers, grandmothers, uncles, aunts, brothers, sisters, cousins and grandchildren are integral to making and keeping families *happy* and communities *strong*. These are also underlying characteristics of “a stable, sustainable and prosperous Vanuatu”, an aspiring vision of the National Sustainable Development Strategy *Vanuatu 2030: The People’s Plan*.

Gender equality is part of the fundamental right and duty enshrined in the National Constitution of Vanuatu. Chapter 2, Part I of the Constitution articulates the rights and freedoms of all individuals without discrimination on the grounds of sex, race, place of origin, religious or traditional beliefs, political opinions or language. It also has provisions for the ‘special benefit, welfare, protection or advancement of females, children and young persons, members of underprivileged groups or inhabitants of less developed areas’ (Chapter 2, Clause 5 (1) (k)). Embracing the Melanesian values and Christian principles on which the independent nation of Vanuatu is founded upon, this policy focuses on the equality between men and women, and the empowerment of women and girls.

The National Gender Equality Policy 2020-2030 represents the Vanuatu Government’s continued commitment to achieving gender equality and an inclusive society as contained in the Constitution, incorporated into the Comprehensive Reform Programme of the 1990s and subsequently the *Vanuatu 2030: The People’s Plan*. It also honours the spirit of several international conventions and regional agreements to which Vanuatu is a signatory. These include:

- The United Nations Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) and its Optional Protocol;
- The United Nations Convention on the Rights of the Child and its Optional Protocols;
- The United Nations Convention on the Rights of Persons with Disabilities;
- The 2030 Agenda for Sustainable Development;
- The Beijing Declaration and Platform for Action;
- The Framework for Pacific Regionalism 2014;
- The Small Island Developing States Accelerated Modalities of Action (SAMOA) Pathway 2014;
- The Pacific Leaders Gender Equality Declaration 2012; and

- The Pacific Platform for Action on Gender Equality and Women’s Human Rights 2018-2030.

The development of this policy comes as Vanuatu celebrates 40 years of unity and freedom as an independent nation. The process of advancing gender equality in Vanuatu began through the post-Independence movement of Ni-Vanuatu women and men leading and lobbying for human rights and women’s participation in national development. This is an opportune time for Vanuatu to reflect on its past accomplishments whilst remaining resolute to build a nation that respects and protects the rights and liberty of all people. This policy serves as a platform for men and women of all ages and abilities to stand firmly as mutual and equal partners in the development of Vanuatu for many more years to come.

Policy Vision

A safe, just and secure society where everyone works together to build happy families, strong communities and a resilient Vanuatu.

Policy Goal

To promote respect and equal rights, opportunities and responsibilities among men and women of all ages and abilities in Vanuatu.



2. Introduction and Background

This is not a new policy. It is the evolution of our history. It is rooted in the ni-Vanuatu people's struggles for independence, control and repossession of our ancestral lands, and freedom from indentured labour. Our women and men have stood firm alongside each other to create and shape the independent nation of Vanuatu.

In the last two decades, there has been considerable advancements in the formulation and review of policy instruments on gender equality:

- In August 2006, DWA organised the first ever National Women's Forum which focused on 13 critical areas of the Beijing Declaration and Platform for Action. The forum resulted in the development and endorsement of the Vanuatu National Plan of Action for Women 2007-2011 to guide the work on women's empowerment in Vanuatu;
- In 2014, the Government of Vanuatu submitted its combined fourth and fifth progress report to the Committee on the Elimination of Discrimination against Women. In February 2016, the report was presented by the Vanuatu delegation at the 63rd session and the 1387th meeting of the Committee in Geneva;
- The first National Gender Equality Policy 2015-2019 was developed by DWA following two years of detailed research and extensive consultations; and
- In 2019, DWA prepared the national review report on the 25th year since the adoption of the Beijing Declaration and Platform for Action by governments and human rights advocates. DWA undertook national and provincial (Tafea and Sanma) consultations to inform the review report.

The National Gender Equality Policy 2020-2030 builds on these past achievements further accelerates the realisation of equal rights, opportunities, resources and rewards for women and girls. It seeks to cultivate a renewed sense of confederation between women and men to widen and mobilise support for gender equality.

2.1 Policy Background

The National Gender Equality Policy 2020-2030 was developed following an extensive nationwide review of the previous national gender equality policy, which covered 2015 to 2019. Led by the Department of Women's Affairs (DWA) in the Ministry of Justice and Community Services (MJCS), the policy review was carried out between September and November 2019. It involved:

- Document analysis of relevant legislation, policies, strategies, annual reports, business plans, project reports, research papers and program evaluation studies prepared by government and non-governmental organisations (NGOs);
- Assessment of most significant stories of attitudinal, societal and economic change collected from 37 communities across six provinces;

- Targeted stakeholder interviews with 25 government departments, non-governmental and faith-based organisations;
- Consultations with 220 national, provincial and civil society stakeholders; and
- Validation of the proposed policy framework with 40 government and non-government stakeholders.

Additional consultations were conducted in March 2020 to further solidify the thinking on the theory of action for the five strategic areas of the policy. These consultations included the Women’s Resilience to Climate Change and Disasters Forum (attended by 40 participants) and the Policy Intensive Strategy Session (attended by 30 participants).

The nation-wide review of the first National Gender Equality Policy 2015-2019 found there have been considerable gains in enhancing the economic status of women and mainstreaming gender equality outcomes across national and sectoral planning and budgetary processes. There were also advanced efforts to reduce violence against women and girls and increases in their leadership and participation in decision-making. However, further focus and investments are needed to confront and eliminate the underlying factors that contribute to the discrimination and disadvantage of women and girls in Vanuatu.

2.2 Policy Context

Vanuatu is an island archipelago comprising of 83 islands (not all are inhabited) and covering a total area of 1.4 million hectares. The islands are administratively divided into six provinces: Torba, Sanma, Penama, Malampa, Shefa and Tafea.

The country has a population of 272,459 people, with 75% of its people living in rural areas.¹ It has a young demographic. The national median age is 20 and people under 18 years of age represent 43% of the population. The average household size is 4.8 people, which is the same in both urban and rural areas.

The majority of households in Vanuatu practice subsistence farming: 88% of households are engaged in agriculture, 69% in livestock production and 49% in fisheries.² Root crops like taro, yam and cassava are traditional staples for household cultivation and are grown using organic farming practices and rain irrigation.³ These are supplemented by more recently introduced crops such as sweet potatoes, peanuts, cabbage, tomatoes, capsicum and eggplants.⁴

Coconut, cacao, coffee, kava, spices and sandalwood are also grown by families as their main source of income. These cash crops are subject to fluctuations in world commodity prices. Kava, pigs, mats and yams hold significant customary value in Vanuatu and are often used and

¹ Vanuatu National Statistics Office. (2017). *Vanuatu 2016 Post-Tropical Cyclone Pam Mini Census: Volume 1 Basic Tables*.

² Ibid.

³ Government of Vanuatu. (2015) *Vanuatu Agriculture Sector Policy 2015-2030*. Ministry of Agriculture, Livestock, Forestry, Fisheries and Biosecurity.

⁴ Ibid; Mackey et al. (2017). *Vanuatu Ecosystem and Socio-Economic Resilience Analysis and Mapping*.

exchanged in cultural ceremonies. Handicrafts such as woven mats and bags are also a source of income for some families. These are produced by women largely for the tourism market.⁵

The dispersed and remote geography of the islands pose challenges for the delivery of essential services. There are stark differences between urban and rural areas. Across the country, 16% of households have no access to improved drinking water, 65% have no access to improved sanitation and 65% use solar as the main source of lighting.⁶

Vanuatu is also regarded as one of the most vulnerable countries in the world to the occurrence of multiple geophysical and natural hazards, including cyclones, earthquakes, tsunamis, volcanic eruptions, landslides, flooding and drought.⁷ Sea level rise is projected between the ranges of five and 15 centimetres by 2030, with increases of 20 to 60 centimetres by 2090 under the high emissions scenarios.⁸ Vanuatu has two distinct seasons: a dry, cool season from May to October and a wet, hot season (the 'cyclone season') from November to April. Vanuatu's latitude situates itself in the path of tropical cyclones, as evidenced by recent cyclones Pam (March 2015), Donna (May 2017), Gita (February 2018), Hola (March 2018) and the recent Category 5 Cyclone Harold (April 2020) which occurred during the global COVID-19 pandemic.

Changing weather patterns associated with El Niño Southern Oscillation also increase the risk of flooding and drought as well as prolonged dry spells in Vanuatu.⁹ Rainfall deficiency in the southern islands of Vanuatu at the beginning of 2020 led to water shortages and reduced agricultural productivity. The 2019 outbreak of coconut rhinoceros beetle on Efate island posed a major threat to the country's coconut industry, which is a source of livelihood for thousands of people. Further, Vanuatu has multiple active volcanoes. A state of emergency was declared for the Ambae volcanic eruptions in 2017 and 2018, which saw the entire island's population temporarily evacuated to the nearby islands of Maewo and Santo. The volcanic ashfall destroyed building structures, agricultural lands and natural ecosystems.

Kastom plays an important part of cultural and kinship systems in Vanuatu. Whilst customary beliefs, values and practices vary between islands, they are widely observed and co-exist with people's strong faith in Christianity. Kastom assigns discrete yet complementary roles to women and men, however there has been significant changes due to foreign contact and influence.¹⁰ Contemporary Vanuatu society is largely patriarchal. Whilst kastom bestowed authority to men with chiefly titles, decisions were shared and agreed to by both spouses within the extended family unit. The role played by women in household decision-making no longer exist or constitute modern notions of kastom. The dynamic interaction between kastom, religion, and globalisation contributes to the complexity and sensitivity of gender issues.

⁵ Ministry of Tourism, Industry, Commerce and Ni-Vanuatu Business. (2013). *Vanuatu Strategic Tourism Action Plan 2014-2018*.

⁶ Vanuatu National Statistics Office. (2017). *Vanuatu 2016 Post-Tropical Cyclone Pam Mini Census: Volume 1 Basic Tables*.

⁷ Government of Vanuatu. (2015). *Vanuatu Climate Change and Disaster Risk Reduction Policy 2016-2030*; World Risk Report 2015 and 2019.

⁸ Government of Vanuatu. (2014). *Second National Communication to the United Nations Framework Convention on Climate Change*.

⁹ Ibid.

¹⁰ Tor, R. and Toka, A. (2004). *Gender, Kastom & Domestic Violence*.

Inequalities between women and men in Vanuatu exist against these multifaceted layers of social, political, economic, cultural and environmental factors. Some of the specific challenges and issues are summarised below.

- The occurrence of domestic violence is considered to remain unchanged from 2011, with approximately 60% of women having experienced some form of physical and/or sexual violence during their lifetime.¹¹ Almost one in three women (30%) were sexually abused before the age of 15 and in most cases their abusers were male relatives or boyfriends. More than one in four women experienced rape as their first sexual encounter. Nearly 43% of women who are pregnant experience psychological, physical or sexual violence during their pregnancy.¹²
- The powers under the Family Protection Act 2008 are yet to be fully realised by authorities specified in the Act. The initial pilot of the Authorised Persons and Registered Counsellors was conducted in six communities in the Shefa and Sanma provinces. Data from the Vanuatu Police shows the largest proportion of domestic violence cases reported to Police between 2015 and 2019 was from Shefa (59%), followed by Sanma (28%). For all other provinces, the proportion of reported cases was significantly lower (Malampa 6%; Penama 4%; Tafea 2% and Torba 0.1%). For the same period, nearly two-thirds (90%) of Family Protection Orders were issued in Shefa and Sanma provinces, where there are permanent Magistrate Courts.
- The proportion of male and female students enrolled in early childhood, primary and secondary education has remained relatively stable, with a small annual fluctuation observed between 2016 and 2018. According to the 2018 data, female enrolment in early childhood and primary education remained slightly lower than that of their male counterparts, whilst the proportion of females in secondary education was marginally higher than males.¹³ Children with disabilities are less likely to attend primary education and to a greater extent secondary education than those without disabilities.¹⁴ Compared to 2009, there are notable changes at the tertiary level, with higher proportion of females undertaking university studies in 2018. Gender gaps remain in post-secondary education and training, with males outnumbering females in technical and vocational studies. Traditional gender norms are evident in the type of courses undertaken, with high male enrolments in automotive and building construction and high female enrolments in hospitality, tourism, business studies and home care.
- More women than men are involved in the informal economy. This makes them more susceptible to abuse, exploitation, unsafe and unfair working conditions. Gender stereotypes reinforce the reproductive roles of women, with more women than men undertaking unpaid domestic work such as caring for children, the elderly, people with disabilities and other family members, on top of their existing workloads in subsistence farming and other livelihood activities, and church and social obligations. The 2016 Mini-

¹¹ Vanuatu Women's Centre and VNSO. (2011). *Vanuatu National Survey on Women's Lives and Family Relationships*.

¹² McKelvie, S., Fisher, J., Tran, T., and Leodoro, B. (2020). *Women's Health and Relationships during Pregnancy in Vanuatu Study*.

¹³ Ministry of Education and Training. (2019). *Statistical Digest 2016-2018*.

¹⁴ UNICEF Pacific and VNSO. (2014). *Children, Women and Men with Disabilities in Vanuatu: What do the data say?*

Census showed most women (39% of all women) in Vanuatu were full-time home makers with rural women accounting for 75% of all full-time home makers.

- The number of women who hold senior positions in the workplace is gradually increasing but remains low. In 2019, two out of seven Director Generals and eight out of 43 Directors of government departments were women. For the first time, a Ni-Vanuatu woman was promoted to the position of Police Inspector (2016) and Supreme Court Judge (2019). Women have also held political advisor roles within the Ministry for Lands and Natural Resources, Ministry of Foreign Affairs and Trade and Ministry of Internal Affairs.¹⁵ In the Ministry of Education and Training, only 8% of secondary schools were headed by female principals and all directors (except for one) were male.¹⁶
- The Municipalities Amendment Act No 11 of 2013 established a quota system for women to contest local government elections. The provincial and municipal level elections for the 2018-2021 term resulted in 11 municipal female councillors (accounting for 25.6% of all municipal councillors) and seven provincial female councillors (7.1% of all provincial councillors).¹⁷ No female mayors were elected, but there were some female deputy mayors elected. At the September 2019 municipal election, six female councillors were voted into Luganville Municipal Council.¹⁸ There were more than 15 female candidates at the 2020 general elections, but none won their seats.
- Women and girls in Vanuatu experience considerable health inequalities. Vanuatu has one of the highest adolescent fertility rates among the Pacific islands at 81 births per 1,000 women aged 15-19 years.¹⁹ Pregnant girls face difficulties in completing their schooling which can contribute to lifelong socio-economic disadvantage. Although significant improvements have been made in the area of maternal and child health, the numbers of maternal deaths during childbirth and child deaths under five in Vanuatu are still unacceptably high.²⁰ Almost half of all child mortality cases are associated with malnutrition. Approximately 20-30% of women in an intimate relationship who either do not want children or wish to delay pregnancy are unable to access contraceptives.²¹ Violence against women is endemic throughout the country. It severely affects women's physical and reproductive health as well as their mental wellbeing.²² The prevalence of physical and sexual violence is higher in rural areas than in urban areas, yet access to medical, justice and crisis support services is lacking in locations outside of urban centres. Female sex workers are highly exposed to the risks of sexually transmitted infections,

¹⁵ Ministry of Justice and Community Services. (2019). *Beijing+25 National Review Report*.

¹⁶ Ministry of Education and Training. (2019). *Statistical Digest 2016-2018*.

¹⁷ Commonwealth Local Government Forum. 'Local Government System in Vanuatu: Country Profile 2017-18'.

¹⁸ Based on the findings of provincial consultation.

¹⁹ 2013 data from: United Nations Populations Fund. (2019). *The State of the Pacific's Reproductive, Maternal, Newborn, Child and Adolescent Health Workforce*.

²⁰ Ministry of Health Maternal Death Review Committee 2016; Vanuatu Ministry of Health (2017). *Vanuatu Reproductive, Maternal, Child and Adolescent Policy and Implementation Strategy 2017-2020*.

²¹ United Nations Populations Fund. (2015). *Vanuatu Sexual and Reproductive Health Rights Needs Assessment*.

²² Vanuatu Women's Centre and VNSO. (2011). *Vanuatu National Survey on Women's Lives and Family Relationships*.

HIV/AIDS, unwanted pregnancies, rape, physical and emotional violence, harassment and discrimination.

- The national prevalence rate of disability is between 3% and 12%, depending on the definition used to measure disability. Disability is highly correlated with age and there are gender differences observed in older age groups. For example, men aged 70 and over are twice as likely to have a disability than women of the same age cohort.²³ People with disabilities are more likely to be living in the lowest wealth quintile than those without disabilities.²⁴ Women and children with disabilities face additional stigma and social exclusion and are susceptible to abuse and exploitation. More than one in five women (21%) who have been injured as a result of intimate partner violence have sustained a permanent disability.²⁵
- Climate change and disasters disproportionately impact women and girls because of the underlying inequalities they face. In 2017, the Gender and Protection Cluster supported the National Disaster Management Office (NDMO) in the Ambae volcano response, including the activation of the first ever joint cluster response to evacuate 170 people with disabilities and their carers to Luganville during the State of Emergency.²⁶ Understanding the specific needs and capacities of women, children, youth, people with disabilities and other societal groups is central to enhancing Vanuatu's resilience to endure large-scale environmental, economic and humanitarian crises. Concurrent crises further exacerbate the economic and social inequalities between men and women. The ongoing implications of international border closures and social restrictions due to COVID-19 in particular, are of concern to the wellbeing of women and children in Vanuatu. If appropriate and timely interventions are not put in place, development gains achieved so far may be undone, hence increasing the risk of poverty across the country.
- The annual budget for the DWA was reduced from 0.17% of the national budget appropriation in 2015 to 0.11% in 2019. Like most departments, the DWA budget did not include funding allocation for policy implementation or programming activities. In 2017, the National Recovery Committee retracted VUV 158 million in funding from DWA. These funds were originally earmarked for gender, disability and child protection activities associated with Tropical Cyclone Pam recovery. The funding was instead allocated to other sectors managed by the Department of Strategic Policy, Planning and Aid Coordination (DSPPAC).²⁷

²³ UNICEF Pacific and Vanuatu National Statistics Office. (2014). *Children, Women and Men with Disabilities in Vanuatu: What do the data say?*

²⁴ Ibid.

²⁵ Vanuatu Women's Centre and VNSO. (2011). *Vanuatu National Survey on Women's Lives and Family Relationships*.

²⁶ Department of Women's Affairs (2018). *Annual Report*

²⁷ Department of Women's Affairs (2018). *Annual Report*.

2.3 Policy Linkage to International, Regional and National Commitments

Vanuatu is a signatory to a number of international human rights treaties. The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) was ratified in 1995 and the Optional Protocol²⁸ to the CEDAW in 2007. CEDAW legally binds states to fulfil, protect and respect women's human rights in order to achieve equality between women and men. Further, states are responsible for eliminating gender inequalities at all levels in both public and private spheres of society. In March 2018, the Committee on the Elimination of Discrimination against Women adopted the General Recommendation No.37 on gender-related dimensions of disaster risk reduction in the context of climate change. This recommendation calls on state parties to implement measures to prevent, mitigate and respond to disasters and climate change and to ensure the rights of women and girls are safeguarded in accordance with the CEDAW. Vanuatu has also adopted the 1995 Beijing Declaration and Platform for Action and supports the UN Security Council Resolution 1325 on women, peace and security.

Vanuatu ratified the Convention on the Rights of the Child in 1992 and its two Optional Protocols in 2006, and the Convention on the Rights of Persons with Disabilities in 2008. The government's obligations to ensure the realisation of rights, freedoms and protection of children and people with disabilities, under these conventions, are further elaborated in the *National Child Protection Policy 2016-2026* and the *National Disability Inclusive Development Policy 2018-2025*. There are strong synergies between these conventions and policies. When considered with this policy, they collectively contribute to the achievement of the global 2030 Sustainable Development Agenda and Goals (SDGs), particularly:

- Goal 1 on ending poverty;
- Goal 3 on good health and wellbeing;
- Goal 4 on quality education;
- Goal 5 on gender equality;
- Goal 8 on decent work and economic growth;
- Goal 10 on reduced inequalities;
- Goal 16 on peace, justice and strong institutions; and
- Goal 17 on partnerships for the SDGs.

Under SDG 5, there are nine targets for gender equality:

- 5.1: End all forms of discrimination against all women and girls everywhere;
- 5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation;
- 5.3: Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation;
- 5.4: Recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate;
- 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life;

²⁸ The Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (OP-CEDAW) is an international treaty which establishes complaint and inquiry mechanisms for the CEDAW.

- 5.6: Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development, the Beijing Platform for Action and the outcome documents of their respective review conferences;
- 5.A: Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws;
- 5.B: Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women; and
- 5.C: Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

At the regional level, Vanuatu endorsed the Pacific Leaders Gender Equality Declaration 2012 and the Pacific Platform for Action on Gender Equality and Women's Human Rights 2018-2030. These instruments reaffirm regional and national commitments to the international human rights conventions and the SDGs to accelerate efforts to achieve gender equality, to promote and to protect the rights of women and girls. The importance of gender equality, social inclusion and women's empowerment is further articulated in the Framework for Pacific Regionalism 2014 and the Small Island Developing States Accelerated Modalities of Action (S.A.M.O.A) Pathway 2014, both of which have been endorsed by Vanuatu.

Gender equality first appeared as a state-led policy priority in the Government's Comprehensive Reform Program of the late 1990s and later in the Priorities and Action Agenda (PAA) 2006 – 2015. In 2016, the PAA was superseded by the National Sustainable Development Plan (NSDP) 2016-2030, *Vanuatu 2030: The People's Plan*. The NSDP articulates the country's vision and overarching policy framework for achieving “a Stable, Sustainable and Prosperous Vanuatu” by identifying the national priorities and context for the implementation of the SDGs.²⁹ The NSDP identifies three core pillars through which its vision is to be achieved: (i) society (ii) environment and (iii) economy.

Compared to the PAA, the NSDP has a stronger focus on access, equity and inclusion, with 10 specific policy objectives in the Social Pillar that mutually reinforce the agenda on gender equality and human rights:

- 2.1: Ensure every child has access to the education system regardless of gender, location, educational needs or circumstances;
- 3.1: Ensure the population of Vanuatu has equitable access to affordable, quality health care through the fair distribution of facilities that are suitably resourced and equipped;
- 4.1: Implement gender responsive planning and budgeting process;
- 4.2: Prevent and eliminate all forms of violence and discrimination against women, children and other vulnerable groups;
- 4.3: Empower and support people with disabilities;
- 4.4: Define the roles, responsibilities and relationships between the state, churches, traditional leaders and communities in safeguarding human rights and protecting traditional values and Christian principles;

²⁹ Government of Vanuatu (2016). *National Sustainable Development Plan 2016 to 2030. Vanuatu 2030: The People's Plan*, p.2

- 4.5: Ensure all people, including those with disabilities, have access to government services, buildings and public spaces;
- 4.6: Provide opportunities, support and protection services for youth and children as valued members of society;
- 5.1: Ensure all people have timely and equitable access to independent, well-resourced justice institutions; and
- 6.3: Enact political reforms that promote stability, accountability, constituency representation and civic engagement.

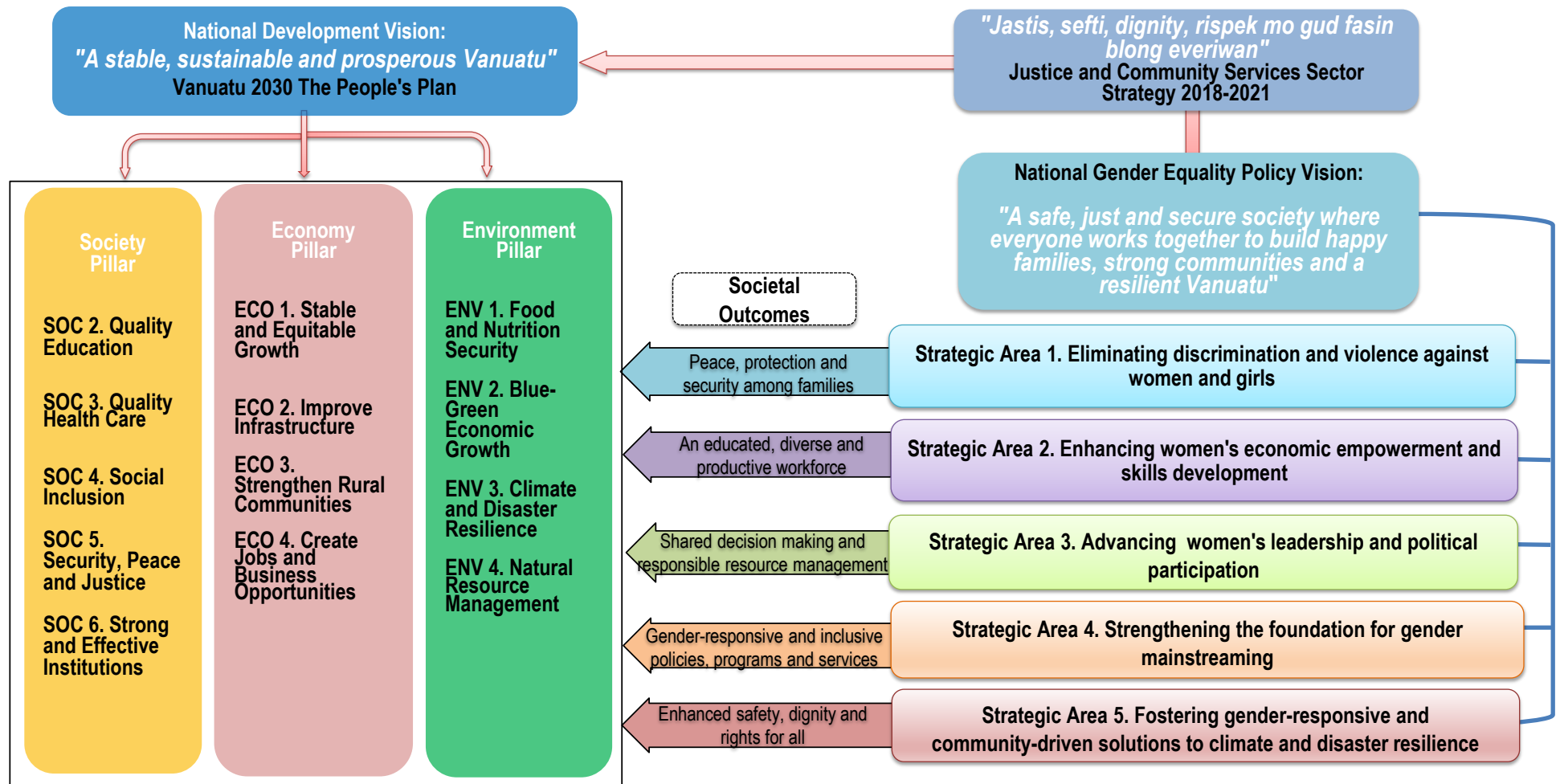
In addition to the policy objectives mentioned above, the NSDP has nine other policy objectives in the Social Pillar, eight policy objectives in the Environment Pillar and 17 policy objectives in the Economic Pillar which complement and support the strategic areas and objectives contained in this policy. The integration of gender equality and social inclusion in the NSDP is reflective of the role played by the MJCS and the DWA, as well as civil society actors, in contributing to and influencing the national development planning process.

Finally, the National Gender Equality Policy also has clear linkages to the Government's Justice and Community Services Sector Strategy (JCSSS) 2018-2021. The policy objectives and priority actions on eliminating discrimination and violence against women and girls (Strategic Area 1 of this policy) in particular, complements the JCSSS focus on victim support to improve the sector response to protection and service delivery and provision for the victims of crime and violence.

The policy linkage to international, regional and national commitments discussed in this section is depicted in Figure 1.



Figure 1. National Gender Equality Policy 2020-2030 and Linkage to NSDP



3. Policy Framework

3.1 Policy Vision

A safe, just and secure society where everyone works together to build happy families, strong communities and a resilient Vanuatu.

3.2 Policy Goal

To promote respect and equal rights, opportunities and responsibilities among men and women of all ages and abilities in Vanuatu.

3.3 Policy Statement

The Government of Vanuatu is committed to leading the advancement of equality between men and women through accountable and collaborative arrangements at national, provincial and community levels, and across development sectors in line with international and national obligations.

The purpose of the policy is to provide a unifying strategic framework for government, civil society and development partners to coordinate actions to advance gender equality and the well-being of women and girls in Vanuatu.

3.4 Operating Principles

The National Gender Equality Policy recognises that women and men are equal partners, contributors and beneficiaries of “a stable, sustainable and prosperous Vanuatu”, the national vision articulated in the NDSP.

The Policy is guided by the following principles:

- Understanding the fundamental rights and freedoms of all men and women in Vanuatu;
- Respecting that the united and free independent nation of Vanuatu is founded on Melanesian values and Christian principles;
- Recognising that equality between women and men starts with families, the most fundamental unit of society;
- Understanding that equal and healthy relationships between women and men have positive benefits for families, communities, and for nation building;

- Recognising diversity among women and girls in Vanuatu and their varied abilities, aspirations and circumstances, including women and girls with disabilities, widows, women-headed households, adolescent girls and elderly women;
- Recognising the significant contributions of the education and health sectors towards policy implementation. Education- and health-specific priority actions have been included for each strategic area of this policy;
- Recognising the importance of accountability, transparency and strong collaboration at all levels (national, provincial, municipal, community and family) and across all ministries, sectors and industries;
- Endorsing clear and consistent messaging among government, civil society and development partners to avoid any harm or negative repercussions for women and girls; and
- Acknowledging Vanuatu’s international and regional commitments to gender equality and human rights.

3.5 Strategic Areas

The National Gender Equality Policy will achieve the policy vision and goals by focusing on five strategic areas:

1. Eliminating discrimination and violence against women and girls
2. Enhancing women’s economic empowerment and skills development
3. Advancing women’s leadership and political participation
4. Strengthening the foundation for gender mainstreaming
5. Fostering gender responsive and community-driven solutions to climate and disaster resilience

These strategic areas are intended to provide high-level policy direction. They remain broad to enable flexibility in the design and implementation of interventions that are attuned to subnational and sector-specific contexts. At the same time, the strategic areas will foster multi-agency and multi-sector collaboration and investments in gender equality.

Each strategic area is accompanied by a set of broad policy objectives, indicators, priority actions and theory of action. There are also specific targets that accompany each of the priority actions, which are detailed in the policy’s Implementation Plan.

3.6 Theory of Action

Each of the five strategic areas is supported by a theory of action. A theory of action is a visual logic of high-level priority actions required to bring about long-term, sustainable change. This will help garner support from all levels and sectors for the collective implementation of this policy.

A theory of action, rather than a theory of change, has been purposely selected for the policy to accelerate and amplify specific actions by organisations. Some of the actions can be instigated swiftly by using existing organisational capacity, partnerships and resources and others will demand detailed and careful planning, collaboration and execution.

The rationale for the development of theory of action is to provide a clear articulation of practical and necessary measures to enable supportive institutional, legal and policy environments for gender equality. This approach will assist organisations in defining their role, relationship and 'place' within the policy framework to influence and contribute to its implementation. The theory of action provides the policy with a strong backbone as it:

- Clarifies the programming logic to guide the design and implementation of actions;
- Identifies the appropriate actors to work with and recognises their existing strengths, networks and areas of influence;
- Provides a link between local and national changes, focusing on the changes in the lives and wellbeing of all women and girls;
- Highlights ineffective actions to allow for adjustment and modification;
- Fosters collaboration between agencies and avoids duplication;
- Contextualises the actions needed to instigate change at local, municipal, provincial and national levels; and
- Guides the process of monitoring and evaluation which can feed into tracking the goals and targets of the NSDP, CEDAW and SDGs.

The theory of action is represented in a schematic diagram for each strategic area of the policy. Its key components are the policy objectives, priority actions and societal outcomes. The cause-and-effect logic is provided in an "if-then-because statement" for each strategic area. For legibility, the priority actions shown in the schematic diagrams have been condensed. For the full list of priority actions, refer to the policy's Implementation Plan.

3.7 The Role of Department of Women's Affairs

As the principal national machinery for women in Vanuatu, DWA has the following responsibilities:

- Promoting this policy within government and across development sectors to achieve whole-of-society alignment with this policy;
- Coordinating the implementation of this policy by collaborating with Malvatumauri Council of Chiefs, government and non-governmental stakeholders, local communities and development partners;

- Supporting DSPPAC and other government agencies to mainstream and integrate gender issues into planning and decision-making processes at the national, provincial and community levels; and
- Monitoring and reporting on the policy's implementation progress, gaps and opportunities, and sharing this information with wider stakeholders.



4. Strategy Statement

This section of the policy presents the theory of action, policy objectives, policy outcomes and the priority actions for each of the five strategic areas of the policy.

Strategic Area 1. Eliminating discrimination and violence against women and girls

Violence against women and girls continues to be a widespread problem in Vanuatu. Both government and NGOs, with support from development partners, have conducted numerous community awareness programs focusing on women's rights, gender-based violence (GBV) and the Family Protection Act 2008. Preventative measures to transform underlying attitudes and behaviours among men, boys, chiefs, church leaders and perpetrators of violence are desperately needed, in addition to community awareness to prevent and reduce physical, sexual and emotional abuse against women and girls.

The Ministry of Justice and Community Services has piloted the appointment of Authorised Persons (Section 7 of the Family Protection Act 2008) in six communities on the islands of Efate and Santo since early 2018. The appointment of Authorised Persons is yet to be rolled out in other rural and remote communities without access to magistrate courts. Chiefs are exercising customary law to settle disputes or to determine whether a case should be reported to Police. This is more common in rural and remote communities where there is little or no police or court presence. It is vital that access to and the delivery of policing, justice and support services is improved in the outer provinces. This should be coupled with greater community awareness on GBV and the Family Protection Act.

There is improved coordination and referrals of domestic and GBV cases between Police, Ministry of Health, Vanuatu Women's Centre, Vanuatu Family Health Association and other service providers. However, improvements are needed in the quality of medical treatment and care provided to survivors of violence, including adequate training of health care staff to appropriately respond to physical and sexual violence, particularly in rural and remote areas. The specific needs of women and girls with disabilities should also be considered. There is also a need to introduce a consistent procedure for reporting incidences of harassment and violence within schools.

Legislative and policy reforms are needed to remove discriminatory provisions and practices and to promote and protect the rights and safety of women and girls in the home, community, school, workplace and society at large.

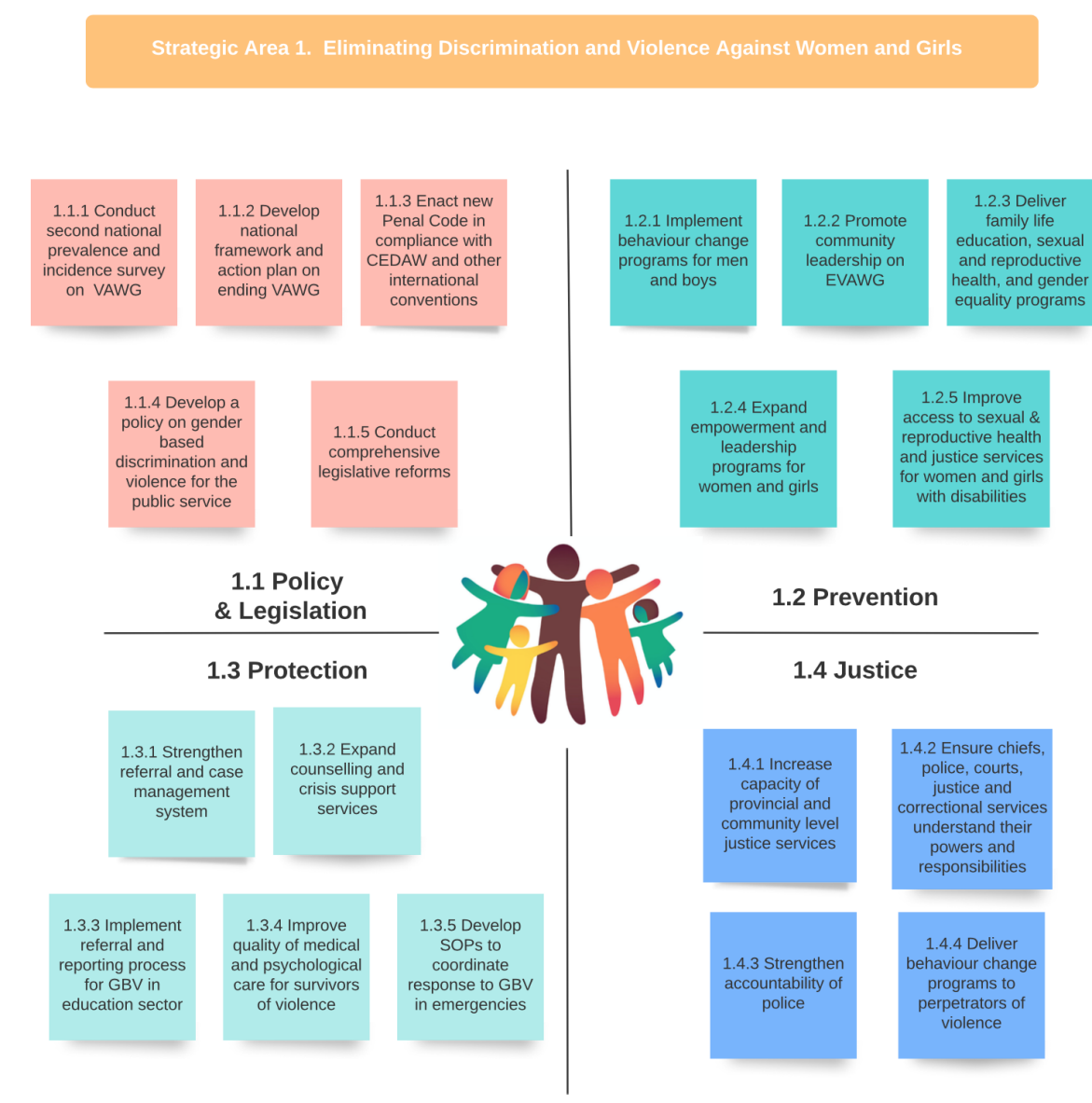
Policy Objectives

- 1.1 To undertake legislative reforms and bolster national leadership on ending discrimination and violence against women and girls
- 1.2 To address discriminatory attitudes, norms and behaviours, and promote healthy relationships between women and men
- 1.3 To deliver an integrated survivor-centred services with improved quality of healthcare and protection for women and children affected by violence
- 1.4 To ensure the accountability of justice systems and institutions in safeguarding women and children, and supporting family reconciliation

Key Indicators

- Number of bills passed and legislation amended as part of the comprehensive law reform to eliminate discrimination and violence against women and girls by 2030
- Prevalence of physical, sexual and emotional violence against women in 2030 compared to 2011 national survey
- Percentage of cases of violence against women and children reported to police and investigated and finalised by state justice system between 2020 and 2030
- Multiservice delivery protocols, standards and referral pathways are developed and operationalised by 2030

Figure 2. Strategic Area 1: Priority Actions



Strategic Area 1: Theory of Action

Discrimination and violence against women and girls in Vanuatu will be eliminated *if*:

- National leadership is strengthened to undertake legislative and policy reforms in line with international human rights standards (policy and legislation)
- Preventative measures, focusing on men's behaviour change, are scaled up and expanded to all provinces (prevention)
- Survivor-centred services and quality care are provided to women and children affected by violence (protection)
- And they have access to fair, timely and responsible justice systems (justice)

then there will be **peace, protection and security among families** *because* transforming discriminatory attitudes and norms start at home through healthy relationships between women and men, and institutions need to be held accountable for following relevant laws, and promoting and safeguarding human rights.

Strategic Area 2. Enhancing women's economic empowerment and skills development

There is evident progress in the empowerment of women in both the formal and informal economies. Women's involvement in marketing cash crops, fish, cooked food and handicrafts has contributed to improved living standards for rural and peri-urban communities. Market facilities in urban centres have been upgraded and fitted with lighting and improved washroom amenities to cater for women, who comprise the vast majority of market vendors. New market facilities are also currently being constructed in rural areas.

Livelihood and business diversification and value adding are essential for women to stay competitive in the market. This is certainly the case for communities that have traditionally relied on copra production. The global decline in copra prices, the recent infestation of the coconut rhinoceros beetle, the sudden decline in tourism activity because of the global pandemic, and impacts from recurrent natural disasters, have inevitably forced families to look for new and diversified sources of income.

Some rural women and girls are migrating to urban centres to work as unpaid or underpaid domestic labour. This type of employment is typically arranged informally through family networks and is unregulated, exposing women to mistreatment and exploitation.

Within the home, women are playing an important role in managing household finances and investing in local savings and loans schemes to increase their access to financial capital. This has flow-on benefits to communities. Although still small in number, women are also participating in labour mobility schemes in Australia and New Zealand and sending remittances to their families. However, there is limited understanding on the benefits and costs of labour migration schemes on family relationships, community cohesion and poverty reduction. There is even greater financial pressure and social burden placed on women as a result of the COVID-19 pandemic and the related economic fallout.

Increasing women's and girl's participation in tertiary and vocational training, combined with gender equitable workplace policies on maternity leave, sexual harassment, menstrual hygiene management and fair working conditions³⁰ are pivotal to expanding employment opportunities for women. So too is inclusive education to ensure the participation and engagement of students

³⁰ Government of Vanuatu (2019). *Beijing + 25 National Review Report*.

with disabilities, adolescent girls who are pregnant and students who experience socio-economic disadvantage. These measures will enhance their wellbeing and life outcomes.

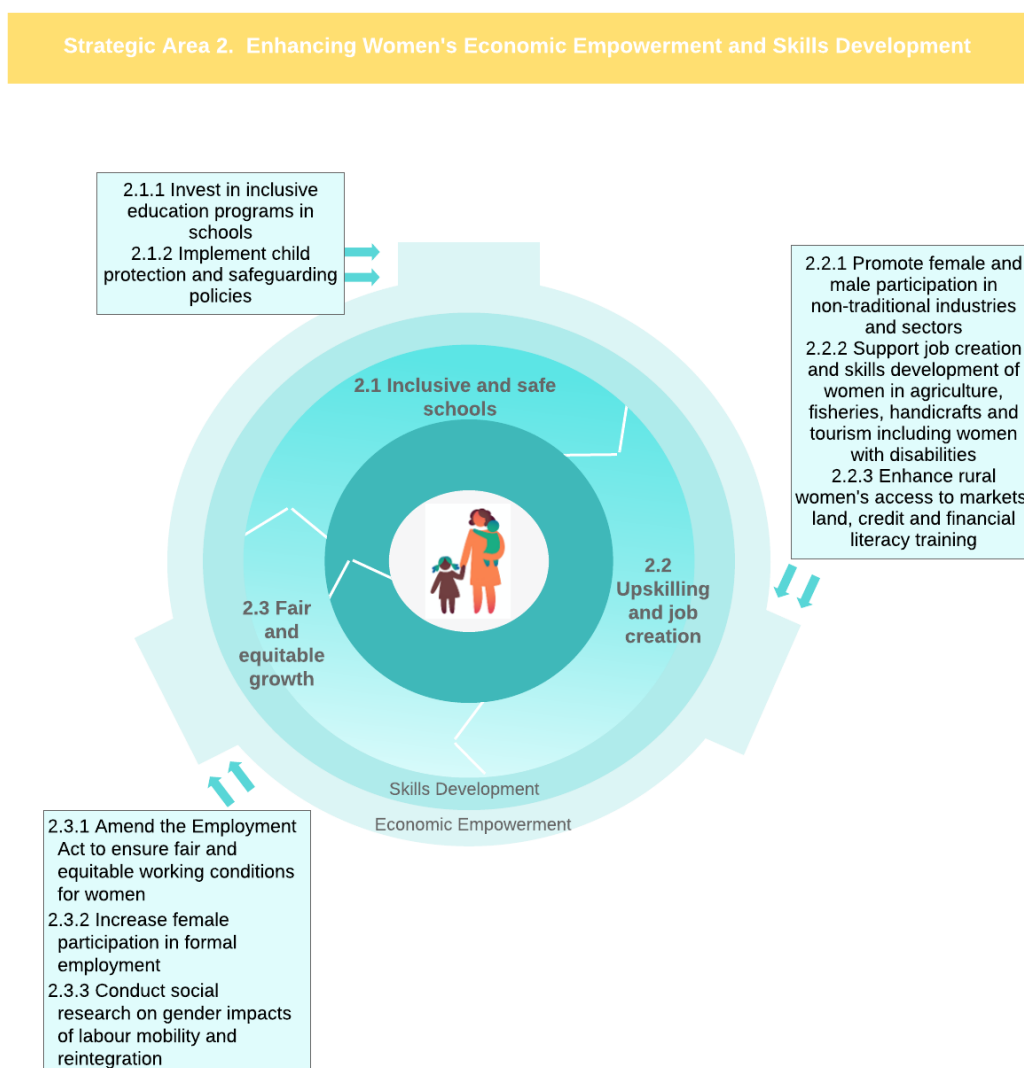
Policy Objectives

- Objective 2.1 To provide formal schooling that is inclusive and safe for male and female students
- Objective 2.2 To support upskilling of women and job creation for young women to increase workforce diversity
- Objective 2.3 To promote fair and equitable employment, wealth and workplaces

Key Indicators

- Inclusive education, gender equity and child safeguarding policies reviewed and operationalised for all government-registered educational and training institutions by 2030
- Proportion of men and women participating in the labour force by age and sector, compared with men and women with disabilities by 2030
- Employment Act [CAP 160] is amended to incorporate provisions on sexual misconduct, parental leave, and equal pay and working conditions for men and women, by 2030

Figure 3. Strategic Area 2: Priority Actions



Strategic Area 2: Theory of Action

Women's economic empowerment and skills development will be enhanced *if*:

- The formal education system is inclusive and safe for students (inclusive and safe schools)
- A supportive environment is created to support job creation and encourage training and upskilling of women, men and youths in productive and non-traditional sectors (upskilling and job creation)
- And women have fair and equitable access to employment, wealth and workplaces like their male counterparts (fair and equitable growth)

then there will be **an educated, diverse and productive workforce contributing to family prosperity** *because* women and men respect each other for their diverse abilities, knowledge and skills, and have equal opportunities to achieve to their full potential by being active participants, contributors and beneficiaries of a just and well-functioning economy that is able to withstand external shocks.

Strategic Area 3. Advancing women's leadership and political participation

As Vanuatu celebrates 40 years of independence, the momentum is building for a renewed sense of nationhood and active citizenship. Women and men are rising up to have their voices heard, to ensure governance and decision-making processes are inclusive and representative and to hold governments and institutions to account. The emergence of new groups and partnerships on gender equality and women's empowerment, comprising of both women and men, is reflective of the changes that are occurring in the broader society. Alliances and coalitions within and across sectors at all levels are vital to progress lasting social and political change.

Women play an important role in family decision-making and are in many cases the managers of household finances. This has significant implications on women's involvement in decision-making processes of the church, women's groups and local governance bodies. Some women are taking up management positions as secretaries and treasurers in committees including those for rural water, schools, community disaster and climate change. Evidence shows that Community Disaster and Climate Change Committees (CDCCCs) and water resource committees with female members function better than those that don't.

Despite this, inherent norms and attitudes on gender continue to hinder women's participation in political decision-making. At the 2020 general election, no women were elected into parliament. There were 15 female candidates, some backed by the major political parties. No amendments have been made to the Constitution to create reserved seats for women in parliament. The Decentralization Act [CAP 230] has not been amended to create reserved seats for women in provincial government regions. However, at the municipal level, the introduction of a special quota for women (30-34%) in 2014 has enabled more women to contest local government elections.

There is an opportunity to use existing community (e.g. CDCCCs, Rural Water Committees, school committees), church (e.g. Vanuatu Christian Council, women's groups, mother's unions), educational institutions (e.g. schools, provincial Skills Centres and universities) and civil society (e.g. Vanuatu National Council of Women, Oxfam's Civil Society Influencing Networks) groups and networks as spaces and platforms to educate men and women about the benefits of women in leadership and political decision-making. This includes the vital role that women play in national and regional security through conflict resolution, and resilience and peace building. There is a need to have a deeper understanding of public attitudes and perceptions towards women's leadership and political participation to break the glass ceiling for women to be widely accepted

into politics and paramount societal institutions, such as the Malvatumauri Council of Chiefs and the Vanuatu Christian Council (VCC).

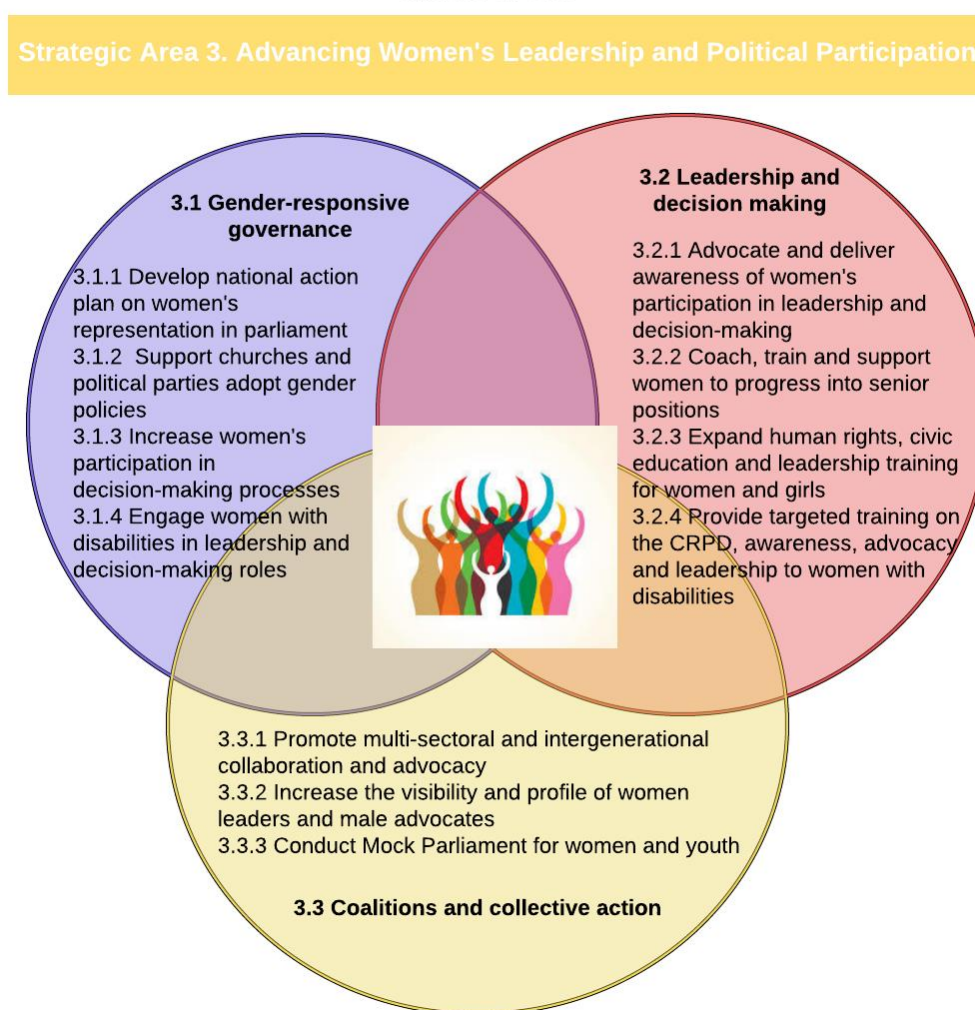
Policy Objectives

- Objective 3.1 To promote gender responsive governance
- Objective 3.2 To enhance women’s full and equal participation in leadership and decision making
- Objective 3.3 To strengthen coalitions and collective action towards women’s leadership and political representation

Key Indicators

- Number of women in director general and director positions within the public service by 2030
- Proportion of male and female area administrators, municipal and provincial councillors and parliamentarians by 2030
- Decentralization Act [CAP 230] and the Constitution reviewed to create reserved seats for women in provincial and national level elections by 2030

Figure 4. Strategic Area 3: Priority Actions



Strategic Area 3: Theory of Action

Women's leadership and political participation will be advanced *if*:

- Governance institutions are gender responsive (gender responsive governance)
- Women have opportunities to fully and equally participate in decision-making processes at all levels (leadership and decision-making)
- Organisations, men and women unite to support the elevation of women into leadership positions (coalitions and collective action)

then there will be **shared decision-making and responsible governance and management of available resources** *because* women and men bring different yet complementary views and experiences needed to make informed decisions on the future of Vanuatu's society, economy and environment.

Strategic Area 4. Strengthening the foundation for gender mainstreaming

There has been a slow but steady progress towards building a foundation for gender mainstreaming. Gender equality objectives and indicators have been incorporated into the NSDP. Various government ministries, including agriculture, education and lands have developed their own sector- and ministry-specific gender policies. For other sectoral policies, references are made to gender issues or 'women', however they lack specific strategies to address gender barriers and promote social inclusion.

In 2014, the Council of Ministers agreed to Decision 156/2014 to mandate all Ministers, Director-Generals and heads of agencies or institutions to nominate at least one qualified woman for each vacancy on a government committee, task force, working group or other official body. This decision applied to all national, provincial and local administrations. Similarly, the Council of Ministers approved Decision 94 of 2017 for Gender Responsive Budgeting (GRB) to be introduced in the 2018 budget for five ministries: Ministry of Climate Change, Ministry of Lands, Ministry of Education and Training, Ministry of Agriculture and the Department of Local Authorities. This was extended all other ministries in 2019. These two decisions from the Council of Ministers are yet to be implemented.

Age, sex and disability disaggregated data is inconsistently collected and shared across government ministries and departments. Improved data collection, analysis and dissemination is needed for evidence-based planning and to track Vanuatu's progress in meeting its commitments against the NSDP and international obligations under CEDAW and other human rights treaties. The gaps highlight the importance of DSPPAC's ownership and leadership to ensure gender issues are systematically integrated into government decision-making on policies, budgeting and service delivery.

In the first quarter of 2020, the DWA had 14 staff including five provincial officers (all provinces except for Penama). Technical capacity among DWA staff is increasing, however gaps exist in the domains of gender analysis, gender mainstreaming, GBV, monitoring and evaluation. The DWA budget in 2019 represented just 0.11% of the national budget appropriation, down from 0.17% in 2015. The DWA budget covered wages and operational costs. No budget was allocated for programming and policy implementation. Ongoing discussions between DWA, DSPPAC and the Ministry of Finance and Economic Management (MFEM) are needed to ensure sufficient budgets are allocated to DWA to fulfil its function and responsibilities identified in this policy.

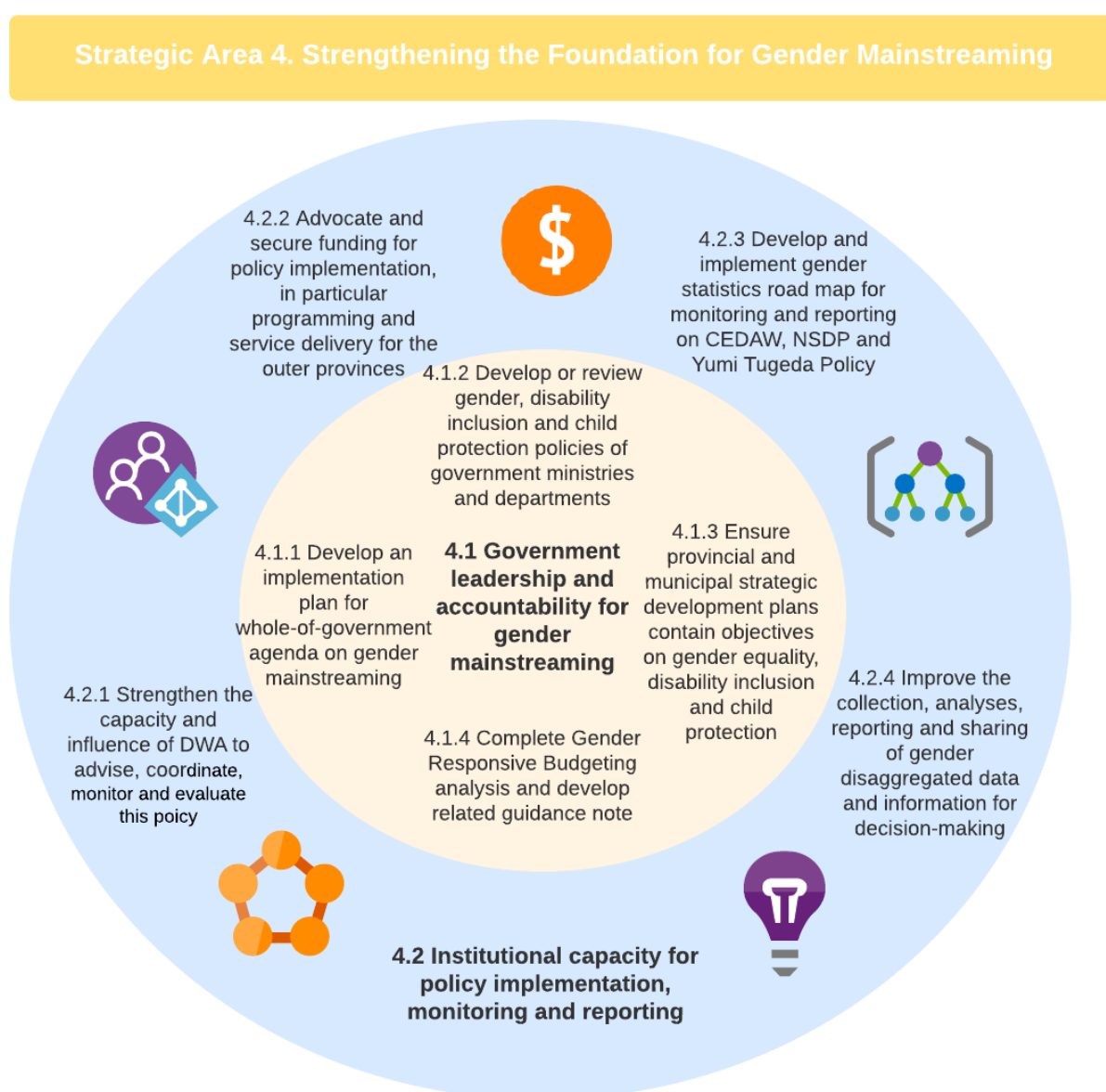
Policy Objectives

- Objective 4.1 To enhance government leadership and accountability on gender mainstreaming
- Objective 4.2 To strengthen institutional capacity for implementation, monitoring, reporting and review of this policy

Key Indicators

- Gender responsive planning and budgeting processes are implemented within national, provincial and municipal level governments by 2030
- Increased government and donor investments on gender equality and women's empowerment programs for outer provinces and rural areas by 2030

Figure 5. Strategic Area 4: Priority Actions



Strategic Area 4: Theory of Action

The foundation for gender mainstreaming will be strengthened *if*:

- Government exercises leadership and accountability for gender mainstreaming (government leadership and accountability)
- And institutions are strengthened and work collaboratively and in a coordinated manner to facilitate policy implementation, monitoring and reporting (institutional capacity)

then there will be **gender responsive and inclusive policies, programs and services** *because* institutions will be held accountable for advancing gender equality in accordance with international, regional and national commitments on gender equality and human rights.

Strategic Area 5. Fostering gender responsive and community-driven solutions to climate and disaster resilience

Climate change and disaster risks have different impacts on women and men. Gender roles and inequalities can exacerbate the vulnerability of women and girls to natural hazards. For instance, women and girls in Vanuatu are typically involved in household food production, cooking, fetching water and caring for children and the elderly. A major crisis like a cyclone, volcanic eruption or a health pandemic can intensify the workloads of women and girls as they are expected to continue providing and caring for their families during difficult circumstances. This can have significant implications on health, safety and wellbeing of women and girls. In some cases, the susceptibility of women and girls to violence can be heightened during and after emergencies.

Gender differences need to be considered when planning and managing climate and disaster risks. Women and men bring valuable knowledge and experiences which are important to help understand the differing needs and priorities to cope and adapt to the environmental, social and economic changes brought on by climate change. The engagement of children, youth, people with disabilities and other vulnerable groups in resilience planning is also necessary to identify suitable pathways for adaptation and low-carbon growth.

The Department of Women's Affairs is the government Cluster lead of the Gender and Protection Cluster with Save the Children and CARE International being the non-government co-leads. The Cluster has produced resources and tools such as the code of conduct, GBV referral pathway and cards, and deployment packs for emergency responders. It has also delivered awareness training on protection issues in emergencies and prevention of GBV to women, children, church leaders, disaster-affected communities and CDCCCs.

The Cluster's work has been instrumental in embedding protection issues into the Ambae and Affected Islands Recovery Plan 2019-2022, a comprehensive action plan for recovery programmes and actions to assist Ambae and islands affected by displaced populations from Ambae, including Santo, Maewo, Pentecost and Efate. The technical support from the International Organisation for Migration (IOM) has also resulted in the inclusion of gender and protection issues in the Government's National Policy on Climate Change and Disaster-Induced Displacement³¹. It has also improved the collection of age and sex disaggregated data on evacuee populations through the use of the IOM Data Tracking Matrix.³² Further efforts are needed to fully integrate gender responsive measures into the disaster risk planning and response operations of the National Disaster Management Office (NDMO) and the National Disaster Recovery Framework being developed by DSPPAC.

³¹ Government of Vanuatu (2018). *National Policy on Climate Change and Disaster-Induced Displacement*.

³² Government of Vanuatu (2019). *Ambae and Affected Islands Recovery Plan 2019-2022*.

There are also opportunities through Vanuatu's obligations to the United Nations Framework Convention on Climate Change to integrate gender equality and social inclusion measures. For example, the development of Vanuatu's Nationally Determined Contributions (NDC) Implementation Roadmap and accreditation for direct access through the Green Climate Fund (GCF), are avenues through which the Department of Energy (DoE), the Department of Climate Change (DoCC) and DWA can collaborate to advance the objectives of this policy. Current and planned projects funded through the GCF provide ideal and appropriate opportunities for DoE, DoCC and DWA to seek technical assistance in gender analysis and mainstreaming. These are also opportunities to set specific budgets for activities that advance gender equality and the empowerment of women, girls and vulnerable groups, particularly in key resilience and human security sectors such as water, health, agriculture, fisheries, energy and lands.

Policy Objectives

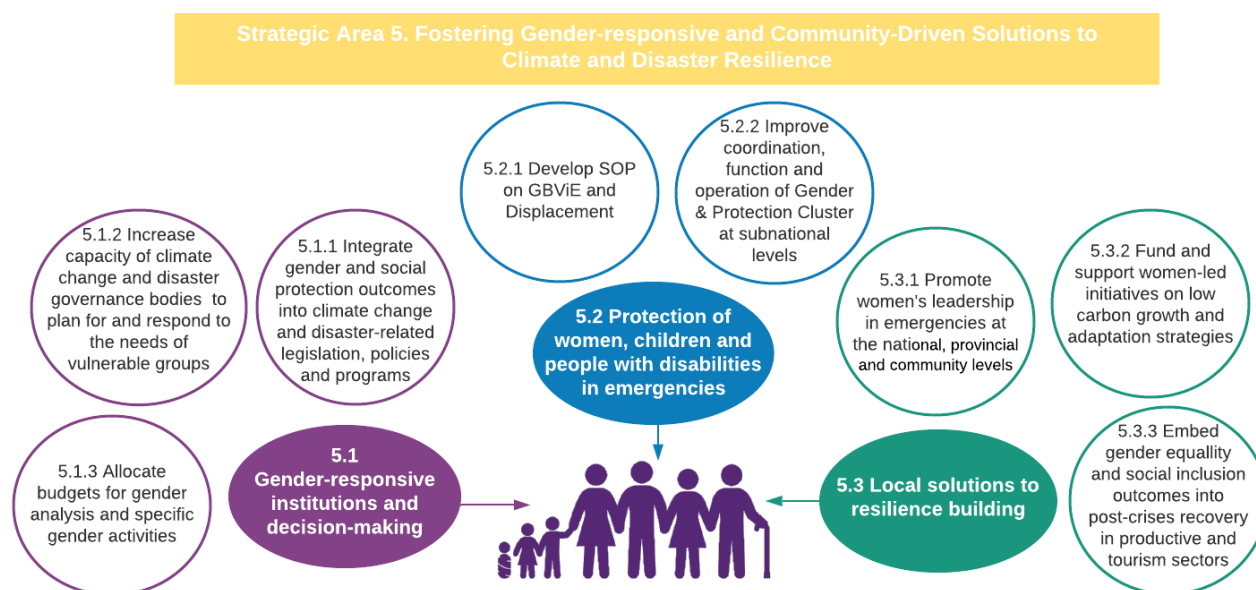
- Objective 5.1 To strengthen gender responsiveness of climate change and disaster institutions and decision-making processes
- Objective 5.2 To protect women, children and people with disabilities in emergencies through coordinated humanitarian action
- Objective 5.3 To nurture community-owned and locally-led solutions to resilience building

Key Indicators

- Gender and social protection outcomes integrated into climate change and disaster-related legislation, policies and programs by 2030
- Coordination between the Gender Protection Cluster and national, provincial, municipal and community disaster and climate change committees and governance bodies is strengthened by 2030
- Women-led initiatives that contribute towards low carbon growth and adaptation are funded and implemented by 2030



Figure 6. Strategic Area 5: Priority Actions



Strategic Area 5: Theory of Action

Gender responsive and community-driven solutions to climate and disaster resilience will be fostered *if*:

- Institutions and decision-making processes are gender responsive (gender responsive institutions and decision-making)
- The safety of women, children and people with disabilities is protected during humanitarian emergencies (protection of women, children and people with disabilities during emergencies)
- Solutions to climate and disaster resilience is owned and led by communities (local solutions to resilience building)

then safety, dignity and rights will be enhanced for all, and families will be better informed and organised because knowledge and skills of diverse groups are recognised and values, and communities will be resilient to environmental, health and economic shocks.

4. Institutional Arrangements for Implementation

Accountability for achieving the policy goal and objectives is shared with line ministries, provincial governments, municipal and local councils, Malvatumauri Council of Chiefs, NGOs, faith-based institutions, development partners, businesses and industry, and local communities.

To assist with the multi-sector and multi-stakeholder implementation of the policy, the following institutional arrangements have been established:

- The National Joint Working Group on National Gender Equality Policy and CEDAW will meet at least twice a year to provide high-level oversight on policy implementation to DWA. The National Joint Working Group is chaired by the Director General of MJCS and is comprised of government (DSPPAC, DWA, State Law Office) and non-government (Vanuatu Society for People with Disabilities, Vanuatu National Youth Council and Balance of Power) representatives. The DWA provides secretariat support to the National Joint Working Group. The National Joint Working Group reports to Parliament through the Minister responsible for Justice and Community Services.
- The DWA is the government department responsible for coordinating the implementation of the National Gender Equality Policy. The DWA acknowledges its advantage as a national women's machinery as well as its limited technical capacity and resourcing in implementing the policy. The DWA will build and strengthen partnerships and work in collaboration with stakeholders at all levels to support policy implementation. The DWA will align its business planning and annual reporting with this policy and the implementation plan. DWA officers in each province will work closely with their respective provincial and municipal stakeholders to advocate and support policy implementation at the subnational levels.
- The MJCS, as the ministry that houses the DWA, the Child Desk and the Disability Desk will provide a supervisory role in ensuring the implementation of this policy contributes to and supports the Ministry's policies on child protection and disability inclusion. Integration and partnerships between departments and agencies within the ministry will be encouraged to implement this policy, particularly on matters concerning the CEDAW, the Convention on the Rights of the Child and the Convention on the Rights of Persons with Disability to which the MJCS is delegated to ensure Vanuatu's compliance with these human rights conventions. MJCS will also work with the Malvatumauri to support policy implementation in partnership with the traditional chiefs.
- DSPPAC, primarily through the Sector Analyst for justice and community services, is responsible for spearheading the mainstreaming of gender issues and priorities, as outlined in this policy, into national development planning processes (including the NSDP, SDGs and other regional and international commitments), government decisions and policies, and the administration of the public service. As the department responsible for strategic policy, planning and aid coordination, DSPPAC will need to lead by example in making gender mainstreaming a core business of government.

The DWA, together with Child and Disability Desks, will continue to support DSPPAC to fully realise its role in leading the whole-of-government gender mainstreaming agenda. This will be achieved through the provision of interim coordination and programming support for high-level actions denoted in Strategic Area 4, including gender responsive budgeting.

- The Vanuatu Police Force (VPF), as the responsible agency for law enforcement and public safety, plays a vital role in contributing to the implementation of this policy. The VPF, and its Family Protection Unit, are central to investigating, referring and reporting violence against women and children in a timely manner, and issuing protection orders to safeguard those who are at risk of harm. A well-functioning police force in which officers understand and fulfil their legal responsibilities, is key to protecting the rights and wellbeing of women and children.
- Government gender focal points that are established in each ministry will perform a key coordination role within their respective ministries. The gender focal points are strongly encouraged to work with the DWA to identify cross-sector opportunities to undertake joint programming, community awareness, training and consultation that align with and further advance the vision, goal and objectives stated in this policy.
- Provincial Governments and Municipal and Area Councils are key to implementing this policy within their areas of jurisdiction. A four-year Gender Equality Action Plan has also been developed for all provinces to enable the policy objectives and priority actions to be applied and adapted to support policy implementation at provincial, municipal and community levels. DWA's gender officers will work closely with their respective stakeholders, including local communities, to coordinate the implementation and monitoring of the Provincial Gender Equality Action Plan.
- Non-government partners, including the private sector, have an important role to play in implementing this policy. The MJCS and the DWA acknowledges the efforts of NGOs in advancing gender equality and the empowerment of women. The policy's Implementation Plan 2020-2024 has been formulated to recognise the strengths of non-government partners and their initiatives that are working well to maintain and enhance their contribution towards policy implementation.
- The policy will also be implemented through existing mechanisms for programs supported by development partners. This includes, but is not limited to: the Spotlight Initiative (European Union, United Nations Population Fund, United Nations Development Programme, United Nations Children's Fund, International Organization for Migration), Pacific Partnership to End Violence Against Women (Australia, New Zealand, European Union and UNWomen), Women's Resilience to Disasters (Australia and UN Women), Pacific Women Shaping Pacific Development (Australia), Vanuatu Education Support Program (Australia), Balance of Power (Australia), Vanuatu-Australia Policing and Justice Program (Australia), Vanuatu Health Program (Australia) and Vanuatu Skills Partnership (Australia).

The policy will be implemented in two phases: initially for the 2020-2024 period as stipulated in the policy's Implementation Plan. The second phase in 2025-2030 will be based on outcomes of the mid-term review, which the DWA will use to develop a revised or new Implementation Plan.

The policy needs to be sufficiently resourced for it to be translated into action. Accordingly, DSPPAC and DWA are tasked with the responsibility of advocating for proper budgets, staffing and capacity building required for this policy through organisational planning, budget appropriation and aid financing mechanisms.

5. Monitoring, Review and Reporting

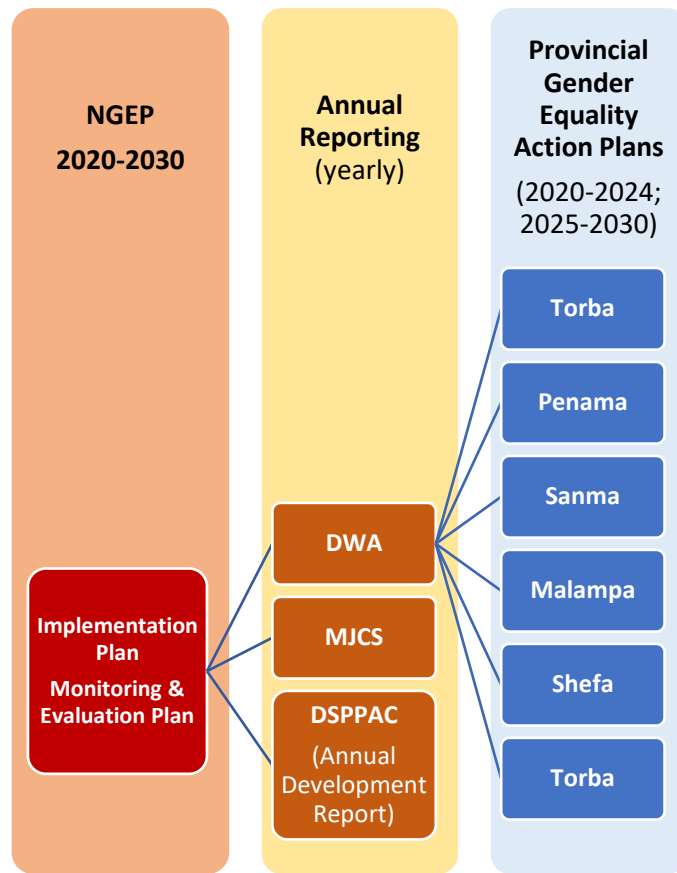
The National Gender Equality Policy is supported by a separate Monitoring and Evaluation Framework which identifies targets and indicators for measuring the policy impact and the execution of the Implementation Plan 2020-2024.

To streamline this policy, the targets and indicators contained in the Monitoring and Evaluation Framework, as much as possible, are consistent with those of the MJCCCS and the Monitoring and Evaluation Framework for the NSDP (which also links to the global SDGs). Corresponding links to SDG on gender equality and CEDAW articles are also identified in the Monitoring and Evaluation Framework.

The DWA will be responsible for reviewing and reporting on the policy. A formal review of the policy will be undertaken in 2024 and 2030 to assess how implementation is tracking against its specified targets and indicators. The mid-term review of the policy in 2024 will also assess the status of the policy's Implementation Plan. The National Joint Working Group will consider the outcomes of the mid-term review of this policy and the NSDP), as well as the CEDAW Committee conclusions on Vanuatu's sixth CEDAW report, to revise or devise a new Implementation Plan for 2025-2030. The Monitoring and Evaluation Framework will also be reviewed and revised (if necessary).

Outside of the formal reviews, annual reporting of the DWA will be used as a provisional marker for tracking the progress of the policy. The DWA will be responsible for receiving updates and progress reports from Provincial and Municipal Governments in implementing their respective Gender Action Plans and reporting on this information in the DWA annual report. Through the annual reporting process of the government, DWA's annual report will feed into the Annual Development Report prepared by DSPPAC.

Figure 7. Policy Monitoring and Reporting



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Annex 1: Glossary of Key Terms

Do No Harm

The Do No Harm approach sets a minimum standard of practice to avoid causing inadvertent harm to people affected by conflict, including women and children experiencing violence. The approach critically examines the context in which activities, programs and services are delivered to avoid any negative impact on women, children and survivors of violence.

Gender

Gender refers to socially constructed roles and responsibilities of women and men.

Gender analysis

Gender analysis is a process that examines the roles, needs, issues, knowledge and capacity of men and women and is used to design, implement, monitor and evaluate a particular policy, project or intervention to develop targeted strategies for achieving gender equality.

Gender equality

Gender equality is the equal enjoyment by men and women of rights, socially valued goods, opportunities, resources and rewards. Equality does not mean that men and women are the same but that their enjoyment of rights, opportunities and life chances are not governed or limited by whether they were born male or female.

Gender mainstreaming

A systematic and multi-sectoral process of integrating the needs and interests of both men and women across all policies and projects and in the structure and management of governments and organisations.

Human rights

A set of entitlements that belong to a person by virtue of being born and are independent of their sex, religion, ethnicity, race, sexual orientation, where they live or any other status. The fundamental rights and freedoms of human beings are enshrined in the Universal Declaration on Human Rights and associated protocols, and in the National Constitution of Vanuatu.

Sector partners

Government agencies and non-governmental organisations working in the justice, community services, and gender and social inclusion sector.

Sex and age disaggregated data

Sex and age disaggregated data refers to quantitative or qualitative data that is collected to provide a breakdown of variables according to age and sex. It is used to conduct comparative analysis to identify where differences exist between demographic groups (for example, youth, families, single parents) and between men and women to support gender responsive decision-making and policy formulation.

Survivor-centred approach

A survivor-centred approach focuses on the human rights, needs and wishes of the person affected by violence (the survivor). All agencies and organisations involved in designing and developing programming on violence against women and girls do so in a way that prioritises the survivors' rights and needs.

Temporary Special Measures

These are targeted interventions introduced through legislative, administrative or other regulatory instruments to attain gender balance in the public sphere. They come in different forms such as the allocation of quotas and reserved parliamentary seats for women. These measures do not discriminate against men. They are specifically introduced on a temporary basis to ensure gender parity is reached in political representation and decision-making.

Violence against women and girls (VAWG)

Any act of violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women and girls, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.

Women's empowerment

This refers to the process whereby specific actions are taken to ensure women are aware of and have the ability to exercise their rights, voice their concerns and issues, access opportunities and resources and make decisions that affect their lives. Women's empowerment is an essential step in achieving gender equality as it serves to bring women on an equal playing field with men.

**National Gender Equality Policy 2020-2030:
Monitoring and Evaluation Framework**

Policy Indicators (What is our measure of progress?)	Link to NSDP Pillar & Objective	Link to SDG	Link to CEDAW	Baseline (Where are we starting from?)	Data Sources (What evidence will we have of progress?)	Frequency (How often will progress be measured?)	Responsibility (Who is responsible for collecting the data?)	Reporting (Where will it be reported?)
Strategic Area 1· Eliminating discrimination and violence against women and girls								
Outcome: Peace, protection and security among families								
Number of bills passed and legislation amended as part of the comprehensive law reform to eliminate discrimination and violence against women and girls by 2030	Social Pillar 4·3	Goal 5 Gender Equality (5·1, 5·2, 5·3, 5·4, 5A, 5C)	Articles 1, 2, 3, 5, 6, 16	Laws due for review: Family Protection Act, Matrimonial Causes Act, Maintenance of Children Act and Maintenance of Family Act, Customary Land Management Act; laws to be amended: Control	Schedule of law reform across the justice and community services sector	Annually	MJCS M&E Officer Vanuatu Law Reform Commission Ministry of Internal Affairs Director Department of Labour Director	MJCS Annual Report (FPA, Maintenance of Children Act, Maintenance of Family Act, Adoption Bill and Child Protection Bill) MIA Annual Report (Matrimonial

Policy Indicators (What is our measure of progress?)	Link to NSDP Pillar & Objective	Link to SDG	Link to CEDAW	Baseline (Where are we starting from?)	Data Sources (What evidence will we have of progress?)	Frequency (How often will progress be measured?)	Responsibility (Who is responsible for collecting the data?)	Reporting (Where will it be reported?)
				<i>of Marriage Act, Employment Act; Bills to be tabled: Adoption Bill and Child Protection Bill (as at July 2020)</i>				<i>Causes Act and Control of Marriage Act) DoL Annual Report (Employment Act) Malvatumauri (Customary Land Management Act)</i>
<i>Prevalence of physical, sexual and emotional violence against</i>	<i>Social Pillar 4.2</i>	<i>Goal 5 Gender Equality (5.1)</i>	<i>Articles 3, 5, 6</i>	<i>National Survey of Women's Lives and Relationships 2011</i>	<i>Second National Survey of Women's Lives and Relationships</i>	<i>Annually</i>	<i>DWA EAW Officer Vanuatu Women's Centre Coordinator</i>	<i>DWA Annual Report VWC Progress Report</i>

Policy Indicators (What is our measure of progress?)	Link to NSDP Pillar & Objective	Link to SDG	Link to CEDAW	Baseline (Where are we starting from?)	Data Sources (What evidence will we have of progress?)	Frequency (How often will progress be measured?)	Responsibility (Who is responsible for collecting the data?)	Reporting (Where will it be reported?)
women in 2030 compared to 2011 national survey					(to be conducted) VWC client data			
Percentage of cases of violence against women and children reported to police and investigated and finalised by state justice system between 2020 and	Social Pillar 4.2	Goal 5 Gender Equality (5.1)	Articles 3, 5, 6	Of the annual cases reported to the VPF Family Protection Unit in 2019, 30% are open for investigation and 70% are finalised (as at 30 December 2019) 19% of SPD finalised cases and 16% of OPP	Police Information Management System (PIMS) Case Management System (OPP/SPD)	Annually	DWA EVAW Officer Public Prosecutor State Prosecutor Vanuatu Police Force FPU	MJCS Annual Report VPF Annual Report

Policy Indicators (What is our measure of progress?)	Link to NSDP Pillar & Objective	Link to SDG	Link to CEDAW	Baseline (Where are we starting from?)	Data Sources (What evidence will we have of progress?)	Frequency (How often will progress be measured?)	Responsibility (Who is responsible for collecting the data?)	Reporting (Where will it be reported?)
2030				finalised cases are flagged as domestic violence cases (as at 1 January 2018 when DV cases began to be flagged in the Case Management System)				
Multiservice delivery protocols, standards and referral pathways are developed and operationalised	Social Pillar 4.2 and 5.3	Goal 5 Gender Equality (5.2, 5C)	Articles 2, 3	No multiservice delivery protocol, standards and referral pathways in place (as at 2020)	Sector agency progress reports	Annually	MJCS Director General DWA Director Ministry of Health Director General Ministry of Education and Training Director	MJCS Annual Report MoH Annual Report MoET Annual Report

Policy Indicators (What is our measure of progress?)	Link to NSDP Pillar & Objective	Link to SDG	Link to CEDAW	Baseline (Where are we starting from?)	Data Sources (What evidence will we have of progress?)	Frequency (How often will progress be measured?)	Responsibility (Who is responsible for collecting the data?)	Reporting (Where will it be reported?)
by 2030							General Vanuatu Police Force Police Commissioner	VPF Annual Report
Strategic Area 2: Enhancing women's economic empowerment and skills development								
<i>Outcome: An educated, diverse and productive workforce contributing to family prosperity</i>								
Inclusive education, gender equity and child safeguarding policies reviewed and operationalised for all government-registered educational	Social Pillar 2.1	Goal 5 Gender Equality (5.1) Goal 4 Quality Education Goal 10 Reduced Inequalities	Articles 2, 3, 10	Inclusive Education, Gender Equity and Child Safeguarding policies being reviewed by MoET and not yet operationalised (as at July 2020)	MoET progress and review reports	Annually	Ministry of Education and Training Directors DWA WEE Officer	MoET Annual Report DWA Annual Report

Policy Indicators (What is our measure of progress?)	Link to NSDP Pillar & Objective	Link to SDG	Link to CEDAW	Baseline (Where are we starting from?)	Data Sources (What evidence will we have of progress?)	Frequency (How often will progress be measured?)	Responsibility (Who is responsible for collecting the data?)	Reporting (Where will it be reported?)
and training institutions by 2030								
Proportion of men and women (with and without disability) participating in the labour force by age and sector by 2030	Social Pillar 4.5 Economic Pillar 4.6	Goal 5 Gender Equality (5A) Goal 4 Quality Education Goal 8 Decent Work & Economic Growth	Articles 2, 3, 5, 10, 11, 13	Of all employed persons, 38% were female and 62% were male (as at 2016 Mini-Census) Of all persons of working age (20-59 years) with disability, 11% were not working, 75% were self-employed or working in family	Population and Housing Census 2020 Labour force Survey 2022	Annually	Department of Labour Director Vanuatu National Statistics Office Director MJCS Disability Desk Officers DWA WEE Officer	DoL Annual Report VNSO Annual Report MJCS Annual Report

Policy Indicators (What is our measure of progress?)	Link to NSDP Pillar & Objective	Link to SDG	Link to CEDAW	Baseline (Where are we starting from?)	Data Sources (What evidence will we have of progress?)	Frequency (How often will progress be measured?)	Responsibility (Who is responsible for collecting the data?)	Reporting (Where will it be reported?)
				business and 14% were employed outside the home. These percentages compare with 13%, 58% and 30% respectively for persons without disability (Vanuatu Demographic and Health Survey 2013)				
Employment Act [CAP 160] is amended to incorporate	Social Pillar 4.3	Goal 5 Gender Equality (5.1, 5.2, 5.4, 5.5,	Articles 2, 3, 5, 11, 13	Employment Act is not scheduled to be reviewed (as at July 2020)	Amended provisions drafted by VLRC	Annually	Vanuatu Law Reform Commission Department of Labour Director	VLRC Annual Report DoL Annual

Policy Indicators (What is our measure of progress?)	Link to NSDP Pillar & Objective	Link to SDG	Link to CEDAW	Baseline (Where are we starting from?)	Data Sources (What evidence will we have of progress?)	Frequency (How often will progress be measured?)	Responsibility (Who is responsible for collecting the data?)	Reporting (Where will it be reported?)
provisions on sexual misconduct, parental leave, and equal pay and working conditions for men and women, by 2030		5C)			Amendment tabled in Parliament by Labour Minister		DWA WEE Officer	Report DWA Annual Report
Strategic Area 3: Advancing women's leadership and political participation								
<i>Outcome: Shared decision making and responsible governance and management of available resources</i>								
Number of women in director general and director positions	Social Pillar 4.2	Goal 5 Gender Equality (5.5)	Articles 2, 11	3 female Director Generals (equivalent to 23% of DGs) and 8 female Directors (19%	Public Service employment/ payroll record	Annually	Office of the Public Service DWA Governance Officer	OPS Annual Report DWA Annual Report

Policy Indicators (What is our measure of progress?)	Link to NSDP Pillar & Objective	Link to SDG	Link to CEDAW	Baseline (Where are we starting from?)	Data Sources (What evidence will we have of progress?)	Frequency (How often will progress be measured?)	Responsibility (Who is responsible for collecting the data?)	Reporting (Where will it be reported?)
<i>within the public service by 2030</i>				<i>of Directors) in the public service (as at December 2019)</i>				
<i>Proportion of male and female area administrators, municipal and provincial councillors and parliamentarians by 2030</i>	<i>Social Pillar 4.2</i>	<i>Goal 5 Gender Equality (5.5)</i>	<i>Articles 2, 3, 4, 7</i>	<i>Women accounted for 11% of Area Administrators appointed thus far (4 out of 36), 26% of all municipal councillors, 7% of all provincial councillors and 0% of parliamentarians (as at December 2019)</i>	<i>Vanuatu Electoral Commission Department of Local Affairs</i>	<i>Annually</i>	<i>DWA Governance Officer DLA Director</i>	<i>DWA Annual Report DLA Annual Report</i>

Policy Indicators (What is our measure of progress?)	Link to NSDP Pillar & Objective	Link to SDG	Link to CEDAW	Baseline (Where are we starting from?)	Data Sources (What evidence will we have of progress?)	Frequency (How often will progress be measured?)	Responsibility (Who is responsible for collecting the data?)	Reporting (Where will it be reported?)
Decentralisation Act [CAP 230] and the Constitution reviewed to create reserved seats for women in provincial and national level elections by 2030	Social Pillar 4.2	Goal 5 Gender Equality (5.5)	Articles 2, 3, 4, 7, 14	Decentralisation Amendment Bill on reserved seats for women not tabled to Parliament (as at July 2020) No scheduled review of the Constitution (as at July 2020)	Amendment Bill tabled in Parliament by Internal Affairs Minister Constitutional review agreed by Parliament and scheduled	Annually	DLA Director MJCS Director General DWA Governance Officer	DLA Annual Report MJCS Annual Report DWA Annual Report
Strategic Area 4. Strengthening foundation for gender mainstreaming								
<i>Outcome: Gender responsive and inclusive policies, programs and services</i>								
Gender responsive planning and budgeting	Social Pillar 4.1 Council of	Goal 5 Gender Equality (5C)	Article 2, 3, 14	COM Decision 94/2017 agreed to endorse and approve the	GRB analysis report Sector budget	Annually	DWA Director DESPPAC Sector Analyst	DWA Annual Report DESPPAC Annual Report

Policy Indicators (What is our measure of progress?)	Link to NSDP Pillar & Objective	Link to SDG	Link to CEDAW	Baseline (Where are we starting from?)	Data Sources (What evidence will we have of progress?)	Frequency (How often will progress be measured?)	Responsibility (Who is responsible for collecting the data?)	Reporting (Where will it be reported?)
processes are implemented within national, provincial and municipal level governments by 2030	Ministers Decision 94/2017			inclusion of Gender Responsive Budgeting (GRB) in the 2018 budget for five ministries: Ministry of Climate Change, Ministry of Lands, Ministry of Education, Ministry of Agriculture and Department of Local Authorities. The decision also agreed to	submissions and reports		Ministry of Finance Director General	Annual Budget Appropriation Reports

Policy Indicators (What is our measure of progress?)	Link to NSDP Pillar & Objective	Link to SDG	Link to CEDAW	Baseline (Where are we starting from?)	Data Sources (What evidence will we have of progress?)	Frequency (How often will progress be measured?)	Responsibility (Who is responsible for collecting the data?)	Reporting (Where will it be reported?)
				mandate all other Ministries to include GRB for the 2019 budget. No progress has been achieved to date (as at July 2020)				
Increased government and donor investments on gender equality and women's empowerment programs for outer	Social Pillar 4.1	Goal 5 Gender Equality (5C) Goal 17 Partnerships	Articles 2, 14	Government budget does not have specific allocations for programming on gender equality and women's empowerment (as at December 2019)	Annual Budget Statements	Annually	Ministry of Finance Director General DESPPAC Sector Analyst DWA Director	Annual Budget Appropriation Reports DESPPAC Annual Report DWA Annual Report

Policy Indicators (What is our measure of progress?)	Link to NSDP Pillar & Objective	Link to SDG	Link to CEDAW	Baseline (Where are we starting from?)	Data Sources (What evidence will we have of progress?)	Frequency (How often will progress be measured?)	Responsibility (Who is responsible for collecting the data?)	Reporting (Where will it be reported?)
provinces and rural areas by 2030								
Strategic Area 5: Fostering gender-responsive and community-driven solutions to climate and disaster resilience								
<i>Outcome: Enhanced safety, dignity and rights for all, and families are better informed and organised</i>								
Gender and social protection outcomes integrated into climate change and disaster-related legislation, policies and programs by 2030	Social Pillar 4.1 Environment Pillar 3.1	Goal 5 Gender Equality (5C) Goal 13 Climate Change	General Recommendation No 28 and 37	National Disaster Management Act was passed in Parliament in 2019 and stipulates Provincial and Municipal Disaster and Climate Change Committee membership to include a representative	Policy and programming documents National Disaster Management Act	Annually	National Disaster Management Office Director Department of Climate Change Director Gender and Protection Cluster Co-leads	NDMO Annual Report DCC Annual Report Vanuatu UNFCCC national communication reports DWA Annual Report

Policy Indicators (What is our measure of progress?)	Link to NSDP Pillar & Objective	Link to SDG	Link to CEDAW	Baseline (Where are we starting from?)	Data Sources (What evidence will we have of progress?)	Frequency (How often will progress be measured?)	Responsibility (Who is responsible for collecting the data?)	Reporting (Where will it be reported?)
				<p>from the gender and protection cluster (as at December 2019)</p> <p>No specific gender strategies included in the National Climate Change and Disaster Risk Reduction Policy 2016-2030 nor in the National Energy Road Map 2016-2030 (as at December 2019)</p>				
<i>Coordination</i>	<i>Environm</i>	<i>Goal 5</i>	<i>General</i>	<i>National Cluster</i>	<i>National,</i>	<i>Annually</i>	<i>Gender and</i>	<i>DWA Annual</i>

Policy Indicators (What is our measure of progress?)	Link to NSDP Pillar & Objective	Link to SDG	Link to CEDAW	Baseline (Where are we starting from?)	Data Sources (What evidence will we have of progress?)	Frequency (How often will progress be measured?)	Responsibility (Who is responsible for collecting the data?)	Reporting (Where will it be reported?)
between the Gender Protection Cluster and national, provincial, municipal and community disaster and climate change committees and governance bodies is strengthened by 2030	ent Pillar 3-1 and 3-3	Gender Equality (5-5, 5C) Goal 13 Climate Change	Recommendation No 37	Framework legally recognised in the National Disaster Risk Management Act 2019. As a result, subnational disaster and climate change arrangements to be established or strengthened to include gender and protection representation (as at December 2019)	Provincial, Municipal and Community Disaster and Climate Change Committee meeting minutes Gender and Protection Cluster meeting minutes		protection Cluster Co-leads	Report
Women-led initiatives	Environment Pillar	Goal 5 Gender	Articles 3, 7, 12, 14	No specific women-led	Green Climate Fund project	Annually	Department of Climate Change	DCC Annual Report

Policy Indicators (What is our measure of progress?)	Link to NSDP Pillar & Objective	Link to SDG	Link to CEDAW	Baseline (Where are we starting from?)	Data Sources (What evidence will we have of progress?)	Frequency (How often will progress be measured?)	Responsibility (Who is responsible for collecting the data?)	Reporting (Where will it be reported?)
that contribute towards low carbon growth and adaptation are funded and implemented by 2030	1·5, 2·1, 2·3, 2·4 and 3·5 Economic Pillar 2·2	Equality (5·5, 5A) Goal 6 Clean Water & Sanitation Goal 7 Affordable & Clean Energy Goal 13 Climate Change	General Recommendation No 37	climate change adaptation and mitigation projects funded by the government (as at November 2020) 1 women-led project (Solar Mama) funded by the UNDP Small Grants Programme (as at December 2017) 0 women-led	proposals)	Director Department of Energy Director DWA Director	DoEnergy Annual Report DWA Annual Report

Policy Indicators (What is our measure of progress?)	Link to NSDP Pillar & Objective	Link to SDG	Link to CEDAW	Baseline (Where are we starting from?)	Data Sources (What evidence will we have of progress?)	Frequency (How often will progress be measured?)	Responsibility (Who is responsible for collecting the data?)	Reporting (Where will it be reported?)
				<p>projects funded by Adaptation Fund, Green Climate Fund and Global Environment Facility in Vanuatu (as at November 2020)</p> <p>Various women-led adaptation initiatives/programs implemented by CSOs (CARE, ActionAid, Oxfam, VCC, ADRA, etc)</p>				

National Gender Equality Policy Implementation Plan Phase I: 2020-2024

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Externally funded initiatives/support similar or linked to this priority action</i>	<i>Targets 2020-2024</i>
<i>Strategic Area 1· Eliminating discrimination and violence against women and girls</i>				
<i>Outcome: Peace, protection and security among families</i>				
<i>Policy Objective 1·1 To undertake legislative reforms and bolster national leadership on ending discrimination and violence against women and girls</i>				
<i>1·1·1 Conduct a second national prevalence and incidence survey on violence against women and girls (Vanuatu National Survey on Women's Lives and Family Relationships)</i>	<i>VNSO</i>	<i>MJCS VPF VWC UNFPA UNDP UN Women</i>	<i>Spotlight Initiative (Activity 5·1·1 central and coordinated administrative data system; Activity 5·1·2 Ethical collection of prevalence data; Activity 5·2·1 cross-sector collection of disaggregated data)</i>	<i>Second National Survey on Women's Lives and Family Relationships completed by 2024</i>
<i>1·1·2 Develop a national framework and action plan on ending violence against women and girls</i>	<i>MJCS DWA VPF</i>	<i>MoH MoET Malvatumauri UN Women VWC VCC All sectors and partners</i>	<i>Pacific Partnership (Activity 2·3·3·2 EVAW framework and action plan; Activity 2·3·4·1 EVAW taskforce) Pacific Women Shaping Pacific Development (Australian Government)</i>	<i>A National Framework and Action Plan on EVWAG with agreed messaging and principles developed by sector partners by 2023</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Externally funded initiatives/support similar or linked to this priority action</i>	<i>Targets 2020-2024</i>
<i>1.1.3 Enact new Penal Code in compliance with CEDAW and other international conventions on the criminalisation of abuse, exploitation and other offences against women and children</i>	<i>MJCS DWA</i>	<i>VLRC SLO VPF UNFPA</i>		<i>Amendments to the Penal Code drafted by Parliament by 2023</i>
<i>1.1.4 Develop a zero-tolerance policy on gender based discrimination and violence in the public service</i>	<i>OPSC</i>	<i>MJCS DWA DSPPAC UNWomen</i>	<i>Pacific Partnership (Activity 2.3.4.2 DWA and OPSC capacity building)</i>	<i>Zero tolerance policy developed and operationalised by OPSC by 2022</i>
<i>1.1.5 Conduct comprehensive legislative reforms, specifically:</i> <ul style="list-style-type: none"> ▪ <i>Review the Family Protection Act 2008</i> ▪ <i>Review the Matrimonial Causes Act [CAP 192]</i> ▪ <i>Amend the Control of Marriage Act [CAP 45] to increase the minimum age of marriage for women from 16 to 18 years</i> ▪ <i>Amend the Employment Act [CAP 160] to ensure employers provide a workplace free of sexual harassment and misconduct, and review provisions under</i> 	<i>VLRC SLO DWA MJCS (FPA, Maintenance of Children Act, Maintenance of Family Act, Adoption Bill and Child Protection Bill) MIA (Matrimonial</i>	<i>Constitutional Review Committee Malvatumauri CLMO (Customary Land Management Act)</i>	<i>Vanuatu-Australia Policing and Justice Program</i>	<i>Bills and amendments to legislation identified under this Priority Action introduced in Parliament by 2024</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Externally funded initiatives/support similar or linked to this priority action</i>	<i>Targets 2020-2024</i>
<p><i>Part 8 Employment of Women and Young Persons</i></p> <ul style="list-style-type: none"> ▪ <i>Review the Maintenance of Children Act [CAP 46] in particular eligibility and maintenance payment (Part 1) and enforcement of maintenance orders (Part 2)</i> ▪ <i>Review of Maintenance of Family Act [CAP 42] in particular remove gender references to convictions and consider family maintenance provisions for persons convicted of domestic and gender based violence (GBV)</i> ▪ <i>Introduce the Adoption Bill and Child Protection Bill in Parliament</i> ▪ <i>Progress discussions on Constitutional amendment to include principle of equality between women and men and to define and prohibit all forms of discrimination against women</i> ▪ <i>Progress discussions with Malvatumaauri on equality between women and men in regards to customary land rights under</i> 	<p><i>Causes Act and Control of Marriage Act)</i></p> <p><i>DoL (Employment Act)</i></p>			

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Externally funded initiatives/support similar or linked to this priority action</i>	<i>Targets 2020-2024</i>
<i>the Customary Land Management Act No.33 of 2013</i>				
<i>Policy Objective 1.2 To address discriminatory attitudes, norms and behaviours, and promote healthy relationships between women and men</i>				
<i>1.2.1 Implement behaviour change programs for men and boys using consistent messaging and 'do no harm' approach</i>	<i>MJCS DWA MoET MoH</i>	<i>ADRA CARE World Vision VCC VWC VFHA Balance of Power UNWomen All sector partners</i>	<i>Pacific Partnership (Activity 2.1.1.1 male advocacy program; Activity 2.1.2.1 gender report card and safe church policies; Activity 2.1.2.2 strengthening capacity of VCC) Spotlight Initiative (Activity 3.2.2 youth engagement) SPC Regional Rights Resource Team Pacific Women Shaping Pacific Development (Australian Government) Vanuatu-Australia Policing and Justice Program</i>	<i>Behaviour change programs for men and boys implemented in 3 outer provinces by sector partners by 2024</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Externally funded initiatives/support similar or linked to this priority action</i>	<i>Targets 2020-2024</i>
<i>1.2.2 Promote community leadership on ending violence against women and girls through the delivery of training on human rights, gender equality, Family Protection Act for chiefs, church leaders, Area Administrators and communities</i>	<i>MJCS VPF DWA DLA</i>	<i>Malvatumauri VCC VWC CARE UNWomen AFL ADRA Wan Smol Bag All sector partners</i>	<i>Pacific Partnership (Activity 2.1.1.3 Break the Silence Sunday; Activity 2.1.2.1 gender report card and safe church policies; 2.1.2.2 strengthening capacity of VCC) Spotlight Initiative (Activity 3.2.1 community dialogue on norms, attitudes and behaviours; Activity 6.3.1 grants to emerging organisations to prevent or respond to violence) Pacific Women Shaping Pacific Development (Australian Government) Vanuatu-Australia Policing and Justice Program</i>	<i>At least 50% of chiefs, church leaders (VCC member churches) and Area Administrators in 3 outer provinces trained by 2024</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Externally funded initiatives/support similar or linked to this priority action</i>	<i>Targets 2020-2024</i>
<i>1.2.3 Deliver family life education, sexual and reproductive health and gender equality programs to men, women, boys and girls</i>	<i>MoET MoH</i>	<i>DWA ADRA CARE VCC VFHA VWC Wan Smol Bag UNFPA</i>	<i>Spotlight Initiative (Activity 3.1.1 out of school programs for youth; Activity 3.1.2 in-school family life education) UNFPA Transformative Agenda Pacific Girl (Australian Government) Markets for Change (UN Women)</i>	<i>Family education delivered in secondary schools in 2 provinces by 2024</i>
<i>1.2.4 Expand human rights, civic education and leadership training for women and girls (linked to Priority Action 3.2.3)</i>	<i>MoET</i>	<i>DWA OPSC MJCS Disability Desk MJCS Child Desk VNYC Oxfam STC VCC ACOMV VWC</i>	<i>Spotlight Initiative (Activity 3.2.2 youth engagement) Pacific Women Shaping Pacific Development (Australian Government) Pacific Girl (Australian Government)</i>	<i>Women's empowerment and leadership programs delivered by sector partners, especially in Torba, Penama and Malampa provinces by 2024 Social citizenship curriculum rolled out in Years 1-6 in all</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Externally funded initiatives/support similar or linked to this priority action</i>	<i>Targets 2020-2024</i>
		<p><i>CARE</i> <i>UN Women</i> <i>All sectors and partners</i></p>	<p><i>Regional Rights Resource Team (SPC)</i></p> <p><i>Vanuatu Education Support Program (Australian Government)</i></p> <p><i>Vanuatu-Australia Policing and Justice Program</i></p> <p><i>Markets for Change (UN Women)</i></p>	<p><i>government schools by 2024</i></p>
<p><i>1.2.5 Improve access to sexual and reproductive health and justice services for women and girls with disabilities</i></p>	<p><i>MoH</i> <i>MJCS</i></p>	<p><i>VSPD</i> <i>VDPA</i> <i>VFHA</i> <i>OPP</i> <i>PSO</i> <i>Courts</i> <i>UNFPA</i> <i>All sector partners</i></p>	<p><i>Vanuatu Health Program (Australian Government)</i></p> <p><i>UNFPA Transformative Agenda</i></p>	<p><i>Women and girls with disabilities' access to sexual and reproductive health services increased by 2024</i></p> <p><i>Specific programs to eliminate violence, including sexual abuse and exploitation, against women and girls with disabilities delivered by 2024</i></p>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Externally funded initiatives/support similar or linked to this priority action</i>	<i>Targets 2020-2024</i>
<i>Policy Objective 1-3 To deliver an integrated survivor-centred services with improved quality of healthcare and protection for women and children affected by violence</i>				
<i>1-3-1 Strengthen referral and case management system for survivors of physical and sexual violence</i>	<i>MJCS VPF MoH</i>	<i>VWC VFHA UNFPA UNWomen All sectors and partners</i>	<i>Pacific Partnership (Activity 2-2-1-1 multiservice delivery protocols, standards and referral pathways) Spotlight Initiative (Activity 4-1-1 training for service providers to assist adolescent girls and children affected by intimate partner violence; Activity 4-1-2 health service response to violence against women and girls) Vanuatu-Australia Policing and Justice Partnership</i>	<i>Multiservice delivery protocols, standards and referral pathways developed by 2022</i>
<i>1-3-2 Expand counselling and crisis support services for survivors of violence in the provinces</i>	<i>OPP MoH</i>	<i>MJCS VPF DLA VWC VCC</i>	<i>Pacific Partnership (Activity 2-2-2-1 Penama Counselling Centre; Activity 2-2-2-1 crisis support services;</i>	<i>All sector partners collaborating to ensure counselling and crisis support for survivors of</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Externally funded initiatives/support similar or linked to this priority action</i>	<i>Targets 2020-2024</i>
		VFHA All key partners	Activity 2.2.2.2 VWC capacity building) Pacific Women Shaping Pacific Development (Australian Government)	<i>violence is available in all outer provinces by 2024</i>
<i>1.3.3 Implement referral and reporting process for GBV cases in the education sector</i>	<i>MoET VPF</i>	<i>MJCS MoH Provincial Government VSP VWC Registered Training Providers UNICEF</i>	<i>UNICEF Child Protection Program Vanuatu Education Support Program (Australian Government)</i>	<i>MoET Child Safeguarding Policy implemented and enforced by 2024</i>
<i>1.3.4 Improve quality of medical and psychosocial care for survivors of violence</i>	<i>MoH</i>	<i>VWC DWA VCC WHO UNFPA UNICEF</i>	<i>Spotlight Initiative (Activity 4.2.1 Community access to justice and support for survivors of violence) UNFPA Transformative Agenda</i>	<i>Demonstrated evidence of health sector staff implementing protocols and guidelines outlined in the MoH Referral Policy by 2022</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Externally funded initiatives/support similar or linked to this priority action</i>	<i>Targets 2020-2024</i>
			<p><i>UN Joint Programme on reproductive, maternal, newborn, child and adolescent health</i></p> <p><i>Pacific Women Shaping Pacific Development (Australian Government)</i></p>	<p><i>Government agency responsible for psychosocial care is identified by Council of Ministers decision by 2024</i></p>
<p><i>1.3.5 Develop Standard Operating Procedures to coordinate response and reporting on i) GBV in Emergencies (GBViE) and ii) displacement and forced relocation (linked to Priority Action 5.2.1)</i></p>	<p><i>Gender and Protection Cluster</i></p> <p><i>NDMO</i></p> <p><i>VPF</i></p>	<p><i>VRCS</i></p> <p><i>IOM</i></p> <p><i>UNFPA</i></p> <p><i>UN Women</i></p>	<p><i>Pacific Partnership (Activity 2.2.1.1 multiservice delivery protocols, standards and referral pathways; Activity 2.3.4.1 Gender and Protection Cluster)</i></p> <p><i>Spotlight Initiative (Activity 2.3.1 national and provincial SOPs)</i></p> <p><i>UNFPA GBViE in Preparedness and Response Planning</i></p>	<p><i>SOPs on GBViE and displacement and forced relocation developed by 2022</i></p>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Externally funded initiatives/support similar or linked to this priority action</i>	<i>Targets 2020-2024</i>
<i>Policy Objective 1-4 To ensure the accountability of justice systems and institutions in safeguarding women and children, and supporting family reconciliation</i>				
<i>1-4-1 Increase capacity of provincial and community-level justice services</i>	<i>MJCS DLA Provincial & Municipal Councils Magistrates Supreme Court</i>	<i>MoH VPF VCC VWC & CAVAWS Malvatumauri DCS OPP PSO</i>	<i>Pacific Partnership (Activity 2-2-2-1 Penama Counselling Centre; Activity 2-2-2-1 crisis support services) Spotlight Initiative (Activity 4-2-1 Community access to justice and support for survivors of violence) Vanuatu-Australia Policing and Justice Program</i>	<i>Increase in the number of cases of domestic violence and child abuse cases reported to police and investigated and finalised by OPP and PSO for each province by 2024</i>
<i>1-4-2 Ensure chiefs, churches, police, courts and justice services understand their powers and responsibilities in regards to referrals and responses to GBV</i>	<i>MJCS VPF Malvatumauri</i>	<i>DCS DLA Magistrates OPP SPD VCC VWC UNWomen</i>	<i>Pacific Partnership (Activity 2-1-2-1 gender report card and safe church policies; Activity 2-1-2-2 strengthening capacity of VCC) Spotlight Initiative (Activity 4-1-3 training for Magistrates; Activity 4-1-4</i>	<i>Increase in the number of domestic violence and child abuse cases: - Reported by churches and chiefs to Police by 2024 - Registered and finalised by OPP and SPD by 2024</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Externally funded initiatives/support similar or linked to this priority action</i>	<i>Targets 2020-2024</i>
			<p><i>Victim Support Office of Public Prosecutor's Office)</i></p> <p><i>Pacific Women Shaping Pacific Development (Australian Government)</i></p> <p><i>Vanuatu-Australia Policing and Justice Program</i></p>	
<i>1.4.3 Strengthen accountability of police in responding to and investigating domestic violence and child abuse cases</i>	<i>VPF OPP</i>	<i>MJCS Child Desk MJCS Disability Desk DWA OPP VCC VWC UNICEF</i>	<p><i>Pacific Prevention of Domestic Violence Programme (New Zealand Government)</i></p> <p><i>Vanuatu-Australia Policing and Justice Program</i></p>	<i>Existing SOP for undertaking investigations involving child victims, witnesses and offenders implemented and complied by VPF officers by 2022</i>
<i>1.4.4 Deliver behaviour change programs to perpetrators and reintegrate them into family and community</i>	<i>MJCS DCS</i>	<i>DWA VPF VCC VWC ADRA World Vision</i>	<i>Pacific Partnership (Activity 2.1.1.1 male advocacy program; Activity 2.1.2.2 strengthening capacity of VCC)</i>	<i>Behaviour change programs delivered to 50% of persons incarcerated for GBV by 2024</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Externally funded initiatives/support similar or linked to this priority action</i>	<i>Targets 2020-2024</i>
			<i>World Vision Relationship Education about Choices and Healing</i>	

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Related Initiatives/Support (externally funded)</i>	<i>Targets 2020-2024</i>
<i>Strategic Area 2: Enhancing women's economic empowerment and skills development</i>				
<i>Outcome: An educated, diverse and productive workforce contributing to family prosperity</i>				
<i>Policy Objective 2.1 To provide formal schooling that is inclusive and safe for male and female students</i>				
<i>2.1.1 Invest in inclusive education programs for pregnant adolescent girls, students with disabilities and disadvantaged students</i>	<i>MoET</i>	<i>MJCS Child Desk and Disability Desk DWA MYSO VSPDA UNFPA UNICEF</i>	<i>Spotlight Initiative (Activity 3.1.1 out of school programs for youth; Activity 3.1.2 in-school family life education) UNFPA Transformative Agenda Vanuatu Education Support Program(Australian Government)</i>	<i>MoET's Inclusive Education, Gender Equity and Child Safeguarding Policies reviewed and priorities identified for implementation by 2021</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Related Initiatives/ Support (externally funded)</i>	<i>Targets 2020-2024</i>
<i>2.1.2 Implement child protection and safeguarding policies and procedures in schools</i>	<i>MoET MJCS</i>	<i>UNICEF</i>	<i>UNICEF Pacific Child Protection Program Vanuatu Education Support Program (Australian Government)</i>	<i>MoET Child Safeguarding Policy operationalised by 2023</i>
<i>Policy Objective 2.2 To support upskilling of women and job creation for young women to increase workforce diversity</i>				
<i>2.2.1 Promote female and male participation in non-traditional industries and sectors (e.g. agriculture, fisheries and construction for women; tourism, creative industries, nursing and teaching for men)</i>	<i>MoET MoALFFB MoH (College of Nursing)</i>	<i>DWA DoL DoTourism DoIndustries Vanuatu Skills Partnership Registered training providers USP Private sector All sectors and partners</i>	<i>Vanuatu Skills Partnership, Vanuatu Education Support Program and Vanuatu Health Program (Australian Government) Agrifood/Beef Value Activity, and Tourism Vanuatu Programme (New Zealand Government)</i>	<i>Proportional increase in male and female participation in non-traditional work streams by 2024 Proportional increase in male and female students in Vanuatu Nursing College and Teachers College by 2024</i>
<i>2.2.2 Support job creation and skills development of women engaged in agriculture, fisheries, handicrafts and</i>	<i>MoET ORCBDS DARD</i>	<i>Vanuatu Skills Partnership Disability Desk</i>	<i>Vanuatu Skills Partnership (Australian Government)</i>	<i>20% increase in women participating in skills courses delivered by</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Related Initiatives/ Support (externally funded)</i>	<i>Targets 2020-2024</i>
<i>tourism, including for women with disabilities</i>	<i>DoFisheries DoTourism DoCooperatives DoIndustries</i>	<i>ADRA CARE Oxfam World Vision VANWODS UN Women All sectors and partners</i>	<i>Agrifood/Beef Value Activity, and Tourism Vanuatu Programme (New Zealand Government) Markets for Change (UN Women)</i>	<i>registered training providers by 2024 Proportional increase in women with disabilities participating in skills courses delivered by registered training providers by 2024</i>
<i>2.2.3 Enhance rural women's access to markets, land, credit and financial literacy training</i>	<i>ORCBDS (rural economic development) DPW (Infrastructure and roads) MLNR (leasehold land) Malvatumauri (customary land)</i>	<i>DWA MTCIT CARE Oxfam World Vision VANWODS Faith-based organisations UN Women All key partners</i>	<i>Roads for Rural Development (Australia) Markets for Change (UN Women)</i>	<i>Increase in percentage of women with bank accounts (commercial and non-commercial) and land leases by 2024 Financial literacy training delivered to women vendors in 2 outer provinces (other than Sanma) by 2024 Main market facilities in 2 outer provinces upgraded</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Related Initiatives/ Support (externally funded)</i>	<i>Targets 2020-2024</i>
	<i>Reserve Bank of Vanuatu and commercial banks (financial products and literacy)</i>			<i>and serviced by arterial road network by 2024</i>
<i>Policy Objective 2.3 To promote fair and equitable employment, wealth and workplaces</i>				
<i>2.3.1 Amend the Employment Act [CAP 160] to incorporate provisions on:</i> <ul style="list-style-type: none"> ▪ <i>parental leave to recognise the redistribution of domestic and care work</i> ▪ <i>sexual harassment and misconduct</i> ▪ <i>equal pay for women and men</i> ▪ <i>review provisions under Part 8 Employment of Women and Young Persons, including the role of women in unpaid domestic and care work</i> 	<i>DoLabour VLRC SLO</i>	<i>OPSC MJCS DWA</i>	<i>Pacific Partnership (Activity 2.3.4.2 DWA and OPSC capacity building)</i>	<i>Amendments to the Employment Act drafted by 2023</i>
<i>2.3.2 Increase female participation in formal employment in both public and private sector</i>	<i>OPSC DoLabour</i>	<i>Private sector All sectors and partners</i>		<i>5% increase in women's labour force participation in public and private sector by 2024</i>
<i>2.3.3 Conduct social research on gender impacts of labour mobility on family relations, household decision making and</i>	<i>DoLabour</i>	<i>DWA DLA CARE</i>	<i>Spotlight Initiative (Activity 3.2.3 gender equality and GBV training)</i>	<i>A gender study on the impacts of labour mobility</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Related Initiatives/Support (externally funded)</i>	<i>Targets 2020-2024</i>
<i>financial management, unpaid care work, GBV (including financial abuse) and community wellbeing and cohesion</i>		<i>Vanuatu Seasonal Workers Group</i> <i>NZ Government (Recognised Seasonal Workers)</i> <i>Australian Government (Pacific Labour Scheme)</i>	<i>for seasonal workers program)</i>	<i>conducted in multiple sites/provinces by 2023</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Related Initiatives/Support (externally funded)</i>	<i>Targets 2020-2024</i>
<i>Strategic Area 3· Advancing women's leadership and political participation</i>				
<i>Outcome: Shared decision making and responsible governance and management of available resources</i>				
<i>Policy Objective 3·1 To promote gender responsive governance</i>				
<i>3·1·1 Develop a national action plan to articulate a realistic, practical and time-bound roadmap for increasing women's representation in parliament</i>	<i>MJCS</i>	<i>Oxfam</i> <i>NYC</i> <i>VCC</i> <i>VNCW</i>		<i>A national action plan on women's representation in parliament developed by 2022</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Related Initiatives/Support (externally funded)</i>	<i>Targets 2020-2024</i>
		<i>Balance of Power All sector partners</i>		
<i>3.1.2 Support churches and political parties to adopt gender responsive and socially inclusive policies and practices</i>	<i>VEO DWA</i>	<i>VCC Political parties Oxfam VNCW Faith-based organisations Balance of Power UNWomen Media</i>	<i>Pacific Partnership (Activity 2.1.2.1 Development of Gender Report Card and Safe Church Policies Code of Conduct; Activity 2.1.2.2 Strengthen the capacity of VCC and member church institutions on gender equality and EVAWG)</i>	<i>Number of churches and political parties with gender and social inclusion policies Number of political parties endorsing women and people with disabilities as candidates for the 2024 general election</i>
<i>3.1.3 Increase women's participation in decision making processes of national, provincial and municipal level committees and taskforces</i>	<i>OPSC DLA</i>	<i>DWA VNSO</i>	<i>Council of Ministers Decision (156/2014)</i>	<i>Percentage of women in national, provincial and municipal committees and taskforces</i>
<i>3.1.4 Engage women with disabilities in leadership and decision-making roles (e.g. steering committees, employed positions within ministries)</i>	<i>MJCS OPSC</i>	<i>VSPD VDPA Balance of Power All sector partners</i>	<i>National Disability Inclusive Development Policy 2018-2025 (Activity 8.1)</i>	<i>Percentage of women with disabilities in: i) national, provincial and municipal taskforces and committees ii) public service by 2024</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Related Initiatives/Support (externally funded)</i>	<i>Targets 2020-2024</i>
<i>Objective 3.2 To enhance women's full and equal participation in leadership and decision making</i>				
<i>3.2.1 Advocate and deliver awareness raising activities for chiefs, church leaders, parliamentarians, provincial and municipal counsellors and mayors, and area administrators on the importance of women's participation in leadership and decision making</i>	<i>MIA DWA</i>	<i>DSPPAC DLA MJCS Malvatumauri Parliamentarians OPSC Vanuatu Electoral Office (VEO) VCC CARE Balance of Power UNDP Media</i>	<i>UNDP Effective Governance Program</i>	<i>Number of people from paramount institutions (Malvatumauri, VCC) and political institutions (Area and Municipal Councils, Provincial Governments and National Parliament) reached by awareness raising activities by 2024</i>
<i>3.2.2 Coach, train and support women to progress into senior positions within education, health, policing and justice sectors</i>	<i>MoET MoH VPF MJCS</i>	<i>OPSC Balance of Power</i>		<i>Increase in the number of women in senior positions within education, health, policing and justice institutions within the public service by 2024</i>
<i>3.2.3 Expand human rights, civic education and leadership training for</i>	<i>MoET VEO</i>	<i>DWA MJCS Disability Desk</i>	<i>Spotlight Initiative (Activity 3.2.2 youth engagement)</i>	<i>Training delivered to women and girls by sector partners, especially in</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Related Initiatives/Support (externally funded)</i>	<i>Targets 2020-2024</i>
<i>women and girls (linked to Priority Action 1.2.4)</i>		<i>MJCS Child Desk National Youth Council Oxfam STC VCC VWC CARE UN Women All sectors and partners</i>	<i>Pacific Women Shaping Pacific Development (Australian Government) Regional Rights Resource Team (SPC) Vanuatu Education Support Program (Australian Government) Markets for Change (UN Women)</i>	<i>Torba, Penama and Malampa provinces by 2024</i>
<i>3.2.4 Provide targeted training on the Convention on the Rights of Persons with Disability, awareness, advocacy and leadership to women with disabilities</i>	<i>MJCS VSPD VDPA</i>	<i>Balance of Power All sectors and partners</i>	<i>National Disability Inclusive Development Policy 2018-2025 (Activity 8.2)</i>	<i>Training on CRPD delivered to women and girls with disabilities by MJCS, VSPD and VDPA by 2024</i>
<i>Objective 3.3 To strengthen coalitions and collective action towards women's leadership and political representation</i>				
<i>3.3.1 Promote multi-sectoral and intergenerational collaboration and advocacy on women's leadership and participation in decision making</i>	<i>DWA</i>	<i>CARE Oxfam CSOs VCC VNCW Balance of Power</i>	<i>Pacific Women Shaping Pacific Development (Australian Government)</i>	<i>Greater collaboration between sectors, groups and organisations advocating and promoting women's leadership and</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Related Initiatives/Support (externally funded)</i>	<i>Targets 2020-2024</i>
		<i>All sectors and partners</i>		<i>participation in decision making by 2024</i>
<i>3.3.2 Increase the visibility and profile of women leaders and male advocates in the media</i>	<i>Media (print, radio, television and online)</i>	<i>DWA Balance of Power All sectors and partners</i>	<i>Pacific Women Shaping Pacific Development (Australian Government)</i>	<i>Increased positive public perception of women in positions of influence and leadership by 2024</i>
<i>3.3.3 Conduct Mock Parliament sessions for women and youth to showcase their ability and leadership potential</i>	<i>DWA</i>	<i>Oxfam VNYC UNDP Balance of Power All sectors and partners</i>	<i>Pacific Women Shaping Pacific Development (Australian Government)</i>	<i>At least one mock parliament session organised by 2023</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Related Initiatives/Support (externally funded)</i>	<i>Targets 2020-2024</i>
<i>Strategic Area 4. Strengthening foundation for gender mainstreaming</i>				
<i>Outcome: Gender responsive policies, programs and services</i>				
<i>Policy Objective 4.1 To enhance government leadership and accountability on gender mainstreaming</i>				
<i>4.1.1 Develop an implementation plan for DSPPAC to lead the whole-of-government agenda on gender mainstreaming</i>	<i>DSPPAC</i>	<i>MJCS Line ministries Provincial government</i>		<i>A gender mainstreaming implementation plan developed by DSPPAC by 2022</i>

		<i>Municipal and Area Councils</i>		
<i>4.1.2 Develop or review gender and social inclusion policies of government ministries and departments</i>	<i>DSPPAC</i>	<i>DWA Child Desk Disability Desk MJCS Government ministries and departments</i>		<i>5 ministries/departments have a gender and social inclusion plan developed by 2024</i>
<i>4.1.3 Ensure Provincial and Municipal Strategic Development Plans contain clearly articulated objectives and strategies on gender equality, disability inclusion and child protection</i>	<i>DLA Provincial governments Municipal Councils</i>	<i>DWA Child Desk Disability Desk DSPPAC MJCS</i>		<i>All Provincial and Municipal Strategic Development Plans contain objectives and strategies on gender equality, disability inclusion and child protection by 2022</i>
<i>4.1.4 Complete an analysis of Gender Responsive Budgeting of 5 Ministries and draw on the findings to develop GRB Guidance Note for GRB to be implemented in all Ministries</i>	<i>DSPPAC DWA</i>	<i>MoCC MLNR MoET MAFFLB DLA UNDP</i>	<i>Spotlight Initiative (Activity 2.3.2 gender responsive budget analysis for parliamentarians) UNDP Effective Governance Program and Pacific Parliamentary Floating Budget Office</i>	<i>GRB analysis conducted and report prepared by DWA by 2022</i>
<i>Policy Objective 4.2 To strengthen institutional capacity for implementation, monitoring, reporting and review of this policy</i>				

<p>4.2.1 Strengthen the capacity and influence of DWA to advise, coordinate, monitor and evaluate this policy</p>	<p>DWA</p>	<p>MJCS UN Women</p>	<p>Pacific Partnership (Activity 2.3.3.1 policy implementation, M&E and governance support; Activity 2.3.4.2 DWA capacity building)</p>	<p>All existing DWA positions (national and provincial) filled by 2021 New DWA structure submitted and approved by PSC by 2021</p>
<p>4.2.2 Advocate and secure funding for the implementation of this policy, in particular programming and service delivery for the outer provinces</p>	<p>DWA DSPPAC</p>	<p>MJCS DFT MFA Key partners</p>	<p>Pacific Partnership (MFAT, EU, DFAT, and UNWomen) Spotlight Initiative (EU and UN) Women's Resilience to Disasters (DWA, DFAT and UN Women)</p>	<p>Increase in government and donor investments on gender equality and women's empowerment in Torba, Malekula and Penama provinces, and rural areas of all provinces</p>
<p>4.2.3 Develop and implement gender statistics road map for monitoring and reporting on CEDAW and gender outcomes of NSDP and this policy</p>	<p>VNSO DWA</p>	<p>SPC</p>		<p>Gender statistics road map developed by VNSO and DWA by 2021 6th CEDAW Progress Report completed by DWA and submitted to CEDAW Committee by 2021</p>
<p>4.2.4 Improve</p>	<p>VNSO DWA</p>	<p>MJCS DSPPAC UNFPA</p>	<p>Pacific Partnership (Activity 2.3.3.1 policy implementation, M&E and</p>	<p>Gender Monograph of National Census developed</p>

<i>the collection, analyses, reporting and sharing of gender disaggregated data and information products for decision making</i>		<i>All sectors and partners</i>	<i>governance support; Activity 2.3.4.2 DWA capacity building)</i> <i>Spotlight Initiative (Activity 5.1.1 Develop a centralized and coordinated data system for GBV; Activity 5.2.1 Enable cross sector disaggregated data collection)</i>	<i>and launched by VNSO by 2022</i> <i>NSDP Indicators Database contains gender disaggregated data and the database is accessible by government ministries by 2022</i>
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<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Related Initiatives/Support (externally funded)</i>	<i>Targets 2020-2024</i>
<i>Strategic Area 5. Fostering gender responsive and community-driven solutions to climate and disaster resilience</i>				
<i>Outcome: Enhanced safety, dignity and rights for all, and families are better informed and organised</i>				
<i>Policy Objective 5.1 To strengthen gender responsiveness of climate change and disaster institutions and decision-making processes</i>				
<i>5.1.1 Integrate gender and social protection outcomes into climate change and disaster-related legislation, policies and programs</i>	<i>DoCC DoEnergy NDMO</i>	<i>DSPPAC DWA CARE Action Aid UN Women</i>	<i>Women's Resilience to Disasters (DWA, DFAT and UN Women)</i>	<i>Gender responsive measures incorporated into the National Disaster Recovery Framework developed by NDMO and DSPPAC by 2021</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Related Initiatives/Support (externally funded)</i>	<i>Targets 2020-2024</i>
				<i>A Gender Action Plan for the National Climate Change and DRM Policy developed by DoCCA and DoEnergy by 2021</i>
<i>5.1.2 Increase the capacity of climate change and disaster governance bodies (national, provincial, municipal and community levels) to plan for and respond to the specific needs of women, children, youth, people with disabilities, the elderly and other vulnerable groups</i>	<i>DoCC DoEnergy NDMO NAB National Disaster Committee National Recovery Committee PDCCCs MDCCCs CDCCCs</i>	<i>Gender and Protection Cluster MJCS Child Desk, Disability Desk DWA DLA VCRS ADRA Action Aid All partners</i>	<i>Women's Resilience to Disasters (DWA, DFAT and UN Women)</i>	<i>National Advisory Board National Disaster Committee, National Recovery Committee and Provincial, Municipal and Community DCCCs trained on gender and protection issues by 2024</i>
<i>5.1.3 Allocate budgets for gender analysis and specific activities that enhance gender outcomes of government and externally funded adaptation, mitigation and disaster risk management projects</i>	<i>DoCC DoEnergy NDMO DSPPAC</i>	<i>MFA DFT DWA</i>		<i>Projects funded through international climate and disaster finance have a dedicated budget allocation for gender and social inclusion activities that align with strategic areas</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Related Initiatives/Support (externally funded)</i>	<i>Targets 2020-2024</i>
				<i>and objectives of this policy by 2024</i>
<i>Policy Objective 5.2 To protect women, children and people with disabilities in emergencies through coordinated humanitarian action</i>				
<i>5.2.1 Develop Standard Operating Procedures to coordinate response and reporting on i) GBViE and ii) displacement and forced relocation (linked to Priority Action 1.3.5)</i>	<i>Gender and Protection Cluster NDMO VPF</i>	<i>VRCS IOM UNFPA UN Women</i>	<i>Pacific Partnership (Activity 2.2.1.1 multiservice delivery protocols, standards and referral pathways; Activity 2.3.4.1 Gender and Protection Cluster) Spotlight Initiative (Activity 2.3.1 national and provincial SOPs) UNFPA GBViE in Preparedness and Response Planning</i>	<i>SOPs on GBViE and displacement and forced relocation developed by 2022</i>
<i>5.2.2 Improve coordination, function and operation of the Gender and Protection Cluster through development and application of standard tools and procedures, and strengthening its role and</i>	<i>Gender and Protection Cluster NDMO</i>	<i>Provincial Governments Municipal and Area Councils VCC PDCCCs</i>	<i>Pacific Partnership (Activity 2.2.1.1 multiservice delivery protocols, standards and referral pathways;</i>	<i>PDCCCs, MDCCCs and CDCCCs identifying and actioning issues on GBViE, child protection and disability inclusion issues by 2024</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Related Initiatives/Support (externally funded)</i>	<i>Targets 2020-2024</i>
<i>presence at the provincial, municipal and community levels</i>		<i>MDCCCs CDCCCs UNFPA CARE UNWomen</i>	<i>Activity 2.3.4.1 Gender and Protection Cluster) Spotlight Initiative (Activity 2.3.1 national and provincial SOPs) UNFPA GBViE in Preparedness and Response Planning</i>	
<i>Policy Objective 5.3 To nurture community-owned and locally-led solutions to resilience building</i>				
<i>5.3.1 Promote women's leadership in emergencies and environmental, health and economic crises at the national, provincial and community levels</i>	<i>DoCC NDMO DoEnvironment MoH DWR DWA</i>	<i>MTCIT DLA Provincial Governments Municipal ad Area Councils CDCCCs CARE Balance of Power UN Women</i>	<i>Women's Resilience to Disasters (DWA, DFAT and UN Women) Pacific Women Shaping Pacific Development's Balance of Power (Australian Government) is using entry points emerging from TC Harold and COVID-19 pandemic to demonstrate women's</i>	<i>Increased profile of women's leadership in emergencies and crises through communication technologies and the media by 2024</i>

<i>Priority Actions</i>	<i>Lead Agencies</i>	<i>Supporting Agencies</i>	<i>Related Initiatives/Support (externally funded)</i>	<i>Targets 2020-2024</i>
			<i>leadership capability in the face of crises</i>	
<i>5.3.2 Fund and support women-led initiatives that contribute towards low carbon growth and adaptation strategies in food, water, health and energy security</i>	<i>DoCC DoEnergy NDMO MAFFLB DWR MoH ORCBDS</i>	<i>DWA All sector partners</i>		<i>Women-led initiatives on low carbon growth and adaptation strategies funded and implemented by government and non-government partners by 2024</i>
<i>5.3.3 Embed gender equality and social inclusion outcomes into Ambae volcanic eruptions, TC Harold and COVID-19 recovery for productive (i.e. agriculture, fisheries, livestock, forestry, handicrafts) and tourism sectors</i>	<i>MAFFLB MoH DoTourism DoIndustries Vanuatu Cultural Centre ORCBDS</i>	<i>DoCC NDMO DWA VSP VANWODS CARE UN Women Business and industry All key sectors and partners</i>	<i>Women's Resilience Disasters (DWA, DFAT and UN Women) Markets for Change (UN Women)</i>	<i>Recovery activities that contribute to gender equality and social inclusion in productive and tourism sectors identified and funded by 2022</i>