

Women's Leadership in the Pacific
Half Day Consultation Report
Pacific Islands Forum Secretariat, Suva
4 April, 2012

Background

In an effort to understand the scope of activities being conducted towards increasing women's leadership in the Pacific, AusAID through the Pacific Leadership Program, the Secretariat of the Pacific Community and the Pacific Islands Forum Secretariat convened a half day meeting in Suva, following the conclusion of the 2012 Gender and Development Partners meeting from April 2nd and 3rd. The meeting was attended by representatives of the following organisations, UN Women, UNDP Pacific Centre, UN Volunteers, UNESCAP, UNFPA, Commonwealth Local Government Forum, AusAID Pacific Leadership Program, AusAID Gender Office, Pacific Islands Forum Secretariat, Secretariat of the Pacific Community, and NZ AID.

The half day meeting had the following objectives

- To share information about current programming by development partners in the Pacific
- To come to a general understanding on how gender and development partners and donors can work together, and possible areas for collaboration.
- To have an informed discussion on how programs communicate, how to communicate about social and development change, and how to manage the risks of communication

Partners were requested to complete a matrix prior to the meeting which outlined key activity details, name of the project, financial commitment, duration, location, partnership contributions and the sector of women's leadership being targeted. A number of partners provided an update of Women's Leadership projects, with the matrixes attached as Annex 2.

Prior to the meeting, the information gathered from the matrixes were plotted on a map of the Pacific in an attempt to visually capture the countries where partners were working together and to contribute to the discussions on possible areas for collaboration. The map is attached as Annex 3.

Session 1

The meeting was opened by Regional Program Manager for the Pacific Leadership Program, Sandra Kraushaar, who outlined the meeting objectives and highlighted the complexities of women's leadership in the region reflecting the need to support women's leadership at the community level, the local government level, public and private sector level and the national and political level. The different levels of leadership required a multi faceted approach and the half a day meeting was part of the effort to understand what was happening, where and to identify possible areas of collaboration amongst partners.

Partners present were invited to provide an overview of current programming in Women's Leadership with a focus on the impact of the programmes and also the identification of current partners on the ground.

The response from partners around the table varied from an overview of current programming activities to initial discussions on gaps in women's leadership programming. Some key feedback from partners included

- UNDP Pacific Centre with a focus on Women in Politics working in Strengthening Parliamentary Support and Governance in the Pacific

- UN Women with a focus on Women in Politics through the Gender Equality in Political Governance Project
- UN Women with a focus on Economic Empowerment of Women through the Partnerships to Improve Marketplaces which builds the capacity of women in the markets to negotiate with Local Government
- Commonwealth Local Government Forum working with over 900 Local Government Bodies and 7000 elected/appointed Local Government officers, also looking at women's leadership at a local level and Women's Economic Empowerment.
- Pacific Leadership Program as part of the Emerging Pacific Women Leaders Program through Vital Voices providing support to a range of Economic Empowerment projects in the region
- UN Volunteers who provide technical expertise to a range of projects in the Pacific. Experts are trained to be gender sensitive and aware in their positions.
- Pacific Islands Forum Secretariat through the Small Island States Action Plans on Women in Leadership
- SPC through the work on Women in Leadership fitting into Country Policy Frameworks and also current support to French speaking countries on strengthening civil society and advocacy.
- SPC on working with Youth Leaders through the Pacific Youth Council and the Pacific Young Women's Alliance.

All the contributions and discussions from the floor provided a rich picture of the current work on Women in Leadership in the Pacific from working at a grassroots level to working with Electoral Management, Regulatory Bodies, Parliamentary Bodies, women candidates, traditional leaders, National Councils of Women, National Women's Machineries, the Media, working with domestic help and also working with Youth leaders in particular the Pacific Young Women's Alliance (PYWLS) which could be seen as model for building young women leaders with a role as key advocates for driving change.

It became evident from the discussions that partners were working at various levels and the meeting provided an opportunity to share what was currently being done with the key issue raised of the need for information sharing in order to leverage off what has already been done in various areas and to continue to build the momentum on work in this area.

Session 2:

In the discussion on gaps, challenges and potential areas for collaboration, partners discussed the following as key gaps

- The lack of solid analysis information/knowledge sharing in relation to what works for women candidates and the responses from the men and women at a community level.
- The lack of support for building and strengthening women's movements at grassroots levels
- The lack of support for women's caucuses after women are elected
- The lack of information and capacity in dealing with structural change and the identification of types of voting systems are effective for women's participation
- The lack of organisational strengthening for key Non Governmental Organisations

- The absence of an enabling environment for women's leadership and the need to start from basic levels, PTA, schools
- The need for Women's leadership at the Regional Architectural Level

Key Challenges were identified as

- Managing political organisations that came into the country to ensure that there is no overlap with current programming. Being able to leverage off these organisations in a positive way to build women's leadership in the region.
- The challenge of programs not having specific leadership outcomes and it being difficult to measure the outcomes from specific programs as it may contribute to change but change cannot be attributed solely to a specific program/project.
- Dealing with traditional leaders and traditional mindsets still remains a challenge. Understanding how to use traditional leadership structures to build the work on women's leadership
- The challenge of being able to successfully identify what works, where the experts are and how to share this information successfully.

In terms of collaborative efforts, discussions centred on:

- The immediate need for information sharing.
- Donor coordination in the area of Women in Leadership to in turn identify strategic funding purposes.
- Better coordination amongst the UN Agencies working in areas of Women's Leadership so approach to donors could be more targeted and specific
- The need to use the Outcomes document from the 11th Triennial Conference for Pacific Women to be the basis of Women in Leadership work
- The need for the United Nations Development Assistance Framework (UNDAF) in support of women in leadership to be aligned to the Triennial Outcomes document.
- Better collaboration around political analysis in the region.

Session 3:

The meeting discussed some of the key communication efforts on Women in Leadership and highlighted the following

- A website on Women in Politics developed by the UNDP Pacific Centre which contained information on Pacific women parliamentarians, key events and key issues on WIP
- A Regional Network of Local Government officers including women leaders through the CLGF website
- UN Women's updates and website on GEPG
- The need for more information and knowledge to be disseminated widely on Women in Leadership Initiatives
- The use of radio as an effective means for communication on women's leadership either through talk back shows, or radio drama
- SPC's Regional Media Centre as a centre for training people in using the media effectively

- The importance of the use of recorders in far flung areas to capture stories of change around women's leadership at grassroots level
- The potential of using citizens journalism as a strategy in disseminating information on women's leadership
- The key role of digital media and mobile phones in disseminating messages to the far flung communities and also receiving feedback.
- The key role of social media in promoting women in leadership in the region
- The possibility of the Pacific Leadership Program acting as a clearing house for receiving and sharing information on Women's Leadership in the Pacific to all partners and stakeholders involved.

In terms of practical next steps, the meeting ended with representatives from the Pacific Leadership Program agreeing to look into the possibility of acting as a clearing house for information on Women in Leadership to be disseminated to key partners working in the area.

The meeting ended at 1pm.



WOMEN'S LEADERSHIP IN THE PACIFIC

Pacific Islands Forum Secretariat, Suva, 4 April, 2012

Provisional Programme

8.30–9.00am	Meeting objectives
9.00am – 9.05am	Introduction of Facilitator and some opening remarks
9.05am –9.30am	<p>Current programming on Women's Leadership in the Pacific.</p> <p>This session is for each partner to make a brief presentation about their current activities and programming on women's leadership. A template will need to be completed by each partner attending the workshop outlining key activity details, name of the project, financial commitment, duration, location, partnership contributions, what sector of women's leadership is being targeted etc. <i>Objective of this session is to share information about current programming by development partners in the Pacific.</i></p>
9.30am – 10.30am	<p>Facilitated discussion by participants</p> <p>i) where the gaps are in women's leadership activities and programming ii) Potential areas for collaboration</p> <p><i>Objective of this session is to come to a general understanding how gender and development partners and donors can work together, and possible areas for collaboration.</i></p>
10.30am – 11.00am	Tea Break
11.00 am – 11.30am	Continue Discussion
11:30am – 12.30pm	<p>Communications on Women's Leadership</p> <p>This session is about learning about how partners have used their communication, media and reporting mechanisms to promote women's leadership issues, and sharing information how to communicate effectively and reach out to the Pacific Island communities and decision makers.</p> <p><i>Objective of this session is to have an informed discussion on how programs communicate, how to communication about social and development change, and how to manage the risks of communication.</i></p>
12.30pm – 1.00pm	Next Steps and Closing

**Mapping Women's Leadership Initiatives in the Pacific
2010-2014**

Organisation: UN Women

	Name of the activity/project	What form of leadership? <ul style="list-style-type: none"> • economic/ • private sector/ • public sector/ • civil society • community leadership • women in politics 	Does this project solely focus on women's leadership or is it a component of a bigger project	Financial commitments	Estimated reach of the program (how many women will it assist?)	Comments
Pacific Main focus on Melanesia	Advancing Gender Equality in Political Governance Programme	Women's political participation at national & sub-national levels	Specific programme, current phase till end 2012	Since 2008 – 2012 approx 5.5 Million USD	The programme is not only for women but reaches many men in decision making as agents of change for more inclusive decision making & political representation. To date more than 1,400 key stakeholders have been trained in principles of leadership, Gender/ Elections.	Increased requests from Governments and CSOs for capacity building on issues of "Gender & Elections", Leadership, Civic Education.
UN Women Fiji: 6 Municipalities Vanuatu: One Province pilot , with replication planned for 2 provinces.	Partnerships to Improve Markets	Leadership in Economics and politics (local government): - <i>Increased participation, organisation, leadership, representation, dialogue by women market vendors to shape, influence laws, policies, plans and budgets related to informal trade and markets and new market models with women managing.</i>	Women market vendors' organisation, participation and leadership is a core strategy to transforming gender relations in the governance and development of markets and the	<ul style="list-style-type: none"> • Fiji: USD3million (AusAID poverty programme (status: pipeline) • Vanuatu: USD 0.25million (UN Women funds) 	<ul style="list-style-type: none"> • 5000+ reached with at least 300 women leaders being trained intensively over 3 years • 2000+ with 150 women leaders being trained 	<ul style="list-style-type: none"> • Following 2 years of on site preparation, these projects will rolled out as of July this year. • Substantive data, knowledge products, and

<p>Solomon Islands: Honiara City, Guadalcanal and malaita</p>		<p>- increased management of markets by women: Local Governments recruiting women to manage large markets (e.g. Honiara Central Market) and local governments giving over the management of markets to women (e.g. District and Community Roadside markets in Vanuatu)</p> <p>The project will actively encourage and support</p> <ul style="list-style-type: none"> • women’s leadership in management , organising, participation in policy dialogue and budget and decision-making. • support for women’s entry into political and administrative leadership in Local government as [part of the overall project. 	<p>broader informal trade economy.</p>	<ul style="list-style-type: none"> • Solomon Islands: • USD100,000 UN Women Funds) 	<p>intensively over 3 years</p> <ul style="list-style-type: none"> • 2000+ with 200 women leaders being trained intensively over 3 years 	<p>training resources are being generated with the first ‘kit’ due to be published July 2012.</p> <ul style="list-style-type: none"> • Related programmes are currently being scoped in Samoa, Cooks, and Kiribati
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**Mapping Women's Leadership Initiatives in the Pacific
2010-2014**

Organisation: UNDP (Pacific Centre & Country Offices)

Country And/or provinces	Name of the activity/project	What form of leadership? <ul style="list-style-type: none"> • economic/ • private sector/ • public sector/ • civil society • community leadership • women in politics 	Does this project solely focus on women's leadership or is it a component of a bigger project	Financial commitments	Estimated reach of the program (how many women will it assist?)	Comments
All PICs – upon request	Governance in the Pacific Project <ul style="list-style-type: none"> - Mock Parliaments - Candidates training - TSM policy advice - WID publications 	Women in politics	Part of a bigger project	Approx \$200K per year	Women candidates + beneficiaries of successful TSM work	
All PICs – upon request	Parliamentary Support Projects in Samoa, Tuvalu, Kiribati, Palau, Solomon Islands, Tonga	Women in politics	Individual country projects + other parliaments when ad hoc requests are made	Integrated into Project Budgets	Parliamentarians	Induction programmes integrate TSM + ad hoc workshops may be run no a range of gender/WID issues
Tuvalu	Local Government Project	Women in politics	Part of a bigger project	Integrated into Project Budget	Local govt leaders	Integrated WID into LG Act reforms

**Mapping Women's Leadership Initiatives in the Pacific
2010-2014**

Organisation: UNAIDS Pacific

Country And/or provinces	Name of the activity/project	What form of leadership? • economic/ • private sector/ • public sector/ • civil society • community leadership • women in politics	Does this project solely focus on women's leadership or is it a component of a bigger project	Financial commitments	Estimated reach of the program (how many women will it assist?)	Comments
Tonga	Transformational Leadership for Young Women	Training for secondary school female prefects specifically	Component of a bigger project.	\$15,000	School prefects facilitating and disseminating information on leadership in their own schools (both to girls, boys and teachers)	Project in Tonga is part of the Transformational Leadership Programme being rolled out to PICs. Same training also undertaken with National Youth Councils of Palau, Tuvalu, Nauru, Marshall Islands, Cook Islands and Federated States of Micronesia State Youth Councils (Yap, Chuuk, Kosrae and Pohnpei). National Youth Council Leaders trained are both males and females.

**Mapping Gender Initiatives in the Pacific
2010-2014**

Organisation: UNV

	Mechanisms to promote the advancement of women	Women's legal and human rights	Women access to services	Economic empowerment of women	Others
American Samoa					
Commonwealth of the Northern Mariana Islands					
Cook Islands					
Federated States of Micronesia				Staff: Economic Development Specialist (female), works from within the local government and is very respected in the Yap community. Yap States.	
Fiji					
French Polynesia					
Guam					
Kiribati					
Nauru				Staff: UN Aid Coordinator (female). She heads the UN Joint Presence Office and is direct liaison person for all UN activities in Nauru on behalf of the local population, NGOs and CBOs.	
New Caledonia					
Niue					
Palau					
Papua New Guinea					

Republic of Marshall Islands					
Samoa					
Solomon Islands				Staff: Provincial Advisers in Malaita, Honiara, Makira, Choiseul. They look at inclusive budgeting, inclusion of youth and women in planning processes, including needs assessments and response in communities.	
Tokelau					
Tonga					
Tuvalu					
Vanuatu					
Wallis & Futuna					

The number of staff fluctuates over the year between 15 - 40, and more than 60 % female. UN Volunteers deliver aid coordination or advisory services in distinctive areas. They are working either to support UN coordination in the region or directly within and for the local government, involved in government strengthening work, aiming aid effectiveness, inclusiveness, advancing coordination and democratic processes.

Gender sensitive programming is included in their ToR. The female Provincial Advisers are working generally in very male oriented, provincial localities, but gained great visibility and respect as women due to their constructive support to the development of provincial machineries which is obvious very needed in the various places. What they have contributed during their assignment: facilitate women's discussion groups, facilitating meetings between community and political leaders, included gender in needs assessments carried out in the region in order to define provincial budgeting, including 'inclusiveness' in provincial budgeting and planning approaches, supporting schools in the planning and supervising of the development of girl's dormitory facilities in rural areas.

Niches to be filled in:

- Providing online gender training to UN Volunteers.
- Request the production of gender profiles (including analysis) in the various provinces.
- Utilise the facilitation of women's group to promote economic women empowerment activities.
- Promote visibility of women through women's voice at provincial level.

Mapping Women's Leadership Initiatives in the Pacific

2010-2014

Organisation: International Women's Development Agency – in partnership with Fiji Women's Rights Movement, FemLINKPACIFIC, The Commonwealth Local Government Forum and Women's Action for Change

Country And/or provinces	Name of the activity/project	What form of leadership? • economic/ • private sector/ • public sector/ • civil society • community leadership • women in politics	Does this project solely focus on women's leadership or is it a component of a bigger project	Financial commitments	Estimated reach of the program (how many women will it assist?)	Comments
Fiji, Solomon Islands and Bougainville	Project is part of the Netherlands FLOW funding.	Civil society Community leadership Women in politics	Solely focuses on women's leadership	3.9 million euro's	Baseline will commence in the next few months.	See appendix document for outcome areas.

Mapping Women's Leadership Initiatives in the Pacific
2010-2014

Organisation: Pacific Leadership Program

Country and provinces	Name of the activity/project	What form of leadership? • economic/ • private sector/ • public sector/ • civil society • community leadership • women in politics	Does this project solely focus on women's leadership or is it a component of a bigger project	Financial commitments	Comments
<i>Emerging Pacific Women Leaders Program</i>					
Samoa	Capacity Building for Unemployed Women in the Domestic Work Sector	Economic Empowerment	Yes	AUD25,000	
Tonga	Forming Public-Private Dialogues to Enhance Women's Entrepreneurship in Tonga	Economic Empowerment	Yes	AUD25,000	
Marshall Islands	Solar Vocational and Handicrafts Training for Women	Economic Empowerment	Yes	USD25,000	
FSM	Establish an FSM Women in Business Network	Economic Empowerment	Yes	AUD25,000	

Tuvalu	Increasing Young Women's Access to Income generation in Tuvalu	Economic Empowerment	Yes	AUD25,000	
Nauru	Solar Vocational and Handicrafts Training for Women	Economic Empowerment	Yes	AUD25,000	
Niue	Improving Young Women's Involvement in Income-Generating Opportunities in Niue's Tourism Industry	Economic Empowerment	Yes	NZD25,000	
Cook Islands	Establishing a Public-Private Dialogue to Increase Economic Opportunities for Women Primary Caregivers	Economic Empowerment	Yes	AUD25,000	
Kiribati	Creating a Public-Private Partnership to Establish Formalized Home-Care Services for Professional Women	Economic Empowerment	Yes	AUD25,000	
Solomon	Access to Credit	Economic	Yes	AUD25,000.00	

Islands	for Informal Sector Business Women	Empowerment			
Vanuatu					
PNG					
Gender Equality for Political Governance					
15 Pacific countries	GEPG Regional, with offices in PNG, SI and Vanuatu	Electoral empowerment	Yes	AUD6.2m over 5 years	Currently being evaluated. Provision of training, and technical assistance on TSM and legislation requirements, communications about electoral empowerment for women
Pacific Leadership Programming with Pacific partners					
Solomon Islands	YWCA	Community Leadership	Yes	AUD95,000.00	Program and core funding Girls 4 Change Hostel Girls Fund Rise Up! Events (Women's Day etc.) Members training programs Hospitality Mentoring Munda <i>Literacy training</i> Printing booklets for students & teachers
Regional	YWCA Young Women's Leadership Strategy	Young women in leadership	Yes	AUD43,000	Development of a Young Women's Leadership Strategy for Pacific YWCAs
Solomon Island	SI Women in Business Secretariat office and training facility	Private sector and community leadership	Yes	AUD80,000	Core and program funding. Exchange of SIWIB and Samoa women in business (development and cooperation)

Regional	CLGF core costs and agreed initiatives under CLGF Regional Workplan	Community leadership	No (not with PLP funding)	AUD900,000 (since 2010)	<p>Advocacy and relationships</p> <p>Local government structures, systems and processes</p> <p>Local government institutional strengthening</p> <p>Urban management</p> <p>Knowledge and research</p> <p>Program governance and management</p>
Regional	PACFAW Effective Leadership and Partnership between NGOs and Government Agencies for Development” Workshop	Community Leadership	Yes	AUD5,000	Outcomes statement focussed on the environmental and health from NCW perspective
Tuvalu, Tonga, Samoa, Nauru, Solomon Islands, Kirribati and Vanuatu	RRRT	Women in politics/civil society	Component of a bigger picture	AUD351,000	Legislative lobbying and building skills in governance and leadership
Nauru and Tuvalu	Youth council training	Civil society	Women trained as part of larger program	varied	Funding , training and mentoring with PYC
Tonga	Civil Society Forum, Council of Churches, National Youth Congress,	All	No – women part of larger	Varied	funding, training, mentoring

	National Development Leadership Forum, Chamber of Commerce				
Vanuatu	VANGO, Octagon	All	No – women part of larger programming	Varied	Funding, training, community development, mentoring.

Organisation: AusAID

Country and provinces	Name of the activity/project	What form of leadership? <ul style="list-style-type: none"> • economic/ • private sector/ • public sector/ • civil society • community leadership • women in politics 	Does this project solely focus on women's leadership or is it a component of a bigger project	Financial commitments	Estimated reach of the program (how many women will it assist?)	Comments
Fiji	Civil Society Support Program FWRM	Young women's leadership	Yes			
Fiji, PNG, Solomon Islands, Vanuatu	Centre for Democratic Institutions (CDI)	Women in politics	Yes			Trains women leaders in political and parliamentary processes.
PNG	WIL with UNDP	Women in politics	Yes			Increase awareness, participation of women voters and the number of women in Parliament

Vanuatu	Governance for Growth	CHECK				Transport, with opportunities for women's leadership and economic empowerment
Solomon Islands	Women in Government (leadership), Women in Shared Decision Making (WISDM)	Women 's political participation	Yes	AUD3m 2009-2012		training for women and developed 10 point action plan for the 2014 national elections targeting: advocacy, temporary special seats for women, electoral, political party and constitutional reform, and provincial elections.

