



FIJI REPORT & ACTION PLAN

“The hand that rocks the cradle shapes the world”



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FIJI

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Ministry of Health, Women and Social Welfare

✦ Location

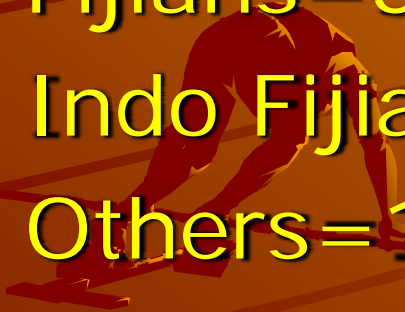
✦ Pacific Ocean, north of New Zealand and north-east of Australia

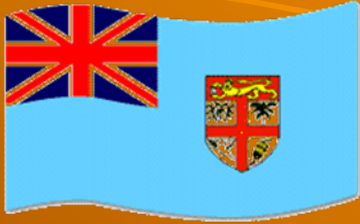
✦ **Total Population : 870,226**

Fijians=54%

Indo Fijians= 35%

Others=11%



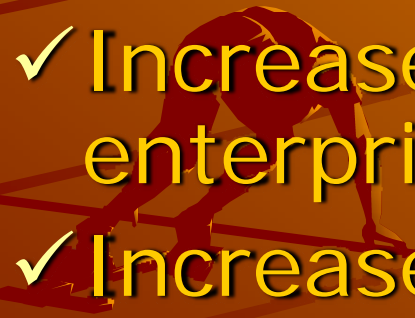


Fiji...looking back

- ◆ 1970: became independent
- ◆ 1987: abrogation of the constitution;
- ◆ 1997 Constitution

- Sect 38(1): "the principle of non-discrimination on the basis of gender is guaranteed."

Social Justice-women

- No laws in place to accelerate equality of women;
 - Affirmative Action initiatives for women:
 - ✓ Increase participation in micro enterprise development,
 - ✓ Increase participation(30%) at decision making levels (*boards & committee*).
- 

Economic Status

- ◆ More women in the informal sector,
- ◆ Lending institution policies don't favor women,
- ◆ Equal Employment Opportunities policy,
- ◆ In paid employment; gap is narrowing slowly

Domestic Violence...No Drop Policy

- ✦ ↑ Assault causing bodily harm;
- ✦ ↑ Act with intent to cause grievous harm;
- ✦ ↑ **rape**;
- ✦ Gender-based violence: lenient penalties;
- ✦ Rape & indecent assault-treated as common assault;
- ✦ Apology & reconciliation is accepted by court.

Positive Steps taken...

✦ 1995:

- ✓ ratify "CEDAW",
- ✓ No drop policy in DV

✦ 1997:

- ✓ Substantive advancement of women incorporated in constitution;
- ✓ "Law Reform Commission:" reviewing laws;

✦ 1998:

- ✓ Women Plan of Action (1999-2008)
- ✓ Commitment made in Beijing in 1995.

✦ 2000:

- ✓ CEDAW Initial report.

Differential treatment still exist...

- ✦ Women still experience some discrimination-directly and indirectly.
- ✦ Evident in employment discrimination and in domestic violence



Women Plan of Action : 5 Priority Areas

- ◆ Review of laws that are disadvantageous to women;
- ◆ Develop women's micro-enterprise;
- ◆ Mainstream of women and gender concerns;
- ◆ Balancing gender participation in decision making;
- ◆ Campaigning against violence (*women & children*)

ACTION PLAN 2008



👉 Title: Mainstream gender in line ministries.

Objectives:

- i) Gender sensitize all partners and stakeholders and solicit their commitment to mainstream gender;
- ii) Through the task force, identify the relevant directions and strategies to address recommendations made.
- iii) Seek the 'political will' and commitment of all line ministries to mainstream gender equality in all policies, programs and activities.

A silhouette of a sprinter in a starting crouch on a track, positioned behind the text.

◆ **Duration:** 1 year

◆ **8. Budget and Sources of Funding Activities:** Government allocation to the 'Women Plan of Action'.

-budget restrictions.

Operational structure

National Development Strategic Plan- *5yrs

Strategic Plan -3yrs




Corporate Plan- Annual

Business Plan- Annual

*Empowerment
of women and
promotion of
gender
equality policy*

My role in the Project.

As Gender focal point in the National Women Machinery:

-  Coordinate the taskforce;
-  Maintain network with members of task force;
-  Work with chairperson from the Ministry of Planning and Finance to ensure we stay focused on our goal.

How ??

...using the Institutional mechanism

CABINET

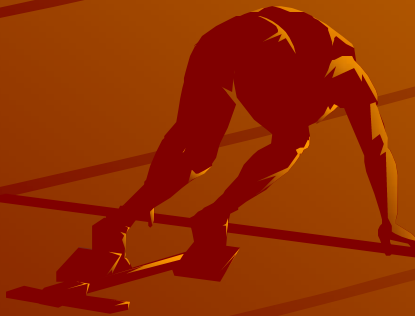
Development Sub Committee

Gender Mainstreaming Task Force

I will be working at this level

Gender Steering committee

Gender Focal Points



Gender Mainstreaming TF

 **The task force (TF) is committed:**

✓ to address the implementation of gender mainstreaming,

✓ monitor the progress and evaluate its impacts,

✓ chart future direction of implementation.

👉 Reasons for selecting the project

Government has ratified '6' international conventions BUT...

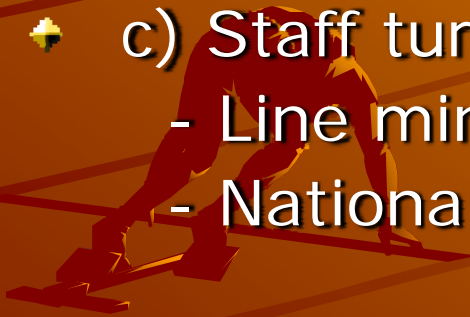
- ◆ Realization of gender equality and equity is yet to be achieved;
- ◆ Gender is not addressed in planning and policy making.

Activities


- ◆ i) Raise the gender awareness level of the TF.
- ◆ ii) Appointment of gender focal points in line ministries, local & regional NGOs, and local universities.
- ◆ iii) Organize a discussion forum in the Task Force to address the findings/recommendations of the gender audit report.

👉 Foreseen Obstacles

- ✦ a) Representative from the line ministries are not committed to gender mainstreaming
- ✦ b) Lack of funds in the various line ministries;
- ✦ c) Staff turnover:
 - Line ministries ;
 - National Women machinery;
- d) Lack of gender expert in the National Women machinery.



Measures to tackle the obstacles

- ◆ Establish a good rapport with the team and promote team spirit;
- ◆ Mobilize the team to address small steps within the institutions;
- ◆  Involve the Permanent Secretaries from the beginning ;
- ◆ Establish an active gender steering committee as soon as possible.

Indicators to measure outputs

- ◆ Number of Task force meetings;
- ◆ Developed timeline by the task force, mapping out steps to take;
- ◆ Number of Gender Committees meetings;

➔ Expected Outcomes

1. Managers with gender lenses will develop gender responsive programs and activities;
2. Establishment of line ministries gender committee;
3. Employees of line ministries will be gender sensitized;
4. Permanent Secretaries will push for gender mainstreaming;
5. Policies, programs and activities will be gender responsive.
6. Developing Gender statistics will become the 'buzz word' to instill change and gender institutionalization.

Gender responsive...

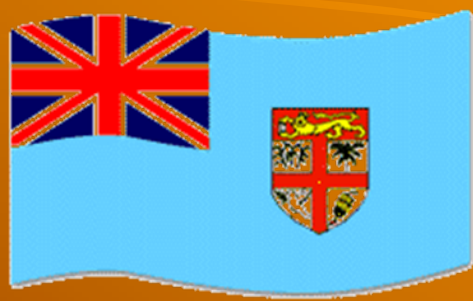
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Strategic Plan -3yrs

Corporate Plan- annual

Business Plan –annual





Vinaka Vakalevu

