

**MINISTRY FOR SOCIAL WELFARE, WOMEN &
POVERTY ALLEVIATION**

WOMEN'S PLAN OF ACTION

2010 - 2019

VOLUME 2

The Women's Plan of Action was put together by the Department of Women in partnership with other Government Agencies, NGO partners, Civil Society and Development Partners.

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**MESSAGE FROM THE MINISTER FOR SOCIAL
WELFARE, WOMEN AND POVERTY
ALLEVIATION**

It has been 14 years since Fiji made its commitment in Beijing during the 4th World Conference on Women. This came after the ratification of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1995. As Minister responsible at this point in time, I would like to thank the Government, Development Partners and most of all, the Women of Fiji in their collective efforts in enhancing and facilitating the implementation of changes and improvements to lives of women, children and families in Fiji.

As stated in the Beijing Platform for Action 1995,

... "The Platform for Action recognizes the importance of the agreements reached at the World Summit for Children, the United Nations Conference on Environment and Development, the World Conference on Human Rights, the International Conference on Population and Development and the World Summit for Social Development, which set out specific approaches and commitments to fostering sustainable development and international cooperation and to strengthening the role of the United Nations to that end.

Similarly, the Global Conference on the Sustainable Development of Small Island Developing States, the International Conference on Nutrition, the International Conference on Primary Health Care and the World Conference on Education for All have addressed the various facets of development and human rights, within their specific perspectives, paying significant attention to the role of women and girls. In addition, the International Year for the World's Indigenous People, the International Year of the Family, the United Nations Year for Tolerance, the Geneva Declaration

for Rural Women, and the Declaration on the Elimination of Violence against Women have also emphasized the issues of women's empowerment and equality. The objective of the Platform for Action, which is in full conformity with the purposes and principles of the Charter of the United Nations and international law, is the empowerment of all women. The implementation of this Platform, including through national laws and the formulation of strategies, policies, programmes and development priorities, is the sovereign responsibility of each State, in conformity with all human rights and fundamental freedoms, and the significance of and full respect for various religious and ethical values, cultural backgrounds and philosophical convictions of individuals and their communities should contribute to the full enjoyment by women of their human rights in order to achieve equality, development and peace..."

The first Fiji Women Plan of Action (1999-2008) was developed and launched 4 years after the Conference in Beijing. Since then, the WPA 1999-2008 served as a blueprint to integrate women and gender concerns and promote gender equity in the development process.

In our commitment to fulfilling international obligations, the Government with its Vision of “a Better Fiji for All” sets out a Strategic Framework to achieve sustainable democracy, good and just governance, socio-economic development and national unity. To accomplish this, there are 11 Strategic Directions (Pillars) which is articulated in the People’s Charter for Change, Peace & Progress (2008) and the Roadmap for Democracy and Sustainable Socio-Economic Development 2009 -2014:

- ❖ Pillar 1 Ensuring Sustainable Democracy and Good and Just Governance
- ❖ Pillar 2 Developing a Common National Identity and Building Social Cohesion
- ❖ Pillar 3 Ensuring Effective, Enlightened and Accountable Leadership

- ❖ Pillar 4 Enhancing Public Sector Efficiency, performance, Effectiveness and Service Delivery
- ❖ Pillar 5 Growing the Economy While Ensuring Sustainability
- ❖ Pillar 6 Making More Land Available for Productive and Social Purposes
- ❖ Pillar 7 Developing and Integrated Development Structure at the Provincial Level
- ❖ Pillar 8 Reducing Poverty to a Negligible Level by 2015
- ❖ Pillar 9 Making Fiji a Knowledge-Based Society
- ❖ Pillar 10 Improving Health Service Delivery
- ❖ Pillar 11 Enhancing Global Integration and International Relations.

As we move towards the next Women's Plan of Action (2010-2019) our commitment is aligned to the Beijing Platform for Action in 1995, the Revised Pacific Platform for Action (2005-2015) in 2004, the Millennium Development Goal 3 – “Promote Gender Equality and Empower Women” and the Roadmap for Democracy and Sustainable Socio-Economic Development (2009-2014).

The Department of Women since its inception in 1987 was established with a mandate to eliminate discriminatory practices against women and be the primary policy advisor to Government on women development and gender issues. The Department is guided by the principles enshrined in the Roadmap for Democracy and Sustainable Socio-Economic Development (RDSSED) 2009-2014 with an overarching objective to “Rebuild Fiji into a non-racial, culturally vibrant and united, well governed, truly democratic nation that seeks progress and prosperity through merit based equality of opportunity and peace”.

As in most developing countries, women and children are the most vulnerable in Fiji where women comprise 90% of victims of gender based violence. The HIV and AIDS pandemic and other emerging issues such as human trafficking and

sexual exploitation are some of the challenges that add to such vulnerability. Much remains to be done, particularly when the participation of women in formal employment is only 31%, and when women constitute the highest number of those receiving monthly Family Assistance allowance.

With this backdrop, the new Women's Plan of Action (2010-2019) was formulated in collaboration with development partners and community based organizations. The WPA has 5 priority areas for the development and advancement of women in Fiji. The areas of concern are Formal Sector Employment and Livelihoods; Equal Participation in Decision Making; Elimination of Violence Against Women; Access to Services (Health and HIV & AIDS, Education and other Basic Services); and Women and the Law. Therefore the WPA in tandem with the Roadmap for Democracy and Sustainable Socio-Economic Development (RDSSED 2009-2014) should enhance and facilitate the implementation of changes and improvements to the life of women, children and families in Fiji.

Gender issues are cross sectoral and I am pleased to note that these areas of concern cuts across all the 11 Pillars of the Roadmap for Democracy and Sustainable Socio-Economic Development 2009-2014. **This is the way forward for Fiji at this defining juncture of its history.**

The WPA will be the vehicle for the fulfillment of Fiji's obligations to international and regional commitments such as CEDAW, the Beijing Platform for Action and the Revised Pacific Platform of Action, in the ultimate interests of families, communities and all peoples in Fiji.

Institutional mechanisms such as the inter-agency committees and taskforces will be established to effectively implement the WPA. Yet, successful implementation

will still require our joint commitment as Government and Fiji's population at large; not just the women themselves. Government also acknowledges the essential engagement of all our development partners, NGOs and Civil Society Organizations if the goals of this Women's Plan of Action (2010–2019) are to be achieved.

Let us together see this Plan as a 'living' document with its provisions for regular reviews and updates. Let us together agree that joint monitoring and evaluation is also crucial. The establishment of the National Women's Advisory Committee will play a vital role in this regard.

As Minister now responsible, I commend the WPA to all our development and delivery partners and our stakeholders. I am confident that together we can make a difference in advancing gender issues and improving the livelihoods of not just all women, but all families, all communities and all of society at large, as we together Build a Better Fiji.

.....

Dr Jiko Luveni

Minister for Social Welfare, Women & Poverty Alleviation

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LIST OF ACRONYMS

ADB	Asian Development Bank
BCC	Behavioral Change Communication
CEDAW	Convention on the Elimination of All forms of Discrimination Against Women
CEO	Chief Executive Officer
CSO	Civil Society Organization
DSC	Development Sub Committee
DoW	Department of Women
DPA	Department of Poverty Alleviation
DSW	Department of Social Welfare
FBO	Faith Based Organizations
FDB	Fiji Development Bank
FIBOS	Fiji Islands Bureau of Statistics
FEF	Fiji Employers Federation
FIT	Fiji Institute of Technology
FIHTA	Fiji Islands Hotel and Tourism Association
FLE	Family Life Education
FNCDP	Fiji National Council of Disabled Persons
FNPF	Fiji National Provident Fund
FSM	Fiji School of Medicine
FWCC	Fiji Women's Crisis Centre
FWRM	Fiji Women's Rights Movement
MDG	Millennium Development Goal
MSWW&PA	Ministry for Social Welfare, Women & Poverty Alleviation
NCMED	National Centre for Small & Micro enterprise Development
NCW	National Council of Women, Fiji
NGO	Non Government Organization
PRS	Pacific Regional Seminary
RRRT	Regional Rights Resource Team
SDP	Strategic Development Plan
SEEDS	Sustainable Economic Empowerment Development Strategy
SHP	Sexual Harassment policy
SPC	Secretariat of the Pacific Community
SSV	Soqosoqo Vakamarama I Taukei
TPAF	Training & Productivity Authority of Fiji
TVET	Technical and Vocational Training
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
UNFPA	United Nations Population Fund
USP	University of the South Pacific
VAW	Violence Against Women
VSO	Volunteer Service Organization
WPA	Women's Plan of Action
WHO	World Health Organization

INTRODUCTION

Why a Women's Plan of Action?

The *Women's Plan of Action* (WPA thereafter) identifies broad directions for action by Government, and also its stakeholders and development partners, in order to fulfill its national and international obligations. The broad spectrum of the WPA takes into consideration the many issues that are important to Women and it provides the opportunity to take up new issues as they emerge. The WPA recognizes that many activities have already been undertaken or are underway both by Government and its partners for the advancement of women; and therefore builds on the existing supportive environment, knowledge and learning experiences to carry it through to the next ten years.

National and International Commitments

Government, over the years has made known its intentions to work towards achieving active participation of women in our society. These are documented not only in previous *Development Plans* but in the current Roadmap for Democracy and Sustainable Socio-Economic Development (RDSSSED) 2009-2014 and State CEDAW Report.

Government, in its Strategic Framework for Change states: '... shall include revamping archaic laws such as those affecting town and country planning, development processes and approvals. New laws and policies shall be introduced to address problems of underage marriage; domestic violence; discrimination and inequalities; accessibility to justice; and providing certainty to all our citizens...'¹

The Roadmap for Democracy and Sustainable Socio Economic Development 2009 – 2014 articulates some key issues to be implemented within this period. Therefore the WPA in tandem with the roadmap should enhance and facilitate the implementation of changes and improvements to the life of women and families in Fiji. Chapter 2.1.1 (v) states 'stronger protection for the application of the Bill of Rights such as adoption of CEDAW definition for discrimination against women and the girl child.'²

¹ Strategic Framework for Change – Hon. Prime Minister 1/7/09

² Roadmap for Democracy and Sustainable Socio Economic Development (2009 – 2014) –p 7

It must be noted that women's issues are cross sectoral and need to be reflected in the various sectoral development plans and programmes accordingly.

In addition, Government has made commitments to seven major international agreements and programmes of action on gender equality and the advancement of women and has identified key issues to address by being party to the following:

- Convention on the Rights of the Child 1993
- International Conference on Population and Development Programme of Action 1994
- Beijing Platform for Action 1995
- Ratified CEDAW with two reservations 1995
- Beijing + 5 2000
- Millennium Development Goals 2000
- UNESCAP Biwako Millennium Framework for Action, 2003
- Commonwealth Plan of Action for Gender Equality 2005 – 2015 2004
- Beijing +10 2005
- The Pacific Platform for Action 2005 - 2015 2004

Although women continue to be marginalized in certain areas, Fiji has come a long way since adopting the Beijing Platform of Action and the ratification of CEDAW in 1995. Fiji has also submitted its 2nd, 3rd and 4th Periodic State CEDAW Report (2008). Furthermore, a number of CEDAW Legislative indicators have been met through the Family Law Act 2003, the Employment Relations Promulgation 2007. These are some of the milestone of the WPA (1999-2008) which also reflects the strategic partnership with women NGOs, UN agencies and other government Ministries and Departments which made these achievements possible. In addition to these, are the Domestic Violence Decree 2009 and Crimes Act 2009.

Based on the premise of the Beijing Platform of Action 1995 and the needs of women in Fiji, the Women's Plan of Action (WPA) was formulated after extensive consultation with stakeholders. The WPA (1999 – 2008) had five areas of concern namely: Gender Mainstreaming, Balancing Decision Making, Review of Laws which are disadvantageous to Women, Micro Enterprise Development and Campaign to Eliminate Violence Against

Women. Some of the achievements which include the ADB funded Gender Audits in the Ministry of Agriculture and Ministry of Health in 2003 and the publication of the Gender Assessment Pathway, the Family Law Act 2003, the Employment Relations Promulgation 2007, the increasing number of women having access to services to micro finance programmes provided by NCSMED and the Domestic Violence Decree 2009. It must be noted that there was no review undertaken to specifically look at the achievements of the last WPA 1999 – 2008. However, a mid term review conducted in 2005 focused on assessing the structure and functions of the Department of Women in view of current and future commitments by Fiji to implement international, regional and national agreements on gender equality and the advancement of women.

Women's Plan of Action (2009-2018)

The WPA aims to provide direction for actions to be taken by government; its development partners stakeholders, NGOs to promote gender equality and reduce inequality and discrimination against women in all sectors. It is also a *Plan of Action* that will be operationalized in the Ministry of Social Welfare, Women and Poverty Alleviation's Corporate Plan and the Business Plan of the Department of Women. The WPA is meant to reflect critical areas of action and government's commitment to strategies appropriate to address gender equality in those areas. The *Women's Plan of Action* is a national document and needs to reflect national development issues of concern to women, providing a gender analysis of government policies and programmes. The *Women's Plan of Action (2010-2019)* covers policy objectives in the National Development Plan – RDSSED (2009-2014), Pacific Platform for Action 2005-2015 and the Revised MDG January 2008.

In accordance with the Strategic Framework for Change of Government with the recommendations by Dr Griffen's Mid-term Review, the findings from the achievements for the last WPA (1999-2008) and the WPA Situational Analysis Report 2005 - 2008, it is concluded that the following areas of concern will be the way forward for the new *Women's Plan of Action (2009-2018)*. The areas of concern are:

1. Formal Sector Employment and Livelihoods (Pillars 5 & 8)
2. Equal Participation in Decision-Making (Pillars 1 & 3)
3. Elimination of Violence Against Women and Children (Pillar 1)

4. Access to Services: (Pillars 7, 9, 10)

(i) Health and HIV & AIDS

(ii) Education

(iii) Other Basic Services (Water & Sanitation, Housing and Transport)

5. Women and the Law (Pillars 1 & 11)

Since gender mainstreaming is a cross cutting issue, it will be used for all the above areas of concern as a means to strengthen internal and external institutional capacity of the Department of Women, and its key partners in supporting gender equality strategies at the national level. This will also help government in its role and commitment in implementing the WPA and advancing gender equality.

There is a need to improve the status of women at work, in the home and the community through expanding their choices and providing a conducive environment for their progress and well being. The new WPA is aimed at providing them with such opportunities.

Areas of Concern

1. FORMAL SECTOR EMPLOYMENT AND LIVELIHOODS.

The Beijing Platform of Action outlines the need to promote women's economic rights and independence which include access to employment, appropriate working conditions and access and control over economic resources. Furthermore, Article 11 of CEDAW requires States to ensure that women have the right to the same employment opportunities, free choice of profession, the right to promotion, job security and training, the right to equal remuneration irrespective of the work and value amongst other employment benefits.

The WPA has a lot of economic strategies for women focusing on assisting women in the informal sector hence the need to have a broader and more encompassing area of concern. Therefore, the inclusion of Formal Sector Employment and Livelihoods will reflect the broad economic status of women and their participation and contribution to the overall economic development of the nation.

The Plan of Action identifies the need to recognize and support mechanisms that will

strengthen and improve the quality of life and reduce the level of poverty through increased participation of women at all levels of engagement.

2. EQUAL PARTICIPATION IN DECISION MAKING.

Government has endorsed MDG number 3 “to promote gender equality and empower women with Target 3.A; ‘Eliminate gender disparity in primary and secondary education preferably by 2005 and in all levels of education no later than 2015 with the following indicators 3.1 (the ratio of girls to boys in education) and 3.3 (the ratio of literate females to males of 15 – 24 year olds). There is still a long way to go on indicators 3.2 (the share of women in wage employment in the non agricultural sector) and 3.3 (the proportion of seats held by women in national parliament).

Representation of women in decision making bodies in the public sector continues to be a major challenge. Although successive Governments had a policy of having at least 30% representation since 2003, this has not been achieved. Achieving the goal of shared decision-making between men and women will reflect the composition of society and strengthen the democratic processes of governance. It is also a necessary condition for women’s interests to be taken into account. Without the active participation of women and the incorporation of women’s perspectives at all levels of decision-making, the goals of equality, development and peace articulated in global women’s conferences will be difficult to achieve. The Plan of Action identifies the need to recognize and support mechanisms that will enable the achievement of the goal, “Making Women Visible in Formal Decision-Making in Fiji”.

3. ELIMINATION OF VIOLENCE AGAINST WOMEN AND CHILDREN.

There is a need to recognize and support mechanisms that will help eliminate sexual and family violence in order to achieve the goal of having ‘A Safer Community through the Elimination of Violence Against Women and Children.

Violence impinges on the lives of women worldwide cutting across cultural and religious barriers, impeding the right of women to participate fully in society. In the Fourth World Conference on Women in Beijing in September 1995, the Platform for Action’s core document stated that Governments declared that “violence against women constitutes a

violation of basic human rights and is an obstacle to the achievement of the objectives of equality, development and peace”.

Commitment by Governments at the 4th WAMM Conference in Beijing - 1995, agreed to the adoption and implementation of national legislations to end violence against women and to work actively to ratify all international agreements that relate to violence against women. A key feature of this agreement was the establishment of shelters, legal aid and other services for girls and women at risk, counseling and rehabilitation for perpetrators.

In the Pacific Platform of Action on Advancement of Women and Gender Equality with regards to Women’s Legal and Human Rights, the goal to eliminate sexual and family violence and attitudes towards such forms of violence, would require having policies and programmes to prevent these forms of violence. This could include the analysis of legislation regarding violence, seminars for lawmakers, the police and the judiciary in reforming attitudes towards sex and violence, the changing of public attitudes, government programmes to support victims of violence, prevention of trafficking of women and children, sex and pedophilic tourism.

4. ACCESS TO SERVICES:

Government in its commitment in reviewing the development structure, providing basic infrastructure, improving health service delivery and education (Pillars 7,9 and 10- RDSSED 2009-2014) looks into enhancing the lives of people in Fiji through improved access to health, education, and other basic utilities.

(I) HEALTH and HIV & AIDS

i. Reproductive Health & HIV/AIDS

Reproductive Health implies that people are able to have a satisfying and safe reproductive life and that they have the capability to reproduce and the freedom to decide if, when and how often to do so. Implicit in this is the rights of men and women to be informed and to have access to safe, effective, affordable and acceptable methods of family planning of their choice and further other methods of their choice for regulation of fertility which are not against the law. It also includes the right of access to appropriate health care

services that will enable women to go safely through pregnancy and childbirth and provide couples with the best chance of having a healthy infant.

Government recognizes that **HIV and AIDS** is a barrier to Fiji's overall national progress and development. This is shown by providing a specific budget line for HIV and supporting an appropriate legislative framework affirming that only through a well coordinated partnership with local and international partners, Fiji can respond effectively to the challenges of HIV & AIDS and STIs. This is envisaged to accelerate the reversal of the spread of this pandemic. In addition to Government funding, UNICEF, UN AIDS and SPC, also provide funding and technical assistance for HIV and AIDS programmes.

The National Advisory Committee of AIDS (NACA)

In its policy framework the Fiji National HIV/AIDS Strategic Plan 2007 – 2011 articulated five Priority Areas namely: Prevention of HIV infection; Clinical Management of HIV and AIDS; Continuum of Care for People Living with or affected by HIV; Research, Surveillance and Monitoring and Evaluation; and Coordination and Good Governance.

Health continues to be a growing and increasingly complex field of competing priorities from all perspectives: from the individuals to governments, businesses, health professionals and the health services system. A healthy and productive population is a key for sustainable economic development. Despite consuming a major portion of governments budget (3% of GDP and 9% of total budget), health care funding continues to be lower compared to other countries in the region. Whilst many efforts have been made to improve health outcomes, review of health performance indicators suggests that Fiji lags behind in achieving key MDG Goals. This suggests substantial challenges remain in terms of both the health benefits received by the people and the effectiveness of the health service in delivering improved health.

(II) EDUCATION.

There is also a need to incorporate gender into education curricular including tertiary institutions and also promote the elimination of gender biases in educational materials. Generally, urban women have higher levels of education compared to those in rural areas. Participation of rural women in handicraft making and small scale activities as a source of

income, in addition to their domestic and traditional roles. However, women in rural areas including those with disability would like to have access to education particularly TVET.

In terms of education service delivery, the Technical and Vocational Education Training (TVET), Leadership & Management and Enterprise Education (EE) pilots have shown increased benefits to schools, students and the community at large. Such modes of education require further encouragement by having a national policy for TVET, resourcing and coordination between government and agencies with responsibility for TVET. TVET and Enterprise Education are considered as life long learning process in enforcing the concept of education.

The Plan of Action identifies the need to recognize and support mechanisms that will strengthen gender equality in access to formal and non-formal education and training.

(III) OTHER BASIC SERVICES (WATER, SANITATION, HOUSING AND TRANSPORT).

Water and Sanitation. Although it is reported that in 2004 approximately 47% of the population had access to improved water source, many rural areas still lack access to potable water with the exception of Rotuma. Provinces located closer to urban centres have a high percentage of obtaining access to metered water supply whilst the remaining populations in these provinces have communal standpipes, roof catchments water tanks, wells, rivers and creeks. The majority of the population who still lack access to potable water instead use communal standpipes, draw from wells, rivers and creeks.

Wholesome water is the basic necessity of life. Apparently, there is a need to improve the water supply system in rural areas. Women will also spend less time fetching water from wells, creeks and rivers. The provision of piped water system for individual homes will enable the people to have improved sanitation as well. In 2004 the percentage of the population using improved sanitation was 72% compared to 68% in 1990.

Housing: Housing is a basic necessity of life. Government is committed to provide equal

opportunity and access to adequate, quality and affordable accommodation for all citizens with a particular focus on low income groups and the poor (RDSSED 2009 – 2014). The need for housing is exacerbated by the increasing number of informal settlements in peri urban centres.

Transport remains to be a vital component of the economy contributing to around 10 percent to GDP. The transport sector includes land, sea and air transport.

Land Transport.

Major developments included the completion of the 50 KM Kings and Lodon roads, upgrading on portions of roads and bridges within the Suva/Nausori and Lautoka/Nadi corridors together with the rehabilitation of most of the road sections around the country. Progress on the FRUP III is anticipated to be completed in December 2009. The rural roading programme will continue to provide basic all weather access roads to rural dwellers and villages in a cost effective manner. This will improve the quality of life of the rural population and promote economic growth by reducing rural transport costs. The priority is to connect all rural communities and villages in the interior of Vitilevu and Vanualevu by road. The special needs of women and girls with disabilities to access public transportation has to be addressed also.

Shipping.

The rural and outer islands suffer from inadequate infrastructure, either due to poor design or through lack of capital and maintenance budget allocations. Government infrastructure spending on the transport sector has been focused on land transport, with only about 1.4% spent annually on sea and shipping related activities. Shipping spending is limited to maintenance; most of this small budget is shared between Suva, Lautoka, Savusavu and Levuka – the international ports of entry – rather than to develop inter-island shipping.

The outer islands do not have substantial markets on their own, the main market for most products being Suva or Viti Levu. However the only means to access this market is by sea, leading to unsatisfied demands and needs for better shipping services and maritime

infrastructure.

This requires a rural sector wide project to increase access to human and financial assets to better utilize the natural resources in addressing increased market opportunities provided by better infrastructure provision to the rural communities and, especially, the outer islands.

5. WOMEN AND THE LAW.

Key issues arising from the WPA consultations which are pertinent to legislations and human rights include the following:

- a) Review of Legislation, there is a need to review some legislation to be more gender sensitive and to comply with the requirements of CEDAW, MDGs and other international and regional commitments.

Some of these include:

- Marriage Act 1969 has been reviewed and amended, increasing the marriage age for young women from 16 years to 18 years which is also in line with the General Recommendation of the UN CEDAW Committee and CRC;
- Mental Health legislation (proposed) must take into account the different needs of women
- and men who may require services and treatment;
- The Public Health Act is currently under review;
- Review the Statistics Act to make provisions for gender sensitive census data collection and analysis.

- b) Human rights awareness programmes for men and women including the disabled;

- c) Access to justice and legal services for all women in rural and remote areas.

- d) Promulgation of Domestic Violence Bill.

The Plan of Action identifies the need to recognize and support mechanisms that will strengthen and ensure the achievement of the goal of 'Elimination of all forms of discrimination against women'.

Institutional Arrangements

Role of the Department of Women.

Within the Ministry of Social Welfare, Women and Poverty Alleviation, the role of the Department of Women is to reduce poverty through the empowerment of women and mainstreaming of women and gender issues. The delivery of this role is being reviewed which should provide a clear and articulate direction for the Department and its stakeholders.

Partnership Arrangements

The Women's Plan of Action recognizes that the full economic and social participation of women is the responsibility of Government. It therefore relies on the different ministries/ departments to integrate the needs and concerns of women in their everyday work. The Ministry will be the coordinating authority for the Women's Plan of Action. To effectively carry out this task the following mechanisms will facilitate the implementation of the WPA.

There will be a taskforce for each Area of Concern; membership will comprise representatives from relevant Government agencies, NGOs, Statutory Boards and other Development Partners. Members of the taskforces will also be appointed Gender Focal Points in their respective organisations. The Terms of Reference for the taskforces is attached as **Annex 2** to this document. At the same time, ministries planning mechanisms, Gender Focal points (Taskforce members) and other institutional mechanisms need to be strengthened so that they can effectively mainstream gender issues and concerns into their respective sectoral policies and programmes.

Civil society organizations and other stakeholders at national, regional and international level also play a crucial role in strengthening its partnership to deliver the outcomes pertaining to the Women's Plan of Action.

Financial Arrangements

The implementation of the Women's Plan of Action requires both financial and human resources. The WPA is a document which articulates the development needs and aspirations of women in Fiji hence the need to view it in totality. The limited resources of

government will not be able to fulfill all these obligations; therefore, the participation and contribution of Development Partners through technical assistance and financial support is not only important but imperative. This will result in the goals identified in the Women's Plan of Action being achieved.

Implementation and Monitoring Arrangements

The implementation of policy directions is a continuing process involving the strategies and resources of Government and the co-operation of its Development Partners through wide consultation. The WPA will be effectively implemented through the Inter agency Committees for each area of concern. The chairperson and deputy chairperson will be appointed by the Permanent Secretary for Social Welfare, Women and Poverty Alleviation upon the recommendation of the Director for Women. The list of members for each committee is outlined on **Annex 1**.

Essentially, effective monitoring will result not only in demonstrating the changing position of women in the key areas of concern but also identify policy changes required. The monitoring framework will include the Executive Gender Management Team and the National Women's Advisory Council. The Terms of References is also included on **Annex 2**.

Reviewing and Reporting

The Minister responsible for women will provide an annual report of achievements and changes to the Plan of Action and progress reports on continuing work. At the end of every three years a full scale review involving the widest consultation process of all key partners will take place within the next ten years. In addition, line Ministries and Departments involved are expected to be reporting through their annual reports and performance agreements.

SOME OF THE DEVELOPMENT PROGRAMMES FOR WOMEN IN FIJI



WOMEN'S DEVELOPMENT PROGRAMMES IN FIJI



THE FIVE AREAS OF CONCERN:

1.0 Formal Sector Employment and Livelihood

2.0 Equal Participation in Decision-Making

3.0 Elimination of Violence Against Women and Children

4.0 Access to Basic Services

5.0 Women and the Law

1.0 FORMAL SECTOR EMPLOYMENT AND LIVELIHOODS

Pillar 5 Growing the Economy while ensuring sustainability

Pillar 8 Reducing Poverty to a negligible level

GOAL: Reducing poverty by improving the quality of life through increased economic participation of women at all levels.

Strategic Objectives

- 1.1 Employees work in a safe, healthy, descent, conducive and sustainable work environment where more people can secure incomes from employment in the formal and informal sectors and acquire technical skills and productivity levels needed for higher incomes and economic development.**
- 1.2 Communities improve their livelihoods through small, micro and medium enterprise development**
- 1.3 Maximum institutional capacity of key partners for gender mainstreaming.**
- 1.4 Communities benefit from sustainable development and management of marine and agricultural resources to maximize long term economic returns.**
- 1.5 All categories of poor are able to meet their basic needs.**

The Plan of Action for Formal sector Employment and Livelihoods is set out in Table 1 which covers the five strategic objectives with corresponding direction for action and indicators, with implementing agencies to put it into effect.

TABLE 1 Reducing poverty by improving the quality of life through increased economic participation of women at all levels.

STRATEGIC OBJECTIVE	DIRECTIONS FOR ACTION	INDICATORS	DEVELOPMENT PARTNERS
<p>1.1 Employees work in a safe, healthy, descent, conducive and sustainable work environment where more people can secure incomes from employment in the formal and informal sectors and acquire technical skills and productivity levels needed for higher incomes and economic development</p>	<ul style="list-style-type: none"> • Awareness Training programmes on ERP, OHS Act, and other employment-related laws; • Review EEO policy in Government; • Equal pay for equal value of work. 	<ul style="list-style-type: none"> • Percentage of women who have undergone the awareness training on employment-related laws annually; • Number of recommendations adopted and implemented; • Standardized wages adopted and implemented. 	<ul style="list-style-type: none"> • Ministry of Labour & Industrial Relations; MSWWPA, PSC, Trade Unions, NGOs
	<ul style="list-style-type: none"> • Appropriate research in partnership amongst relevant institutions; • Monitoring employment indicators. 	<ul style="list-style-type: none"> • Number of research conducted and recommendations adopted and implemented Ongoing; • Percentage of economically active by gender; • Percentage of wage employment by gender; • Percentage of participation in non agricultural activities by gender; • (In time with/when any employment – related survey is 	<ul style="list-style-type: none"> • MSWWPA, PSC • Ministry of Labour & FIBoS • NGOs, Academia Research Institutions

STRATEGIC OBJECTIVE	DIRECTIONS FOR ACTION	INDICATORS	DEVELOPMENT PARTNERS
		undertaken by the State.).	
	<ul style="list-style-type: none"> • Opportunities that enhance the profile of women. 	<ul style="list-style-type: none"> • Number of network programme for unemployed women established By 2016; • Facilitate the inclusion of national statistics that captures women’s unpaid work (to influence GDP) On-going – <i>in time with/when the census is undertaken by the State.</i> 	<ul style="list-style-type: none"> • FIBOS, MSWWPA
	<ul style="list-style-type: none"> • Research on internal and external labour migration of women. 	<ul style="list-style-type: none"> • Database available; • Appropriate mechanisms developed and implemented to safeguard interests of women migrant workers by 2012. 	<ul style="list-style-type: none"> • MSWWPA, FIBOS, Statutory boards, Private sector, FEF, Trade Unions, NGOs, Immigration Dept., USP, Development Partners.
<p>1.2 Communities improve their livelihoods through small, micro and medium enterprise development</p>	<ul style="list-style-type: none"> • Market research on the participation of women in cottage industry as a strategy for import reduction and export; • Partnership with the private sector and entrepreneurs. 	<ul style="list-style-type: none"> • Number of recommendations adopted and implemented by 2010; • Reduced import of identified goods and commodities; • Increased number of women having access to markets by 2012 	<ul style="list-style-type: none"> • Agriculture, Municipalities NGOs Provincial Councils MSWWPA, FTIB, USP, FIBoS, NCSMED, Multi Ethnic Affairs, Development partners, Private Sector

STRATEGIC OBJECTIVE	DIRECTIONS FOR ACTION	INDICATORS	DEVELOPMENT PARTNERS
	<ul style="list-style-type: none"> Developing marketing for MSMEs through research conducted regularly on new markets and opportunities 	<ul style="list-style-type: none"> Increased loans and savings of MFIs 	<ul style="list-style-type: none"> Agriculture, Municipalities NGOs Provincial Councils MSWWPA, FTIB, USP, FIBoS, NCSMED, Multi Ethnic Affairs, Development partners, Private Sector
	<ul style="list-style-type: none"> Marketing strategies for goods and services provided by women. 	<ul style="list-style-type: none"> Increased number of women in private sector partnership by 2012. 	<ul style="list-style-type: none"> NCSMED, NGOs, Private Sector.
	<ul style="list-style-type: none"> Continual learning mechanisms for rural and disadvantaged women 	<ul style="list-style-type: none"> Number of women trained and economic activities generated. 	<ul style="list-style-type: none"> MSWWPA, NCSMED, NGOs, FBOs Private sector, Statutory boards
	<ul style="list-style-type: none"> Strengthen existing mechanisms, by allowing women to access financial independence (encouraging women's access to formal financial systems) and monitoring as well. 	<ul style="list-style-type: none"> Percentage of women gaining access to funds from lending agencies. <p>By 2012</p>	<ul style="list-style-type: none"> FIBOS, NGOS, FBOs.
	<ul style="list-style-type: none"> Linking target group to financial institution and monitoring as well. 	<ul style="list-style-type: none"> Percentage of women gaining access to funds from lending agencies by 2012. 	<ul style="list-style-type: none"> NCSMED, MSWWPA, NGOs, Micro-Finance Institutions (MFIs).
	<ul style="list-style-type: none"> Business management training and 	<ul style="list-style-type: none"> Increased number of women successfully operating small 	<ul style="list-style-type: none"> NCSMED, FDB Municipalities MSWWPA, FIBOS

STRATEGIC OBJECTIVE	DIRECTIONS FOR ACTION	INDICATORS	DEVELOPMENT PARTNERS
	<p>provision of grants</p> <ul style="list-style-type: none"> Monitoring of Indicators on women and men who are self employed in small businesses and/or micro-enterprises. 	<p>business on an ongoing basis.</p> <ul style="list-style-type: none"> Number of Business licenses issued by year and sex of license holder annually; Number of Business Loans by sex annually; Number of Micro-finance clients by sex annually; Number of Business development and financial training and trainees by sex annually. 	<ul style="list-style-type: none"> NCSMED, FDB Municipalities MSWWPA, FIBOS
<p>1.3 Maximum institutional capacity of key partners for gender mainstreaming.</p>	<ul style="list-style-type: none"> Gender and policy analysis training for key personnel; Gender analysis for targeted ministries and departments. 	<ul style="list-style-type: none"> Number of officials who are able to guide gender and policy analysis in the sector annually; Number of Gender audit completed annually; Number of gender sensitive policies and programmes developed and implemented in the sector annually. 	<ul style="list-style-type: none"> MSWWPA PSC, Min. of Finance Ministry of National Planning Partners Ministries, Departments
<p>1.4 Communities benefit from sustainable development and management of</p>	<ul style="list-style-type: none"> Gender audit of Food Security policies in agriculture and fisheries; 	<ul style="list-style-type: none"> Gender policy for agriculture and fisheries is endorsed and adopted by 2011; 	<ul style="list-style-type: none"> Ministry of Agriculture, Ministry of Fisheries and Forests,

STRATEGIC OBJECTIVE	DIRECTIONS FOR ACTION	INDICATORS	DEVELOPMENT PARTNERS
marine and agricultural resources to maximize long term economic returns.	<ul style="list-style-type: none"> • Gender policy and plan of action for agriculture and fisheries. 	<ul style="list-style-type: none"> • Ratio of males and females employed as programmed managers and extension agents; • Ratio of males and females served by extension services and other development programmes; • National gender inclusive food security policy and plan of action adopted and implemented. 	Department of Environment, MSWWPA, NGOs, Ministry of Finance, Ministry of National Planning, PSC
1.5 All categories of poor are able to meet their basic needs.	<ul style="list-style-type: none"> • Conduct policy based research on poor and vulnerable women including those with disability. 	Reduction in number of women living below the poverty line by 2015 through established gender sensitive poverty baseline and develop anti poverty strategy;	<ul style="list-style-type: none"> • Min. of Finance Ministry of National Planning, MWSWPA, FIBOS, FNCDP, NGOs, Development Partners.
	<ul style="list-style-type: none"> • Alternative livelihoods for those engaged in prostitution. 	Number of women trained and operate own businesses annually.	<ul style="list-style-type: none"> • MSWWPA, NCSMED, NGOs Development Partners, FBOs
	<ul style="list-style-type: none"> • Gender budgeting training and processes developed 	<ul style="list-style-type: none"> • Gender responsive budgeting adopted and implemented by 2014. 	Min. of Finance Ministry of National Planning, Development Partners, MSWWPA

2.0 EQUAL PARTICIPATION IN DECISION-MAKING

PILLAR 1 Ensuring sustainable democracy and good and just governance

PILLAR 3 Ensuring effective, enlightened and accountable leadership

GOAL: Making Women Visible in Formal Decision Making in Fiji.

Strategic Objectives

2.1 Free and fair general elections and appropriate representation in Parliament and Cabinet

2.2 Effective, Enlightened and Accountable Leadership.

The Plan of Action for Balancing Gender in Decision-Making is set out in Table 2 which covers the two Strategic Objectives with corresponding direction for action and indicators, with implementing agencies to put it into effect.

Table 2 Making Women Visible in Formal Decision Making in Fiji.

STRATEGIC OBJECTIVES	DIRECTIONS FOR ACTION	INDICATORS	DEVELOPMENT PARTNERS
<p>2.1 Free and fair general elections and appropriate representation in Parliament and Cabinet</p>	<ul style="list-style-type: none"> • Regulation with provisions for substantial representation of women in political parties' hierarchy; • Constitution to have provisions for affirmative action programmes and Temporary Special Measures; • Affirmative Action for change that will enable women's participation in Parliament. 	<ul style="list-style-type: none"> • Percentage of women in executive political party positions. By 2014; • Number of women endorsed as party candidates in each elections; • Constitution has provision for TSM and in compliance with CEDAW; • Temporary Special Measures for women's participation in Parliament adopted and implemented by 2015. 	<ul style="list-style-type: none"> • Civil Society Groups, Political parties, Private sector, • Ministry of Finance, Ministry of National Planning, Elections Office, Constitution Review Committee; Department for Women.
<p>2.2 Effective, Enlightened and Accountable Leadership.</p>	<ul style="list-style-type: none"> • Local level intervention to institutionalize nomination and membership of women in Tikina Councils, Advisory Councils and Provincial Councils; • Profiling of women for decision making boards to be mandatory. • Review Laws and regulations on membership of relevant boards with criteria for meritorious membership included; 	<ul style="list-style-type: none"> • Number of women endorsed as members of the Tikina, Advisory and Provincial Councils and Municipalities. Ongoing; • 50% women membership at all levels of decision making including Integrated Development structure at Provincial level • Increased number of women members in public boards etc. through legislative reforms by 2015; 	<ul style="list-style-type: none"> • Civil Society Groups, political parties, the private sector, Government, Ministry of Finance, Ministry of National Planning, Department for Women, Municipalities. • SC's Office, MSWWPA, PSC, Public Enterprise, NGOs, Elections Office, Statutory

STRATEGIC OBJECTIVES	DIRECTIONS FOR ACTION	INDICATORS	DEVELOPMENT PARTNERS
	<ul style="list-style-type: none"> • Proportional representation through legislated quota; • Membership for Electoral Commission, Constitution Review Committee and Trade unions. 	<ul style="list-style-type: none"> • Reviewed legislations with 50% representation in formal decision making are women; • Number of women members in the Electoral Commission, CRC and Trade Unions. 	boards.
	<ul style="list-style-type: none"> • Leadership and empowerment programmes at all levels of society (for example, <i>Environment/Disaster Awareness</i>). 	<ul style="list-style-type: none"> • Increased number of women undergoing formal leadership training; • Percentage of women in decision making bodies. Ongoing. 	<ul style="list-style-type: none"> • PSC, NGOs, Ministry of Indigenous Affairs, Dept. of Multi Ethnic Affairs.
	<ul style="list-style-type: none"> • Leadership programmes at all levels in all Sectors. 	<ul style="list-style-type: none"> • Increased number of women in decision making bodies including school boards & committees. On going. 	<ul style="list-style-type: none"> • Ministry of Education, MSWWPA,NGOs.
	<ul style="list-style-type: none"> • Gender analysis training for all stakeholders. • Mainstreaming of gender concerns in the Fiji Public Service. 	<ul style="list-style-type: none"> • Number of persons trained in gender analysis; On going; • Gender-responsive policies in place within the public sector. On going; • Gender mainstreaming included in KPIs for Permanent Secretaries and Heads of Depts. 	<ul style="list-style-type: none"> • MSWWPA, PSC, Ministry of Finance Ministry of National Planning, Development Partners

3.0 ELIMINATION OF VIOLENCE AGAINST WOMEN & CHILDREN.

PILLAR 1 ENSURING SUSTAINABLE DEMOCRACY AND GOOD AND JUST GOVERNANCE

GOAL: A Safer Community by Eliminating Violence Against Women and Children through improved response to law and order issues.

Strategic Objectives

- 3.1 Improved responses to crimes against women and children.**
- 3.2 Improved access to justice and legal services.**

The Plan of Action for Violence Against Women and Children is set out in Table 3 which covers the two Strategic Objectives with corresponding direction for action and indicators, with implementing agencies to put it into effect.

Table 3 A Safer Community by Eliminating Violence Against Women and Children through improved response to law and order issues.

STRATEGIC OBJECTIVES	DIRECTIONS FOR ACTION	INDICATORS	DEVELOPMENT PARTNERS
<p>3.1 Improved responses to crimes against women and children.</p>	<ul style="list-style-type: none"> National policy on Gender Based Violence; Review existing policies such as No Drop Policy, SHP. Obligations on CEDAW/CRC/HR/D ERAW. 	<ul style="list-style-type: none"> Establishment and implementation of GBV policy Number of policies reviewed and endorsed by 2012. 	<p>MSWWPA, Judicial, Police, Min. of Health, NGOs, FNCDP, Development partners</p>
	<ul style="list-style-type: none"> Improve responses to crimes against women and children – upgrading of facilities to deal with crimes 	<ul style="list-style-type: none"> Reduction of crimes against women and children 	<ul style="list-style-type: none"> Ministry of Defence, Ministry of Justice, Fiji Police Force, Fiji Prison Services, Department of Social Welfare
	<ul style="list-style-type: none"> Public Awareness on the current policies, regulations and legislations: Family Law Act 2004, Employment Relations Promulgation 2008, Equal Employment Opportunities, Crimes Decree 2009 and Domestic Violence Decree 2009. 	<ul style="list-style-type: none"> Percentage of participants attended. Ongoing; Number of BCC materials developed and distributed. On going; Number of family applications received by Family Court annually. 	<ul style="list-style-type: none"> MSWWPA Judicial, Police, Min. of Health, NGOs, Media
	<ul style="list-style-type: none"> Public Awareness on the 	<ul style="list-style-type: none"> Percentage of reported cases on 	<ul style="list-style-type: none"> MSWWPA Judicial, Police,

STRATEGIC OBJECTIVES	DIRECTIONS FOR ACTION	INDICATORS	DEVELOPMENT PARTNERS
	<p>issue of gender based violence.</p>	<p>Gender Based Violence (GBV).Ongoing;</p> <ul style="list-style-type: none"> Incorporate gender issues in curricular of faith based tertiary institutions. 	<p>Min. of Health, NGOs, Media, FBO, training institutions e.g. PRS, Davuilevu Theological College</p>
	<ul style="list-style-type: none"> Community awareness of unacceptability of violent behaviour 	<ul style="list-style-type: none"> Number of awareness programmes and follow up conducted annually. 	<ul style="list-style-type: none"> NGOs, FBOs, Media.
	<ul style="list-style-type: none"> Expansion of the Zero Tolerance Violent Free Community (ZTVFC) Projects through coordinated effort of key agencies. 	<ul style="list-style-type: none"> Increasing number of established ZTVFC projects annually. 	<ul style="list-style-type: none"> MSWWPA Police, Judicial Development partners, NGOs, Youth, Provincial Development, Indigenous and Multi-ethnic Affairs, FBO, Media.
	<ul style="list-style-type: none"> Support programme to Victims of Violence including young boys; Purple ribbon campaign for women's issues. 	<ul style="list-style-type: none"> Safe houses with professional Counseling services established for Victims and Perpetrators (Increase in human and financial resources) by 2015; Professional counselling services available throughout Fiji; Number of communities empowered to deal with violence against 	<ul style="list-style-type: none"> MSWWPA Judicial, Police, Ministry of Health, NGOs, FBO, FNCDP

STRATEGIC OBJECTIVES	DIRECTIONS FOR ACTION	INDICATORS	DEVELOPMENT PARTNERS
	<ul style="list-style-type: none"> Framework for Sexual Exploitation of Women and Children. Research on trafficking of women and children. 	<p>women and children.</p> <ul style="list-style-type: none"> Police Records on cases reported. By 2011; Situational Analysis Report published on extent of women/children trafficking in Fiji by 2011; Establishment of laws to include penalties for user of sex workers services by 2016; Establishment of Laws to address emerging issues (pornography/paedophile) by 2016; 	<ul style="list-style-type: none"> Police, Judiciary, FLRC, Department for Women, Ministry for Youth, MSWWPA, Ministry of Foreign Affairs, DPP Office, Immigration, Tourism, NGOs, CSOs, FBOs, Interpol International Database.
<p>3.2 Improved access to justice and legal services.</p>	<ul style="list-style-type: none"> Public awareness on violence against women and children with disabilities. 	<ul style="list-style-type: none"> Percentage of participants attending the training. Ongoing; More reporting received on violence against women and children with disabilities; 	<ul style="list-style-type: none"> Fiji Police Force, Ministry of Justice, Ministry of Health, FNCDP, Department for Women, CSOs, NGOs, MOE (CDU),
	<ul style="list-style-type: none"> Create a framework of analysis and reports on issues of violence; Community Education Programme through Awareness and 	<ul style="list-style-type: none"> Percentage reduction in number of VAW cases annually; Expansion of powers for the Censorship Board to cover all media outlets 	<ul style="list-style-type: none"> Fiji Police Force, Ministry of Justice, Ministry of Health, Department for Women, CSOs, NGOs, MOE (CDU), Media and Censorship Board.

STRATEGIC OBJECTIVES	DIRECTIONS FOR ACTION	INDICATORS	DEVELOPMENT PARTNERS
	<p>Focus Group Training (Communities);</p> <ul style="list-style-type: none"> Data on violence against women and children. 	<p>by 2012.</p> <ul style="list-style-type: none"> Increased number of women and children with disabilities who are survivors of abuse receive counselling 	<p>MSWWPA, FNCDP, FWC, Police, Judicial, Media and Development Partners.</p>
	<ul style="list-style-type: none"> Moral and civic education in school curricula. 	<ul style="list-style-type: none"> Moral and civic education incorporated in school curricula by 2013. 	<ul style="list-style-type: none"> MSWWPA Police, Judicial, MOE (CDU) Development partners, NGOs, Youth, Min. of Provincial Development, Indigenous and Multi-ethnic Affairs.
	<ul style="list-style-type: none"> Positive images of women in the media. 	<ul style="list-style-type: none"> Reduction in the number of stereotype negative portrayal of women in the media. On going. 	<ul style="list-style-type: none"> MSWWPA Police, Judicial, Development Partners, NGOs, Youth, Provincial Development, Indigenous and Multi-ethnic Affairs, Media, Censorship Board.
	<ul style="list-style-type: none"> Review and implement laws to provide mandatory custodial sentence for convicted persons. 	<ul style="list-style-type: none"> Appropriate sentencing clause incorporated in relevant legislation: Penal Code, Sentencing Act (proposed) by 2013. 	<p>AG's Office, Judiciary, Police, NGOs</p>
	<ul style="list-style-type: none"> Gender sensitive programmes for Police, the Judiciary, Prisons & Correctional Services; 	<ul style="list-style-type: none"> Number of officers trained annually; Number of training conducted for sexual offenders 	<ul style="list-style-type: none"> MSWWPA Police, Judicial, Prisons & Correctional Services Development partners, NGOs,

STRATEGIC OBJECTIVES	DIRECTIONS FOR ACTION	INDICATORS	DEVELOPMENT PARTNERS
	<ul style="list-style-type: none"> • Quick disposal of cases involving men and children. • Awareness programmes on violence against women to ensure that laws, operational procedures and rules of evidence are gender sensitive. 	<ul style="list-style-type: none"> • Turnover time in terms of processing of cases. Ongoing; • Rules and guidelines for handling of gender based violence established by 2011. 	<p>Ministry of Youth, Ministry of Provincial Development, Indigenous and Multi-ethnic Affairs, DPP, FNCDP.</p>
	<ul style="list-style-type: none"> • Gender training and policy analysis for key personnel; • Gender audits for government departments. 	<ul style="list-style-type: none"> • Gender responsive policies and programmes in place. Ongoing; • Number of recommendations from gender audits that have been implemented. 	<ul style="list-style-type: none"> • MSWWPA PSC, Ministry of Finance, FNCDP Ministry of National Planning, Development Partners
	<ul style="list-style-type: none"> • Strengthen inter agency Taskforce on Violence Against Women & Children. 	<ul style="list-style-type: none"> • Memorandum of Agreement for clear guidelines on work of taskforces by 2010; • Submission of progress reports to PS-SWWPA. Ongoing. 	<ul style="list-style-type: none"> • Police Department, MOH, DSW, MSWWPA, NGOs, CBOs, FBOs, Judicial, MOLabour, FNCDP.
	<ul style="list-style-type: none"> • Capacity Building to enhance skills and services provided to victims of violence. 	<ul style="list-style-type: none"> • No. of training conducted annually; • Establishment of Conditions for Service on victims of gender based violence by 2010 	<ul style="list-style-type: none"> • Police Department, MOH, DSW, MSWWPA, NGOs, CBOs, FBOs, Judicial, Min. of Labour.

4.0 ACCESS TO BASIC SERVICES:

Pillar 7 Developing an Integrated Development Structure at the Provincial Level

GOAL: Promoting Equal Opportunities and Access to Basic Services.

I. HEALTH

PILLAR 10 Improving Health Service Delivery

Strategic Objectives:

- 4.1 Communities are served by adequate primary and preventative health services, thereby protecting, promoting and supporting their well-being.**

II. EDUCATION

PILLAR 9 Making Fiji a Knowledge-based Society

Strategic Objectives:

- 4.2 Making Fiji a Knowledge-Based Society**
4.3 Maximum institutional capacity of key partners for gender mainstreaming.

III. OTHER BASIC SERVICES

PILLAR 7 Developing an Integrated Development Structure at the Provincial Level

Strategic Objectives

- 4.4 Increasing access to continual safe drinking water and appropriate sanitary waste disposal systems**
4.5 To provide cost-efficient transport services that is safe and environmentally sustainable to enhance access to services and markets
4.6 To facilitate for accessible, decent and affordable housing for all citizens with a particular.

The Plan of Action for Access to Services is set out in Table 4 which covers the six Strategic Objectives with corresponding direction for action and indicators, with implementing agencies to put it into effect.

Table 4 Promoting Equal Opportunities and Access to Basic Services

STRATEGIC OBJECTIVES	DIRECTIONS FOR ACTION	INDICATORS	DEVELOPMENT PARTNERS
<p>4.1 Communities are served by adequate primary and preventative health services, thereby protecting, promoting and supporting their well-being.</p>	<ul style="list-style-type: none"> • Strengthened partnership with Ministry of Health for greater access to health services and facilities in rural areas and urban centres through decentralization of health services; • Extensive mobile outreach services for communities; • Care and opportunities for elderly women and the disabled. 	<ul style="list-style-type: none"> • Percentage of the total population with access to functioning health services within a 5-mile radius by locality. Ongoing; • Decentralization of birthing centres by 2016; • National Women’s Hospital be established by 2012 • Number of Health workers gender sensitized and trained to provide quality care annually; • Number of mobile outreach services facilitated: NCD, MCH, FP, STIs, HIV/AIDS. Ongoing; • Programmes in place for elderly and disabled women and girls by 2010; • Accommodation/Shelter for mentally and physically challenged women provided by 2011. 	<ul style="list-style-type: none"> • Ministry of Health, Development Partners, NGOs • MSWWPA, FBOs, CSOs.
	<ul style="list-style-type: none"> • Public awareness programmes on HIV and AIDS and STIs; • Public awareness 	<ul style="list-style-type: none"> • Percentage of Awareness Training conducted both in communities and government. 	<ul style="list-style-type: none"> • Ministry of Health, MSWWPA, NGOs,

STRATEGIC OBJECTIVES	DIRECTIONS FOR ACTION	INDICATORS	DEVELOPMENT PARTNERS
	<p>programmes on family planning, consequences of abortion and teenage pregnancies and mental health (mentally challenged).</p> <p>Monitor RH indicators</p>	<p>Ongoing;</p> <ul style="list-style-type: none"> • Number of Behavioral Change Communication (BCC) materials developed and distributed. On going; • Maternal mortality rate; No. of teenage pregnancies; Access & use of family planning on an annual basis. 	<p>Development partners.</p> <ul style="list-style-type: none"> • Ministry of Health, MSWWPA, NGOs, Development partners.
<p>4.2 Making Fiji a Knowledge-Based Society</p>	<ul style="list-style-type: none"> • Profiling to capture the unmet needs of women and girls in education; • Gender policy and plan of action for the education sector; • Family Life Education to include gender equality, sensitivity and awareness and issues of gender based violence. 	<ul style="list-style-type: none"> • Database available by 2014; • Number of interventions developed and implemented to meet education needs of women and girls; • A Gender Policy endorsed and adopted by 2012; • Gender sensitive FLE incorporated into school curriculum. 	<p>Ministry of Education, PSC MSWWPA, NGOs</p>
	<ul style="list-style-type: none"> • Review school curricula and revise textbooks. 	<ul style="list-style-type: none"> • Gender analysis completed, curriculum development is informed by gender analysis, and curriculum materials are appropriately revised by 2015. 	<ul style="list-style-type: none"> • Government, Ministry of Education.
	<ul style="list-style-type: none"> • Monitor MDG Goal 3 Target 3.A & Indicator 3.1; 	<ul style="list-style-type: none"> • MDG Ind 3.1. Ratios of girls to boys in primary, secondary 	<ul style="list-style-type: none"> • Ministry of Education, MSWWPA

STRATEGIC OBJECTIVES	DIRECTIONS FOR ACTION	INDICATORS	DEVELOPMENT PARTNERS
	<ul style="list-style-type: none"> Monitor MDG 2 Target 2.A Indicator 2.3 and other indicators for gender equality in education. 	and tertiary education by 2015; <ul style="list-style-type: none"> MDG Ind 2.3 Literacy rate of 15-24 year olds, women and men by 2015; Ratio of male & female teachers & principals at all levels by 2015; Enrolment rate at teacher training institutions by sex. By 2015; Average years of schooling by sex; By 2015.	
	<ul style="list-style-type: none"> Technical Vocational & Education Training and Matua Education programmes extended to rural areas and other schools. 	<ul style="list-style-type: none"> Increased enrolment in Non-formal Education by sex by 2015; Number of new centres established & operating in rural areas. 	<ul style="list-style-type: none"> Ministry of Education. CSOs
	<ul style="list-style-type: none"> Gender awareness training in schools and tertiary institutions. 	<ul style="list-style-type: none"> Percentage of Institutions providing Gender Sensitization Training by 2015. 	<ul style="list-style-type: none"> Ministry of Education, Development Partners.
	Peace Education is included in the school curriculum: <ul style="list-style-type: none"> Conflict resolution skills included in schools. 	<ul style="list-style-type: none"> Materials are developed and widely used in schools. 	<ul style="list-style-type: none"> Ministry of Education, Development partners, CSOs, NGOs, MSWWPA
4.3 Maximum	<ul style="list-style-type: none"> Gender and 	<ul style="list-style-type: none"> Number of sectoral 	<ul style="list-style-type: none"> MSWWPA

STRATEGIC OBJECTIVES	DIRECTIONS FOR ACTION	INDICATORS	DEVELOPMENT PARTNERS
institutional capacity of key partners for gender mainstreaming in the education sector	<p>policy analysis training for key personnel.</p> <ul style="list-style-type: none"> Establish a gender focal point in FNCDP Secretariat 	<p>plans, policies & programmes are gender responsive By 2013.</p> <ul style="list-style-type: none"> Gender Advisor/Officer recruited; Effective implementation of WPA by FNCDP; Increased awareness on issues of women and girls with disabilities. 	<p>PSC, Ministry of Finance, Ministry of National Planning. Development Partners. MSWWPA, FNCDP, FBOs, NGOs</p>
4.4 Increasing access to continual safe drinking water and appropriate sanitary waste disposal systems	<p>Basic necessities of water, sanitation, housing and transport accessible to all women and men:</p> <ul style="list-style-type: none"> Expanding the rural water supply schemes and extending and upgrading major urban and rural water schemes Expansion of the sewer reticulation network and sewage treatment facilities and promoting 	<ul style="list-style-type: none"> Percentage of the population by locality with access to improved water supply. Ongoing; Percentage of the population by locality with access to improved sanitation. Ongoing; 	<ul style="list-style-type: none"> Ministry of Health, Ministry of Works and Transport, MRD, MEA, Dept of Housing, Development partners.
4.5 To provide cost-efficient transport services that is safe and environmentally sustainable to enhance access to services and	<ul style="list-style-type: none"> To continue investment in the construction, maintenance and upgrading of the national transport network. 	<ul style="list-style-type: none"> Percentage of the population by locality with access to improved road conditions and transportation. Ongoing; 	<ul style="list-style-type: none"> Government, Ministry of Health, Ministry of Works and Transport, MRD, MEA, Dept of

STRATEGIC OBJECTIVES	DIRECTIONS FOR ACTION	INDICATORS	DEVELOPMENT PARTNERS
markets	<ul style="list-style-type: none"> • Improve efficiency at ports • Develop and upgrade seaways and main rivers • Ensure a high level of safety and security in sea transport and prevent marine pollution • Provide economical, safe, adequate and efficient facilities for the transport of goods and people to facilitate trade, transshipment and other related functions 	<ul style="list-style-type: none"> • Proportion of the population who have access to transport services (government providing transport infrastructure and connectivity to all communities. Ongoing. 	<p>Housing, Development partners.</p> <ul style="list-style-type: none"> • Government, Ministry of Health, Ministry of Works and Transport, MRD, MEA, Dept of Housing, Development partners.
4.6 To facilitate for accessible, decent and affordable housing for all citizens with a particular.	<ul style="list-style-type: none"> • Facilitate for accessible and affordable housing for rural and urban communities • Assist Government's implementing agencies, PRB, HART and HA towards the effective execution of their social responsibilities 	<ul style="list-style-type: none"> • Proportion of the population who benefit from the current social housing scheme. Ongoing. • Proportion of the population (middle to low income earners) who benefit from these housing units and land lots. Ongoing. 	<ul style="list-style-type: none"> • Government, Ministry of Health, MEA, Dept of Housing, HART, HA, PRB, Development partners

5.0 WOMEN AND THE LAW

PILLAR 1 Ensuring Sustainable Democracy and Good and Just Governance

PILLAR 11 Enhancing Global Integration and International Relations

GOAL: Improving access to justice to strengthen and uphold the rule of law and implementations of treaty obligations.

Strategic Objectives:

- 5.1 Women's human rights are fully protected by law;**
- 5.2 Culture and Heritage**
Policy and programmes to record traditional knowledge and preserve positive customary cultural values, traditions and practices;
- 5.3 Environmental Sustainability**
Increase women's awareness and participation in environmental management and conservation;
- 5.4 Sharing of roles and responsibilities between men and women in the household as the basic unit of society;**
- 5.5 Maximum institutional capacity for key partners in the mainstreaming of gender into law.**

The Plan of Action for Women and the Law is set out in Table 5 which covers the five strategic objectives with corresponding direction for action and indicators, with implementing agencies to put it into effect.

Table 5 Improving access to justice to strengthen and uphold the rule of law and implementations of treaty obligations.

STRATEGIC OBJECTIVES	DIRECTIONS FOR ACTION	INDICATORS	DEVELOPMENT PARTNERS
5.1 Women’s human rights are fully protected by law.	<ul style="list-style-type: none"> Gender perspectives including CEDAW obligation incorporated into targeted law reforms; Ratification of CEDAW Optional Protocol. 	<ul style="list-style-type: none"> Marriage Act reviewed; Incorporate gender issues into Constitution; Electoral Reforms incorporates Quota system by 2014; Clarify indicators on quota findings by 2015. 	<ul style="list-style-type: none"> SG’s Office, MSWW&PA; NGOs, Development Partners. Civil Society Organisations, Statutory boards.
	<ul style="list-style-type: none"> Monitoring of new employment- related legislations. 	<ul style="list-style-type: none"> Review of employment-related laws so it does not discriminate against women and men and the protection of their legal rights. Ongoing. 	<ul style="list-style-type: none"> Ministry of Labour, SG’s Office, NGOs.
	<ul style="list-style-type: none"> Laws to align with CEDAW and have a standard “definition and age” to avoid conflict of interest when dealing with the girl-child. 	<ul style="list-style-type: none"> Relevant legislations aligned to CEDAW and CRC and for the standard definition. (Penal Code, CPC, Marriage Act, Adoption Act, Juveniles Act, & Family Law Act. By 2016. 	<ul style="list-style-type: none"> MSWWPA, Ministry for Justice, Police Department, SG’s Office
	<ul style="list-style-type: none"> Legal Literacy training and human rights in communities. 	<ul style="list-style-type: none"> Number of Legal Literacy Training provided to communities annually. 	<ul style="list-style-type: none"> SG’s Office, MSWW&PA; NGOs, RRRT, Donor Partners, FHRC
	<ul style="list-style-type: none"> Legal Literacy training and human 	<ul style="list-style-type: none"> Number of Legal Literacy 	<ul style="list-style-type: none"> SG’s Office, MWSW&PA;

STRATEGIC OBJECTIVES	DIRECTIONS FOR ACTION	INDICATORS	DEVELOPMENT PARTNERS
	rights in workplaces; <ul style="list-style-type: none"> • Media training on gender issues 	Training provided in workplaces. Ongoing; <ul style="list-style-type: none"> • Number of training conducted for media personnel. 	NGOs, Donor Partners, FEF, Trade Unions FHR. FNCDP
5.2 Protection and management of our culture and heritage for current and future generation	<ul style="list-style-type: none"> • Promote conservation and cultural resource development that emphasizes partnership with local resources and local institutions • Develop strategies to preserve, promote and increase awareness of culture for posterity and increase coordination of relevant agencies • Strengthen Partnership with relevant government ministries and statutory bodies to develop policy to safeguard traditional knowledge and practices; • Positive Cultural practices in alignment with CEDAW. 	<ul style="list-style-type: none"> • Percentage of resource owners meeting standards for best practices in the marketing of cultural resources • National programme and Policy for recording cultural knowledge in place by 2012. 	MWSW&PA; NGOs, Development Partners, Dept. of Culture, Ministry of Indigenous Affairs, Provincial Development and Multi Ethnic Affairs
5.3 Fiji's environment is protected from degradation and provides the people	<ul style="list-style-type: none"> • Increase women's awareness and participation in environmental 	<ul style="list-style-type: none"> • Promote awareness of environmental management at all levels and mobilize communities to 	Ministry of Primary Industries, Ministry of Fisheries and Forests, Department of

STRATEGIC OBJECTIVES	DIRECTIONS FOR ACTION	INDICATORS	DEVELOPMENT PARTNERS
<p>with a healthy and clean environment.</p>	<p>management and conservation.</p> <ul style="list-style-type: none"> • Work with government and NGOs on the area of Environmental Conservation, Disaster Awareness and Management; • Education and consultations at community level/schools/civil society; • Awareness programme on Environment Management Act. 	<p>manage their own environment as a priority</p> <ul style="list-style-type: none"> • Percentage of communities who have undergone integrated awareness training. Ongoing; • Percentage of conservation projects in communities – waste management, locally-managed marine areas, reforestations – both marine and land. Ongoing; • Gender responsive policies and plans in place to address environment and disaster management issues. Ongoing; • Number of EM Act awareness programmes implemented. 	<p>Environment, MSWWPA, Ministry of Health, NGOs, Communities,</p> <p>Department of Environment, MSWWPA, DISMAC, Fisheries, Forests, Agriculture, NGOs, Communities, DISMAC</p> <p>Department of Environment, MSWWPA, DISMAC, Fisheries, Forests, Agriculture, NGOs, Communities.</p>
<p>5.4 Sharing of roles and responsibilities between men and women in the household as the basic unit of society</p>	<ul style="list-style-type: none"> • Review of ERP to include the provision of paternity (parental) leave. • Education 	<ul style="list-style-type: none"> • Provision of paternity leave incorporated into relevant legislation by 2016; • Flexi hours for 	<ul style="list-style-type: none"> • CSOs, Department for Women, Faith-based Organizations, NGOs, FEF, Trade

STRATEGIC OBJECTIVES	DIRECTIONS FOR ACTION	INDICATORS	DEVELOPMENT PARTNERS
	awareness of parental responsibilities	nursing mothers who are in paid employment.	Unions.
	<ul style="list-style-type: none"> Men’s involvement in Family life education. 	<ul style="list-style-type: none"> Gender responsive issues are incorporated into the Family Life Education Training Package by 2014. 	<ul style="list-style-type: none"> CSOs, Department for Women, Faith-based Organizations, NGOs.
	<ul style="list-style-type: none"> Baby - Friendly Workplaces. 	<ul style="list-style-type: none"> Setting up of a Baby Friendly place for lactating mothers in the workplace. Ongoing. 	<ul style="list-style-type: none"> CSOs, Department for Women, Faith-based Organizations, NGOs.
5.5 Maximum institutional capacity for key partners in the mainstreaming of gender into law.	<ul style="list-style-type: none"> Gender training and policy analysis for key personnel. Legislative mandate for the Ministry for Women. 	<ul style="list-style-type: none"> Number of Sectoral plans, policies & programmes which are gender responsive. Ongoing; Appropriate legislation/promulgation in place by 2010 	<ul style="list-style-type: none"> MSWWPA PSC, Ministry of Finance, Ministry of National Planning Development Partners AG’s Office, Other Ministries and Development. NGOs

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Annex 1

Proposed Membership of the Inter agency Committees (Taskforces)

	FSEL	EPIDM	ACCESS TO SERVICES	EVAW	WAL
1.	Public Service Commission	PSC	MOH	MOH	SG'S OFF
2.	Min of Labour	Ministry of Public Enterprises	MOE	Police	Dept. of Culture
3.	Agriculture Dept.	MOE	Ministry of Works & Energy	Dept of Social Welfare	Dept. of Environment
4.	Fisheries Dept.	Ministry of Home Affairs	NACA	Family Court Division	Judicial
5.	Poverty Alleviation Unit	Min. of Finance	Fiji Disabled Persons Association	FNCDP	Police
6.	Fiji Islands Bureau of Statistics	Min. of Indigenous Affairs	FNCDP	NACA	FIBoS
7.	Ministry of Provincial Development	Dept of Multi Ethnic Affairs	NCW	NCW	NCW
8.	Dept. of Co-operatives	PM's Office	SSV	SSV	SSV
9.	Fiji Development Bank	Ministry of Labour	UNFPA	Fiji Disabled Persons Association	FWRM
10.	NCSMED	NCW (Femlink)	RRRT	FWCC	FWCC
11.	Fiji Employers Federation	SSV	FWRM	IJALS (USP)	IJALS (USP)
12.	Fiji Trade Union Congress	FNCDP	TPAF	UNIFEM	UNIFEM
13.	Fiji Islands Council of Trade Union	Ministry of Youth	PSC	RRRT	RRRT
14.	FWRM	USP(Mngmt)		Ministry of Youth	FNCDP
15.	NCW	Fiji Disabled Persons Association		UNFPA	Fiji Disabled Persons Association
16.	SSV	FEF		FWRM	
17.	ECREA	FTUC		Fiji Law Society	Fiji Law Society
18.	USP (Economics)	FICTU			
19.	UNIFEM	UNIFEM			
20.	Dept. of Culture	FWRM			
21.	TPAF	Ministry of National Planning			
22.	FNCDP				

Key: FSEL – Formal Sector Employment & Livelihoods; EPIDM - Equal Participation in Decision Making; Acc. To Services – Access to Services; EVAW – Elimination of Violence Against Women; WAL – Women and the Law.

Annex 2

Institutional Mechanisms for the Implementation and Monitoring of the Women's Plan of Action 2010 – 2020

The following is recommended to be the appropriate mechanism to facilitate the implementation of the revised Women's Plan of Action.

Secretariat

The secretariat of the 5 taskforces shall be provided by the Department of Women and it shall be responsible for:

1. Facilitating the appointment of members of the taskforces;
2. Co-ordinating the meeting and other schedules for each taskforce;
3. Taking minutes and follow up action on the outcomes of TFs meetings and decisions;
4. Assist the Chairpersons and Team leaders in providing regular reports to the Executive Gender Management Team.

Gender Focal Points

These are key persons in line ministries and departments and NGOs who are expected to advocate and pursue gender issues in their respective organizations. They will be responsible for ensuring that these issues are not only acknowledged and recognized but factored into their respective policies, plans and programmes. Gender Focal Points are to be members of the Inter agency committee (taskforces).

Inter agency Committee

Gender Focal Points from line ministries and departments and representatives of statutory boards, non government organizations and civil society will make up the Committee.

- Formal Sector Employment and Livelihoods;
- Equal Participation in Decision Making;
- Elimination of Violence Against Women and Children;
- Access to Services:
 - Health
 - Education
 - Water & Sanitation
 - Housing
 - Transportation.
- Women and the Law.

Terms of Reference

1. To assist the WPA taskforce by providing advice on sectoral gender issues;
2. To facilitate gender analysis training in their respective Organizations;
3. To take the lead role in inculcating women and gender issues into sectoral policies, plans and programmes;
4. To disseminate to the taskforce the progress of gender issues on the implementation of WPA in their respective organisations.
5. The taskforce will monitor the implementation of the WPA and recommend changes where necessary;
6. To prepare annual budgets for the taskforce and submit to Executive Gender Management Team for approval;
7. To provide regular reports to the Executive Gender Management Team.

Executive Gender Management Team

Under the current structure of the Ministry for Social Welfare, Women and Poverty Alleviation, the members of the EGMT to include : the Permanent Secretary for Social Welfare, Women and Poverty Alleviation, the Director for Women, Director for Social Welfare and Director Poverty Alleviation.

Terms of Reference

1. To provide technical advice and directions to the WPA inter agency committees and secretariat;
2. To approve and allocate resources for the implementation of appropriate commitments under the WPA;
3. To monitor the progress of the WPA implementation and submit relevant updates to DSC, the National Advisory Committee, and Cabinet as directed by the Minister.

National Women's Advisory Council

It is recommended that there be a 12 member NWAC who will be appointed by the Minister on the advice of the Permanent Secretary. The women shall be experts in their own fields and shall be appointed on merit.

The role and responsibilities of the National Advisory Council on Women are to:

- Provide leadership to the work of the Minister responsible for Women to ensure that Government receives expert policy advice on identified policy and program issues and to develop a positive and active policy agenda for women in Fiji;
- Provide recommendations, information and advice to the Minister for Women and the Ministry for Women, to facilitate a whole of Government approach to ensuring that programs and services match women's needs;
- Monitor all Government policies and programs relating to women and measures of women's progress against set indicators;
- Develop strategies for dealing with the causes of inequalities for women and to provide leadership to influence and shape women's policy;
- Assist the Minister for Women to develop and maintain appropriate consultation/engagement mechanisms across Government, with the community and with stakeholders that ensures a broad based, inclusive process;
- Provide advice and information to assist in research activities;
- Report on a quarterly basis to the Minister for Women.

The functions of the 12 member Council are as follows:

- The Minister will appoint members for a two-year term, subject to a review of performance every twelve months. Council members cannot be appointed for more than two consecutive terms.
- The Council will meet at least quarterly. More frequent meetings may be required in the initial stages of operation. Sub committees may be set up to deal with specific issues.
- The Director for Women will attend each meeting.
- Public communications by the Council will be through the Chair of the Council in consultation with the office of the Minister for Women, consistent with agreed and established protocol.
- Administrative and project support will be provided to the Council by the Department of Women.

In the long term it would be prudent to consider legislative provisions to give the Department of Women the legal mandate to pursue women's issues and address gender gaps in Fiji. However, a thorough analysis must be undertaken first.