



Promoting Gender Equity in the Pacific

Recommendations for Pacific Island Forum Leaders



EXECUTIVE SUMMARY

In September 2011 at the 42nd Pacific Islands Forum Leaders' Meeting, leaders set forth to create a prosperous, stable and secure Pacific for future generations. The realisation of this goal is hindered by high levels of gender inequality, demonstrated in part by the Pacific having the lowest rates of women's representation and the highest levels of sexual and gender-based violence (SGBV) in the world. Despite these challenges, the vision of a prosperous, stable and secure Pacific is achievable and the role of Pacific Island leaders will be instrumental in realising this goal.

In an effort to advocate for Pacific Island leaders and regional donors to do more towards effectively addressing gender equity in the Pacific, Women's Rights and Advocacy in the Pacific (WRAP), an Aotearoa based coalition of international non-governmental organisations (NGOs) and UN agencies, hosted two gender events in Auckland, alongside the 42nd Pacific Islands Forum Leaders' Meeting.

These panel discussions involved regional experts and identified steps that are key to addressing the two most critical challenges facing equitable development in the Pacific region: increasing women's public and political participation and the elimination of SGBV.

Based on the panel discussions and other research, this report outlines the current status of gender equity in the Pacific, describes initiatives that are making a real difference to women's lives and links these to 14 recommendations for Pacific Forum leaders to address women's participation and eliminate SGBV.

No one strategy will work in isolation. A range of strategies and initiatives used simultaneously in several sectors and across different levels in society is needed if meaningful long-term change is to be achieved.

On the basis of the panel discussions and research, key recommendations by WRAP for improving women's participation in political and public life in the Pacific are:

- Prioritise the implementation of all existing obligations Pacific Island states have already agreed to;
- Adopt a multidisciplinary, integrated approach toward implementing strategies and initiatives across all levels of society;
- Remove practical barriers to increasing women's access to education and information sharing and provide women with the resources to enable them to campaign for political elections;
- Adopt Temporary Special Measures, the creation of specific seats for women to raise the number of women in Pacific parliaments;
- Actively identify and dismantle barriers to women's participation in public and political decision making;
- Ensure consideration of gender issues and the potential impact to women when discussing the enactment and implementation of all public policy and legislation;

- Formalise avenues to have women’s views heard in peace discussions and promote women’s contribution to the peace building process;
- Mainstream gender responsive budgeting in the public sector; and
- Ensure donor funding initiatives have human rights, gender and eradication of the root causes of poverty as their central focus.

On the basis of the panel discussions and research, key recommendations by WRAP to address sexual and gender-based violence are:

- Sign and ratify all international human rights treaties that protect women and girls from SGBV;
- Review, reform, amend and/or adopt new legislation specific to SGBV;
- Ensure government services support legislative reform;
- Make gender equality a national priority; and
- Support all regional and national initiatives to end SGBV.

Women’s Rights and Advocacy in the Pacific (WRAP) acknowledges and supports the initiatives that Pacific Island leaders have taken at the Leaders’ meeting in September 2011 to recognise the importance of gender equality. However, WRAP strongly urges Pacific Island Forum leaders to urgently respond to the recommendations in this report to ensure gender equality and the promotion and protection of human rights is achieved in the Pacific region. While the importance of these issues and the need to address it has been acknowledged and committed to by Pacific Island Forum leaders, WRAP believes that these words must now be translated into action in order to make a sustained and real difference to women’s lives on the ground.



1.0 BACKGROUND

Pacific Island states have signed up to national, regional and international instruments that commit them to taking positive steps towards improving women's public and political representation in the Pacific and to eliminating sexual and gender-based violence.

These are not just hollow, aspirational goals. They are formal obligations contained in a range of instruments; endorsed year on year by Pacific Island governments.¹ But, Pacific Island states are making slow progress. The Pacific region remains home to some of the lowest rates of women's participation and the highest levels of sexual violence in the world. It is time Pacific Island Forum leaders made the fulfilment of these obligations a top priority for all Pacific Island states to create a prosperous, stable and secure Pacific for future generations.

In an effort to advocate for Pacific Island leaders and regional donors to do more towards effectively addressing women's participation and SGBV in the Pacific, Women's Rights and Advocacy in the Pacific (WRAP), an Aotearoa based coalition of international NGOs and UN agencies, hosted two panel discussions in Auckland alongside the 42nd Pacific Islands Forum Leaders' Meeting. The events were led by a panel of Pacific women experts² who shared their first hand experience of Pacific women's issues with around sixty participants representing Pacific women leaders, women's advocacy organisations from the Pacific and New Zealand, academics, politicians and individuals. The discussions that followed identified a range of steps that are key to addressing the two most critical challenges facing equitable development in the Pacific region: increasing women's public and political participation and the elimination of SGBV.

This report aims to capture the key themes discussed in the two gender events and to document strategies and initiatives that promote women's rights and wellbeing. Panellists acknowledged that no one strategy will work in isolation. Improving women's participation in society and eliminating violence against women requires a number of strategies, policies and processes to be applied at the same time across several sectors and in all levels of society, from the top-down government approach to the bottom-up community level.

The next section of this report broadly outlines the current status of gender equity in the Pacific, documents proven initiatives that are contributing to progress and links these to a set of nine recommendations for Pacific Island leaders to address women's participation in public and political life. Section 3 does the same for SGBV, discussing proven initiatives and listing five recommendations to eliminate SGBV.

2.0 WOMEN, POLITICS AND CHANGE

Women's Rights and Advocacy in the Pacific welcomes the recognition of the importance of gender equality in the Auckland Communiqué as well as the commitment to promote women's equal role in decision making at all levels.³ The Pacific however, excluding New Zealand and Australia, continues to lead the world with the lowest rates of female political representation, averaging at around 2.5%;⁴ with five Pacific states not having any women in Parliament.⁵



Barriers to achieving equality in female public and political participation in the Pacific remain high; created by both institutional factors, including the political framework of Pacific nations, and societal factors, such as entrenched stereotypes on the customary role of women in Pacific society.⁶

The ability for an individual to participate in deciding the priority and allocation of resources (governance) of their community and country is a fundamental human right⁷ for all men, women and children. Enhancing the ability of women to participate in both public and political decision making is a key step towards eliminating discrimination and promoting gender equality. These human rights are not exclusively focused at a top down, governmental level; they must also exist at the institutional and community levels within Pacific states if they are to create tangible, society-wide change.

Including women in decision making and public consultation is vital to legitimate democracy as it ensures greater participation by all segments of society – not just men. Evidence suggests women’s participation enhances the quality of decisions that are made because their input broadens and deepens the knowledge pool.⁸ The same results are true for all sectors where improved decision making is a consequence of creating opportunities for women’s participation whether they are social, cultural, environmental or economic. For example, research supports the observation that women’s contributions need to be better harnessed in support of productivity and sustainable economic development.⁹

2.1 Panel discussion highlights

This section outlines several initiatives that are making a tangible difference to women’s participation in public and political life in the Pacific.

Women’s leadership education

Entrenched societal attitudes and cultural biases which reinforce the patriarchal attitudes of Pacific society must be overcome if barriers to women’s public and political participation are to be removed.

Education in human rights and leadership programmes to encourage women to become leaders in their own communities are fundamental to challenging and reforming these attitudes. The strong leadership shown by women’s civil society organisations in the Pacific means there are many impressive women role models to serve as examples for other women. These examples need to be built on and supported by Pacific Island governments to ensure that women have the ability to develop the necessary skills and opportunities to contribute to public and political decision making.

Speakers at the panel discussion described some examples of strategies and proven initiatives that help break down barriers and build new opportunities to improve gender equity. These included:

- The Young Women’s Christian Association’s (YWCA) Pacific Young Women’s Leadership Strategy¹⁰ is an existing initiative that is important to encouraging the engagement of



- young women and girls into leadership and decision making roles;
- The Tuvalu National Council of Women's work in educating and empowering women into leadership roles, called, 'Rise up!';
 - Women's Leadership Programmes in Solomon Islands and Bougainville;¹¹
 - The Young Women's Leadership Programme in Fiji,¹² a national initiative led by civil society to support women into leadership roles through education on reproductive rights and the elimination of discrimination;
 - The United Nations Entity for Gender Equality and the Empowerment of Women's (UN WOMEN) Gender and Governance Programme (GEGP) is a regional programme which works with parliamentary bodies, non-governmental organisations (NGO's) representatives, electoral bodies and women's departments in a number of Pacific Island states to ensure the prioritisation of increasing women's public and political participation;¹³ and
 - The use of mock parliaments and workshops to educate and encourage women to take part in decision making and leadership roles. For example, the positive feedback from women on the recent mock parliament held in Kiribati in August 2011 highlights the value women get out of such initiatives. They allow for the development and practice of advocacy skills and an understanding of how parliament works. It also allows for all who participated to return and pass on their new knowledge and experience to others within their communities. A further suggestion made by panellists was to have a Code of Ethics developed for Pacific leaders that sets out their commitment to their responsibilities and obligations to achieve gender equality in government policies and budgeting.

Voter education

Educating Pacific communities, including young children, about the importance of human rights and equality in public and political decision making helps to break down barriers and aids in dismantling the entrenched social and cultural attitudes towards the role of women.

Removing practical barriers

There continues to be a number of practical barriers that restrict women candidates from being successful in Pacific Island state elections. Speakers at the panel discussion mentioned how women are uniquely challenged because of the lack of money to support campaigns and the lack of time women candidates have to campaign, particularly as many of them manage a family. One initiative discussed was that of the fundraising done by the Fiji Women's Rights Movement (FWRM) during the last elections in Fiji where the money was distributed to women candidates to help support their family members during the campaigns.

Temporary special measures

Temporary Special Measures (TSMs), the creation of specific seats for women to raise their numbers in Pacific parliaments and improve equality of women, is an initiative that has been increasingly called for in recent years.¹⁴ A guide on TSMs was created by the United Nations Development Programme (UNDP) and the Pacific Islands Forum Secretariat in 2008 as a reference for governments, members of Pacific legislatures, political parties, women candidates

and civil society advocates who wish to understand how TSMs can be used to advance the participation of women in political decision making.¹⁵ WRAP urges Pacific states to use this, and other resources available, in order to increase women's public and political participation.

The vast inequality between the representation of men and women in Pacific parliaments is a stark reminder of the ongoing social, economic and cultural barriers that continue to exist for women in the Pacific. The commitment of all but one Pacific Island state to the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) shows an increasing trend to address this issue but the barriers that continue to exist mean that at times, states must take the "affirmative action" of temporary special measures to advance gender equality in parliament.

At present only Bougainville has seats reserved for women, although WRAP welcomes the fact that a number of Pacific Island states, for example Papua New Guinea, are now working to implement such measures in time for their next elections. TSMs were strongly advocated for during the panel discussions. It was recognised however, that communities and officials need to remember that such seats are not the only seats available to women and that all seats could and should be contested by female candidates.

Women's participation in building peace

Women often play an important role in initiatives to bring peace and stability to regions marred by conflict. This role has been formally recognised with the unanimous adoption of United Nations Security Council (UNSC) Resolution 1325 in October 2000.¹⁶

Women bring an alternative perspective to conflict situations where peace must be secured and, as 50% of the population, their participation in creating and implementing peace is fundamental to ensuring a sustainable solution. The role they can play in building socio-economic and political development after a conflict should also not be underestimated. Nevertheless, despite the active engagement of women in the civil society arena,¹⁷ barriers to political participation remain and Pacific women have had difficulty in fully engaging in the formal political peace process. With cultural stereotypes relating to the role of women in Pacific society inhibiting their ability to participate, and with no formal avenues to have their views heard and discussed, participation in formal peace processes cannot be guaranteed.

The role of women's groups in the creation and implementation of the Bougainville Peace Agreement¹⁸ exemplifies how women in the Pacific region are instrumental in securing peace, just as they are in the rest of the world. During the Bougainville conflict in October 1994 in Arawa at the national government initiated peace conference over 2,000 women from Bougainville attended to voice their views on achieving peace. During the conflict women were also active as mediators between warring groups and in peaceful activism calls to end the violence.¹⁹

It is therefore imperative for Pacific governments to ensure that women are able to actively engage in the political decision making in their country and at all levels of local, national and regional government. Increasing the number of women leaders and the number of women in decision making roles will provide a clear path to their increased decision making in the region.



Gender responsive budgeting

Gender Responsive Budgeting (GRB) is the term given to the strategic planning, programming and budgeting of government funds and resources that explicitly seek to ensure the allocation of resources contribute to advancing gender equality and women's empowerment.²⁰ The link between government budgeting and gender issues is not often made directly but, because men and women occupy different positions in society, budgets often impact unequally on them.²¹ Women often perform the unpaid work in a society, are more likely to live in poverty and have special needs for certain resources, such as in the area of maternal health. It is therefore important that women, as well as men, are considered in the budgeting programmes of Pacific states. GRB also contributes to an understanding of gender equality and promotes greater community participation. Achieving gender equality also ensures empowerment of both men and women to fully contribute to the economic, social and cultural dimensions of Pacific society.

The Fiji Women's Rights Movement is one of several civil society organisations in the region actively engaged in promoting GRB in Fiji. International and regional initiatives to help states implement GRB are being run and supported by the United Nations Educational, Scientific and Cultural Organisation (UNESCO), the United Nations Population Fund (UNFPA) and UN WOMEN.²² The challenge remains to mainstream GRB in Pacific planning and programming at a country level to ensure the elimination of discrimination and the promotion of human rights.

2.2 Recommendations

On the basis of the WRAP panel discussions and research on women's participation in political and public life in the Pacific, nine recommendations to improve women's participation are summarised below:

1. Prioritise the implementation of all existing obligations Pacific Island states have already agreed to;
2. Adopt a multidisciplinary, integrated approach toward implementing strategies and initiatives across all levels of society;
3. Remove practical barriers to increasing women's access to education and information sharing and provide women with the resources to enable them to campaign for political elections;
4. Adopt Temporary Special Measures, the creation of specific seats for women to raise the number of women in Pacific parliaments;
5. Actively identify and dismantle barriers to women's participation in public and political decision making;
6. Ensure consideration of gender issues and the potential impact to women when discussing the enactment and implementation of all public policy and legislation;
7. Formalise avenues to have women's views heard in peace discussions and promote women's contribution to the peace building process;
8. Mainstream gender responsive budgeting in the public sector; and
9. Ensure donor funding initiatives have human rights, gender and eradication of the root causes of poverty as their central focus.

3.0 SEXUAL AND GENDER BASED VIOLENCE

Women's Rights and Advocacy in the Pacific remains deeply concerned at the high rates of sexual and gender-based violence in the Pacific region. This section outlines the Pacific SGBV situation, recalls key messages from the WRAP panel discussions shadowing the 42nd Pacific Islands Forum Leaders' Meeting, and makes five core recommendations for how Pacific Island leaders and donors can better protect the rights of women and girls by eradicating SGBV.

The Pacific has the highest rates of SGBV in the world with over two thirds of women experiencing physical and/or sexual violence in some Pacific states. For example, in Kiribati, 68% of women report having experienced physical and/or sexual violence.²³ In the Solomon Islands, nearly one in two women report having experienced physical and/or sexual violence.²⁴ Violence against girls and women impacts on all aspects of their lives, including their sexual and reproductive health. It can lead to severe injury or death of the woman, miscarriages in pregnant women, increased contraction and transmission of sexually transmitted infections as well as unwanted pregnancy.

Pacific Island Forum leaders acknowledged SGBV as a key regional challenge in the Fortieth Communiqué.²⁵ This recognition is based on the knowledge that:

1. SGBV is a breach of the rights of women and girls, specifically their sexual and reproductive health rights;
2. Pacific women and girls are subjected to levels of physical, sexual and mental violence that are very high by global comparison;²⁶
3. SGBV has been conclusively shown to have extremely detrimental physical and mental health impacts for women and girls;²⁷ and
4. SGBV has been shown to have significant social and economic costs for the Pacific as a region.²⁸

While efforts to address SGBV have gained momentum at an international level, such efforts have remained very slow in the Pacific. As a result, up to half of the Pacific's population remains at increased risk of SGBV simply by virtue of being women and girls. This is unacceptable and the region's leaders must do more to ensure the rights of women and girls and eradicate SGBV.

3.1 Panel discussion highlights

Panellists from the WRAP gender event on SGBV discussed several initiatives that are making a tangible difference to addressing SGBV in the Pacific region. These include:

Importance of international human rights treaties

The panel emphasised the importance of international human rights treaties to the protection of the rights of women and girls. In particular, it is critical that Pacific states sign, ratify and implement through domestic law, those provisions set out under international treaties protecting the rights of women and girls (e.g. CEDAW). These treaties and instruments provide women and girls, as well as the international community with a mechanism for holding Pacific governments to account for their action or lack of, in relation to the protection of the rights of women and girls.

Similarly, it is vital that current treaty negotiations, such as those for the Arms Trade Treaty (ATT), take into consideration the impact that such treaties can have on women and girls. As such, gender must be a core factor influencing the drafting of final treaty texts.

Importance of human rights education initiatives

The critical importance of human rights education initiatives for both communities and officials were discussed. In order for women and girls to fully enjoy the protection of domestic and international law, they must first understand what protections and rights they are entitled to. Similarly, in order to ensure laws and rights are properly applied and interpreted, government officials (particularly police and judiciary), must be educated in how to correctly apply and interpret them. While there are a number of Pacific organisations providing such information and education within both communities and government institutions, they require greater and more consistent support.

Involving men and boys in initiatives to end SGBV

Linking to the importance of 'knowing your rights' - the WRAP panel discussions emphasised the importance of involving men and boys in initiatives to end SGBV. Men make up the other half of the Pacific's population and play a critical role in shaping social, cultural and economic outcomes. As such, they must be engaged in achieving solutions to SGBV, otherwise they risk being pigeonholed as 'the' problem. Fortunately, many of those organisations that provide education on rights and the law also work in partnership with men to provide them with education on gender and the rights of women and girls. Similarly, many also provide men with mechanisms to participate as role models for ending SGBV. Nonetheless, these organisations needed greater and more consistent support.

Importance of gender mainstreaming within donor aid programmes

Gender mainstreaming within donor aid programmes was considered an important step towards eliminating SGBV. To-date, nearly all of the region's donors have publicly identified gender as a human rights issue that must be incorporated within all elements of their aid programmes. Whilst WRAP commends this, too often, the financial and/or human resources necessary to make gender a genuine priority within all aid programme activities is lacking. As a result, gender initiatives are often short lived and patchy. In many instances, they remain overlooked.

3.2 Recommendations

Based on the WRAP panel discussions and research on SGBV in the Pacific, five recommendations to address SGBV are outlined below:

1. Sign and ratify all international human rights treaties that protect women and girls from SGBV

Where they have not, Pacific Island states must sign and ratify those international human rights treaties which enshrine the rights of women and girls and protect them from SGBV. These include, but are not limited to: the International Covenant on Civil and Political Rights (ICCPR);



The International Covenant on Economic, Social and Cultural Rights (ICESCR); The Convention on the Elimination of All forms of Discrimination Against Women (CEDAW); and the UN Convention on the Rights of the Child (CRC). The signing and ratification of these international treaties makes their provisions binding and demonstrates accountability on the part of Pacific governments.

2. Review, reform, amend and/or adopt new legislation specific to SGBV

Pacific Island states must urgently review and reform their legislation so that it is in line with international best practice standards and the principles of international human rights instruments that relate to women's rights and the protection of women and girls from SGBV. To-date, too few have undergone comprehensive legislative reform, particularly in the areas of sexual offence, domestic violence and family law.²⁹ As a result, most existing law reflects colonial era gender norms that discriminate against women and girls and consistently fail to: deter perpetrators of SGBV; enable the commensurate punishment of perpetrators of SGBV; and preserve the rights of women and girls.³⁰ Legislative reform will play a critical role in the broader establishment of 'appropriate normative standards',³¹ and enable states to hold perpetrators of SGBV to account for their behaviour.

3. Ensure government services support legislative reform

Pacific Island leaders and regional donors must ensure that government institutions support legislative reform. Currently, where legislative reform has been achieved in the Pacific, enforcement of these new laws has often been poor.³² In part, this has been due to a lack of understanding of the new laws by police and the judiciary. Therefore, governments, with support from donors, must undertake to provide comprehensive education and training to police and the judiciary in the interpretation and application of new legislation.

4. Make gender equality a national priority

Pacific Island leaders must urgently address gender inequality across all levels of Pacific society – public and private. For too long, the social, economic and political status of Pacific women has been unequal to that of Pacific men. Research has conclusively shown this to be a driving cause of the continuation of SGBV and poor sexual and reproductive health. Governments, with the support of donors, must introduce policies within the public service that support the establishment of gender equality. Similarly, they must undertake to promote gender equality at a national level through national campaigns, education curriculum and employment law.

5. Support all regional and national initiatives to end SGBV

As identified during the WRAP panel discussions, there are a wide range of regional institutions and civil society organisations working in the Pacific to end SGBV. For example, there have been: several programmes aimed at engaging men and boys in the prevention of SGBV; the Regional Rights Resource Team (RRRT) works to provide human rights education at both a public and private level; the Pacific Prevention of Gender Based Violence Programme works with police forces around the Pacific to reduce SGBV; and a range of regional and national civil society organisations such as the Fiji Women's Rights Movement, the Fiji Women's Crisis Centre, Amnesty International, Oxfam, and Family Planning International who all work to reduce SGBV. However, many of these initiatives have limited access to government and policy makers and/or have limited funding and capacity. Greater

engagement with and sustained support from Pacific Island leaders and regional donors will go a long way towards increasing the effectiveness of their work.

4.0 CONCLUSION

It has been widely recognised that the Pacific is a region of enormous untapped potential. As a central theme at this year's Pacific Island Forum Leaders' Meeting the goal of sustainable economic development received much attention by Pacific leaders.

It is noted however, that the central theme arising from civil society discussions both before, parallel to, and after the meeting has been, and continues to be, that sustainable economic development can only be achieved if the rights of women are recognised and gender equality is achieved.

The initiatives and recommendations contained in this report provide a clear pathway of how the Pacific can reach this potential.

WRAP commends the recognition in the Auckland Communiqué of the commonality of issues concerning both the Pacific Island Forum and civil society and supports the active engagement of civil society with Pacific leaders. Following this report, WRAP would welcome the continuation of constructive dialogue with Pacific leaders and civil society on how to ensure the Pacific reaches its economic, social and cultural potential through the empowerment of women and the recognition of their rights.

The recommendations above detail actions for Pacific Island states and donor countries to take to ensure measurable progress on two of the most significant issues facing the Pacific, the need to increase the public and political participation of women and eliminate SGBV. WRAP urges Pacific Island states to take this action and show leadership in ensuring the empowerment and protection of Pacific women so as to fulfil, not only their promises, but their legal obligations.



Who is WRAP?

Women's Rights and Advocacy in the Pacific (WRAP) is an Aotearoa New Zealand based group made up of New Zealand organisations (or affiliates of international organisations) that work to promote and protect the rights of women in the Pacific. When using the word 'women', WRAP includes women in all stages of life, including adolescent girls.

A coordinating group made up of members from Amnesty International Aotearoa New Zealand, Oxfam New Zealand, Family Planning International, United Nations Children's Fund (UNICEF NZ) and United Nations Entity for Gender Equality and the Empowerment of Women in New Zealand (UN WOMEN NZ) meet regularly to plan and implement joint initiatives. There is also a wider information network which currently has over 40 members and communicates with the coordinating group.

What is WRAP's purpose?

WRAP works to inform governments, aid donors and the public to promote and ensure the following:

1. Gender analysis is supported and implemented as a central component of all stages of all activities that are undertaken to achieve the goal of prosperous, peaceful and equitable societies in the Pacific region.
2. Women's rights issues are explicitly and systematically integrated into development plans, particularly with regard to government and donor expenditure, and that this work is supported by donors. It is anticipated that eventually WRAP may have the capacity to undertake an annual review of how this work is being undertaken by the aforementioned agencies.
3. Women participate equally with men in all levels of decision making related to planning, policy development, implementation and review of all development processes.
4. Regular mechanisms for reporting are developed and implemented, including a section on women's rights in the Annual Progress Report of the Pacific Plan.
5. Ratification and full implementation of the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) is prioritised for all governments.

For more information visit: www.wrap.org.nz

¹ For examples of Pacific Island states obligations see supra n 1.

² Panellists were from the Solomon Islands Young Women's Christian Association, Fiji Women's Crisis Centre, Fiji Women's Rights Movement, former member of Parliament (Fiji) as well as from the WRAP coordinating group.

³ The Forum Communiqué for the 42nd Pacific Island Forum leaders' Meeting held in Auckland 2011 committed to a regional gender initiative in paragraph 27 of the Forum Communiqué. The text of these commitments can be found at <http://www.forumsec.org/resources/uploads/attachments/documents/2011%20Forum%20Communique%20FINAL.pdf>.



⁴ United Nations Development Programme Pacific Centre <<http://www.undppc.org.fj/pages.cfm/our-work/democratic-governance/strengthening-parliaments-democratic-institution/promoting-women-parliament/>>.

⁵ Asia Pacific Forum on Women Law and Development *Amplifying the voices of women in Politics* 2011 <<http://www.apwld.org/our-work/womens-political-participation/2011-women-in-politics-conference/>>.

⁶ UNDP Report *Going beyond National Targets in Monitoring Status for MD3 on Women's Political Empowerment* 2010 <<http://www.undp.mn/publications/WomenInLocalGovernmentStatusReport2010.pdf>>.

⁷ Article 21, Universal Declaration of Human Rights.

⁸ Urwin, G Former Secretary General of the Pacific Islands Forum Secretariat, 2006 as quoted in United Nations Development Programme & Pacific Islands Forum Secretariat *Utilising Temporary Special Measures to Promote Gender Balance in Pacific Legislatures: A Guide to Options* 2008 <<http://www.undppc.org.fj/resources/article/files/TSM%20BOOKLET%20pgs%201-52.pdf>> page 15.

⁹ United Nations Development Programme & Pacific Islands Forum Secretariat *Utilising Temporary Special Measures to Promote Gender Balance in Pacific Legislatures: A Guide to Options* 2008 <<http://www.undppc.org.fj/resources/article/files/TSM%20BOOKLET%20pgs%201-52.pdf>> page 15.

¹⁰ Young Women's Christian Association (YWCA) Pacific Young Women's Leadership Strategy 2011 <<http://www.worldywca.org/Pacific-Young-Women-s-Leadership-strategy>>.

¹¹ Solomon Islands Rise up! Women's Leadership Programme: <http://www.ywcasolomons.com/index.php?option=com_content&view=article&id=58&Itemid=69>

¹² More information on the Young Women's Leadership Programme can be found on Oxfam New Zealand's website here: <<http://www.oxfam.org.nz/what-we-do/where-we-work/fiji/our-partner>>.

¹³ More information on the joint UN WOMEN and AusAid Gender Equality in Political Governance Programme (GEPG): <<http://unwomenpacific.org/pages.cfm/our-programmes/advancing-gender-justice/gepg-design/>>.

¹⁴ Please see the Universal Periodic Review Country Reports for state recommendations to increase the number of women in decision making roles. <<http://www.ohchr.org/EN/HRBodies/UPR/Pages/Documentation.aspx>>.

¹⁵ United Nations Development Programme & Pacific Islands Forum Secretariat *Utilising Temporary Special Measures to Promote Gender Balance in Pacific Legislatures: A Guide to Options* 2008 <<http://www.undppc.org.fj/resources/article/files/TSM%20BOOKLET%20pgs%201-52.pdf>>.

¹⁶ UN WOMEN information on UNSC Resolution 1325 <http://www.unifem.org/gender_issues/women_war_peace/unscr_1325.php>.

¹⁷ Including the work of the Leitana Nehan Women's Development Agency in Bougainville. <<http://webcache.googleusercontent.com/search?q=cache:http://pacific.scoop.co.nz/2011/09/women-played-key-role-in-ending-bougainville-conflict-now-a-call-to-end-silence/>>.



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- ¹⁸ Bougainville Peace Agreement
<http://ips.cap.anu.edu.au/ssgm/resource_documents/bougainville/PDF/BougainvillePeaceAgreement29Aug01.pdf>.
- ¹⁹ More information on the role of women in the Bougainville Peace process can be found at:
<<http://www.c-r.org/our-work/accord/png-bougainville/women-peace-reconciliation.php>>.
- ²⁰ UN WOMEN *Gender Responsive Budgeting*
<http://www.unifem.org/gender_issues/women_poverty_economics/gender_budgets.php>.
- ²¹ United Nations Educational, Scientific, and Cultural Organization Bangkok (UNESCO) *Advocacy Brief, Gender Responsive Budgeting in Education* 2010
<<http://unesdoc.unesco.org/images/0018/001894/189456e.pdf>>.
- ²² United Nations Population Fund (UNFPA) & UNIFEM *Gender responsive Budgeting in practice: A TRAINING MANUAL* 2006
<http://www.unifem.org/attachments/products/GRBinPractice_TrainingManual_eng.pdf>.
- ²³ SPC (2009) Kiribati Family Health and Safety Study, SPC Noumea.
- ²⁴ SPC (2009), Solomon Islands Family Health and Safety Study, SPC Noumea.
- ²⁵ Pacific Island Forum Secretariat (2009), p. 9.
- ²⁶ Secretariat of the Pacific Community (2007,a,b,c,d), Secretariat of the Pacific Community (2009), Secretariat of the Pacific Community (2010a), Amnesty International (2006).
- ²⁷ Heise L. et al (1994), p. 18, & Ali S. (2006).
- ²⁸ ESCAP (2007), pp. 103-104.
- ²⁹ Jalal P. I. (2008), p. 1.
- ³⁰ Ibid., pp. 1-3, & Forster C. (2008), pp. 834-835.
- ³¹ Forster C. (2008), p. 862.
- ³² Jalal P. I. (2008), p. 10.