

Activity Progress Report: Gender Equality and Women's Economic Empowerment Project

Summary

Activity information

Activity Title	Cook Islands Gender Equality and Women's Economic Empowerment Project
Goal	To promote and coordinate two components of the Cook Islands National Policy on Gender Equality and Women's Empowerment Plan 2011-2016, specifically <ol style="list-style-type: none"> 1. to create an enabling environment for the full participation in economic development and 2. to eliminate violence against women
Intended outcomes	<p><u>Economic outcomes</u></p> <ol style="list-style-type: none"> 1. Increased benefits from new livelihood options and economic opportunities for women 2. Women's increased access to productive assets <p><u>Elimination of violence outcomes</u></p> <ol style="list-style-type: none"> 1. Legal frameworks, law enforcement and justice systems 2. Services to victims/survivors 3. Community level mobilisation to intervene and protect victims

Contract or grant information

Start and end dates	14 August 2013 – 31 August 2016
Total cost	\$925,000
Reporting period	1 July 2014 - 31 December 2014

Progress report preparation

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Others involved or consulted	Bredina Drollet (Intaff), Ruta Pokura (GADD), Kim Robertson, Blandine Mollard (SPC), Patricia Tuara Demmke (Labour), Erina Korohina (DCD), Nani Samuela (PTI), Lydia Marsh (BTIB), Claudine Henry-Anguna, Marie Haupini, Ruta Areai, Tingika Elikana (Justice), Philip Eyre, David Toleafoa, Teariki Piri (MFEM), Debbie Ave (JFPR Project), Willie Tuivaga (SRIC CC), Taputu Mariri (NCW), Luana Scowcroft (CI Jobs), Glenda Tuaine (BPW), Taggy Tangimetua, Ano Tisam (Statistics), Maara Tetava, Karen Ngamata (Police), Stan Nikoro (PPDVP), Tearoa Iorangi, Valentino Wichman (Health), Janet Woodger, June Hosea, Sarah McCawe (Education), Vaine Nooana-Arioka, Ina Davies (BCI), Marian Gosselin (Westpac), Pat Farr, Bob Kimi, Gail Kimi (Disability Employment), Heather Webber-Aitu (Te Vaerua), Tunoa Kaina, Alexis Wolfgramm, Donna Fox, Tricia Thompson, Lynsay Rongokea (Project Researchers), Lily Henderson (50 WIB)
Date of report	31 December 2014

Key Conclusions and Necessary Actions

Key Conclusions

- Concern has been raised about the lack of spending during the first 6 months of the project. Due to the lack of available documentation about previous gender development from the Ministry of Internal Affairs' Gender Division, an *establishment phase* was required to: establish the status of gender development in the Cook Islands; clarify stakeholder expectations; explain the purposes of the project to the community and its benefits for Cook Islands women as well as the economic development of the Cook Islands; establish relationships with key government Ministry and community VAW organisations; coordinate research that would identify how best to implement the obligations and expectations of the NZAid Grant Funding Arrangement and the Cook Islands Country Plan for the *Gender Equality and Women's Empowerment Project*; design and plan an Innovative Initiative Programme that will offer business training in practice provided by Cook Islands women for Cook Islands women; and finally, use donor funds to achieve the best possible outcomes for this project. A workplan has been developed to outline activities over the next 18 month period to meet project objectives.
- An important output of the project is "business management and growth training" to increase business opportunities and ultimately increased economic benefits for women. The findings of the training and capacity researchers Fox and Thompson (2014) contributed to the development of a training programme that moved away from the "preconceived view of what women need rather than ascertaining realistic expectations and verifying these when planning and supporting programmes" (p3) while also acknowledging that sometimes "the women themselves were not always aware of the requirements of becoming a successful entrepreneur or sustaining a profitable business" (p4). Based on these and other related findings, the Innovative Initiative Programme (IIP) aimed to involve already established women entrepreneurs to role model the introduction of an innovation into the core business of their own companies and acting as mentors for others interested in their line of business. Training therefore becomes formal, through workshops with expert business trainers, as well as informal by experienced business women passing on their knowledge and skills to others as well as providing mentoring for emerging entrepreneurs. They will not only role-model good business practice but also provide on the job training. It is envisaged that this mode of training will help to build relationships between women in business in the Cook Islands and encourage "experienced women mentors to provide consistent follow up on the training and ensure the best possible successful long-term outcomes" (p4). Metrics will be established to evaluate the benefits of each new innovation and the innovators will get an opportunity to present their innovation and its benefits at the end of project-year Business Forum and Trade Fair. Because the project has been managed out of the SIF Grant, it is recommended that a similar grant scheme be introduced as a variation to the current GFA, to allow for the Innovation Initiative Programme and later similar grant programmes to be formally implemented.

In addition, in order for the Project to be more effectively and efficiently managed, it is recommended that:

(1) an over-arching coordinating mechanism is prioritised by INTAFF to address gender management and community engagement issues that have been raised in SPC Review documents and by local research and that would encourage more engagement at both government and community level.

(2) a coordinating mechanism is established by DCD to encourage collaboration between concurrently operating development projects and the private sector, not only to minimise duplication of their activities but also to focus public attention on the higher level project outcomes that can be achieved through partnerships.

(3) the project should collaborate with MFEM to develop a mobile application that will serve Women in Business (and the wider community) by providing information and clarifications “at their fingertips” about MFEM and BTIB services and expectations.

Activities proposed over the next 6 month period

Business Opportunities Activities

- The research papers on the analysis of business needs of Cook Islands Women Entrepreneurs to be coordinated, completed and published online by 30 March 2015, with a view of expanding the information service to include a mobile application that will offer a search engine service for information that Cook Islands business entrepreneurs need to know about MFEM and BTIB.
- A “coffee table” publication of 50 Cook Islands women entrepreneurs and their businesses in the Cook Islands (in honour of 50 years of self-government in the Cook Islands) will be coordinated, edited and published by 30 March 2015.
- Advice and support to be provided for grantees of the Innovative Initiatives Programme, Business experts will be contracted locally (BPW, Chamber of Commerce) and from off-shore (PIPSO) depending on their identified business training needs. These will provide the focus for business management and growth training, initially based on the needs of women entrepreneurs of already established businesses. The grantees will provide the models in practice of business organisation, strategic and financial management. Grantees will be required to log the progress of their individual projects. An initial evaluation of this first Business Initiatives programme to be completed by 30 June 2015.
- A Trade Fair and a Business Forum for Cook Islands women entrepreneurs will also provide the venues for the evaluation of the first batch of Innovative Initiative projects (by 30 June 2015)
- Market vendors will be encouraged to participate in training workshops that will help to finance, promote and market their products. Business Trade and Investment Board will take a lead role in helping to increase business opportunities for women.
- Continuation of regular monthly stakeholder meetings not only to maintain community awareness of the progress of gender project activities but also to build on their knowledge and information about development training opportunities.
- Continuation of support for the National Statistics Office to gather relevant gender-related statistics from key government Ministries and build on sex disaggregated economic and VAW data, and to assist the government to meet their international gender reporting obligations.

- Continuation of support for enhancing opportunities for employment of women with disabilities – working with the National Disability Council, The Creative Centre and The Ministry of Education.
- The development of a dedicated website to update information about Gender issues and progress of the *Gender Equality and Women's Economic Empowerment Project*.
- The Ministry of Internal Affairs and the Gender Division will take the lead in establishing and coordinating the Taskforce groups and their meetings. The Project Coordinator will act as the secretariat for these.

Violence Against Women Activities – GADD to lead

- Development of a formal mechanism (VAW referral policy) by which to coordinate the roles and responsibilities of GADD, PTI, Health, Police, Justice and the Child and Family Unit of INTAFF. This will require the installation of gender equality policies within government departments and the training of public servants.
- Training and community capacity building activities on Rarotonga and Pa Enua related to the Beijing Declaration, CEDAW and Family Law Bill and other Human Rights Conventions will ensure that VAW policies are enshrined within both the public system as well as within community practices.
- The project has budgeted support for the office of Punanga Tauturu which will not only strengthen its role of advocacy within the community to support women survivors of domestic violence but to provide them with legal aid funding to assist them to achieve appropriate support in court.
- Support for women from the Pa Enua to attend the 2015 Women's Conference on Rarotonga in March so that they can participate in training to promote VAW prevention and in VAW advocacy campaigns.

Review of Progress to Date

Progress against agreed budget during July-December 2014	Budgeted	Spent
<ul style="list-style-type: none"> Initial series of five introductory stakeholder meetings (60 individual participants from 30 different government, NGO and private sector groups), attending at least one meeting) provided context to the status of Gender. Two monthly evaluation meetings have been held (Oct-Nov), not only to ascertain level of knowledge about Gender mainstreaming among government and community organisations but also to report to the community about the project, its objectives, proposed action plans and progress of project activities. Monthly meetings will continue throughout the project. (http://www.intaff.gov.ck/?page_id=462) 	\$10,000	\$4,332
<ul style="list-style-type: none"> A strategic planning unit formed the taskgroup that created the TORs and membership criteria for the "Business Needs Analysis" Research Team. Their purpose was to analyse the status of an "enabling" business environment in the Cook Islands from the perspectives of gender policy, training & capacity building and financial services. Weekly discussions of their ongoing findings helped to advise on an appropriate strategy for the first funded business initiatives programme for the project. The results of the research will be put online. 	\$40,000	\$24,840
<ul style="list-style-type: none"> The Innovative Initiative programme was advertised during December 2014 to provide Cook Islands women of established businesses with grants to fund a planned initiative that will enhance their businesses' productivity and profitability. The scheme proposes to provide examples of business innovation as well as of models of successful business practice for the purposes of on the job training and mentoring. Applications have been received from women in business on Rarotonga and Pa Enea. 	\$100,000	\$192
<ul style="list-style-type: none"> In preparation for the celebration of the Cook Islands' 50th Anniversary in 2015, one enterprising Cook Islands business woman has initiated a publication that promotes fifty Cook Islands women entrepreneurs and their businesses. The project will edit, produce and distribute this publication to meet the output about describing business opportunities for women in the Cook Islands. 	\$20,000	Nil
<ul style="list-style-type: none"> The Project is collaborating with the National Statistics Office and SPC to work with key VAW-related Ministries to include gender-indicator-related fields to their databases in order to access relevant gender-based data that will assist government to fulfil its gender reporting obligations. The first Ministry targeted for project support is the Police Department and their Domestic Violence database. (http://www.intaff.gov.ck/?page_id=696) 	\$35,000	\$5250
<ul style="list-style-type: none"> The VAW stakeholder community consisting of PTI, NCW, Disability Council, Police and GADD constitute the taskforce that will cover community training activities relating to VAW on Rarotonga and in the Pa Enea. The 16 Days of Activism between White Ribbon and Human Rights Days has been part of this community awareness programme. 	\$50,000	Nil
<ul style="list-style-type: none"> Positive feedback from the Disability groups after December stakeholder meeting. A followup meeting with the Ministry of Education and the Disability Council January 12 was held to discuss next steps regarding disability and employment. The Disability Team will present an activity concept note for their proposal of an employment coordinator and trainer. 	\$10,000	\$9552
<ul style="list-style-type: none"> Positive feedback from the Disability groups after December stakeholder meeting. A followup meeting with the Ministry of Education and the Disability Council January 12 was held to discuss next steps regarding disability and employment. The Disability Team will present an activity concept note for their proposal of an employment coordinator and trainer. 	\$15,000	nil

Progress against Results Measurement Table

1. PROJECT OUTPUTS

1.1 Business opportunity and needs analysis

Due to a dearth of information available from within the Gender Division office, a needs analysis from within the project itself became an imperative before we could begin any work on the project. This required meetings with community and government department leaders from whom to gather information as well as to impart it as well as access to valuable reports which helped to explain more about the development of the project and the role of important stakeholders. The research phase of the project revealed not only what were barriers to opportunities for women within business and financial sectors in the Cook Islands but barriers to information and services within the government sector as well. Research relating to financial services, training and capacity building and policy implementation, is near completion and will be published on a soon to be developed project website.

1.2 Business Management /Growth Training

In consultation with the members of the project research team, an Innovations Initiative Programme has been developed to cater for the management knowledge training, skills and expertise of local women business entrepreneurs. One of the findings of the research team was that local small business start-ups did not tend to operate for more than a few months, because there was a general lack of understanding of the requirements of a successful business operation and its many components. The Innovation Initiative was considered an important introduction to the project in order for experienced entrepreneurs to demonstrate how to grow a business initiative and how an innovation can make a difference. At the same time, start-up operators also need to understand the other important components such as product development, point of sales presentations, financial management, as well as personal time and commitment. An Advisory Committee has been appointed to help to select the grantees for this initial programme and oversee developments of the projects. Stakeholder meetings will provide training opportunities as grantees report progress of their projects to other potential entrepreneurs

1.3 Economic data sex disaggregated

The project is working in conjunction with SPC and the National Statistics Office to ensure that both economic and VAW data is sex disaggregated. Previous work by SPC has already created systems where gender-related economic data is appropriately addressed via the census and MFEM systems. A technical assistant will ensure that gender statistics are also addressed by key Ministries related to VAW outcomes. The first Ministry which the NSO TA is working on is the Police, and there will be training given within the police to ensure that all staff are aware of the implications of these requirements for the work of the police in relation to VAW.

1.4 Taskforce meetings

The Ministry of Internal Affairs and the Gender Division are currently organising Taskforces for this project as well as the requirements of the other components of the National Gender Equality Policy. Coordinating mechanisms to coordinate all aspects of the Project are also in train. It is proposed that an Advisory Committee will stand in place of the National Steering Committee for the current Gender Equality and Women's Economic Empowerment project. However, it is recommended that a National body eventually be established to ensure broader government sustainability of commitment and entrenchment of the importance of the principles of the Gender Equality Policy within the government sector.

1.5 VAW data World Health Organisation aligned

As the policy development section of the project, the Gender and Development Division is responsible for ensuring that there is a coordinating mechanism that coordinates the implementation of the Gender Policy and ensures that all government departments and community gender-based organisations follow its principles. The purpose of the work of the technical assistant in the National Statistics Office, is to help to develop a system that coordinates data collected within government Ministries, with that in the National Statistics Office. By ensuring that there is a freer flow of data from important Ministries, such as Police, Health and Justice, VAW information can be better coordinated at national reporting level thus ensuring that VAW data is WHO aligned.

1.6 VAW referral system formalised

As the policy development section of the project, the Gender and Development Division is responsible for ensuring that there is a coordinating mechanism that will coordinate the roles and responsibilities of key referral agencies related to VAW. Currently, the sole community support agency is Punanga Tauturu. It provides advice and support for women victims of Domestic Violence and other relationship issues. It is not within their current systems for Police, Health, and Justice to refer any victims of VAW to Punanga Tauturu as a support agency. A more coordinated system that takes into account all available support mechanisms will be researched and developed in collaboration with these key organisations. Community training in these support mechanisms will follow.

1.7 VAW training for Public Servants

Cabinet Minute (11) 0236, dated 24 May 2011 directed government Ministries and agencies to incorporate Gender Equality and Women's Empowerment principles into government department policies. The project has found that no government departments currently have a Gender Equality or an Anti-Harassment Policy. The Gender Development Division will be required to ensure that these policies are in place in preparation for further training of public servants as to the implications of the Family Law Bill as well as the importance of the CEDAW and Beijing Conventions.

1.8 VAW Advocacy campaigns

The Gender Development Division (GADD) worked with the Police and PTI to coordinate 16 days of activism to celebrate the International Day of the Elimination of Violence against Women, also known as White Ribbon Day on November 25 to Human Rights Day on December 10, 2014. The programme provided t-shirts for the community and the police at a cost of \$4000. A training workshop to help to reduce violence among men was provided by Punanga Tauturu, in conjunction with the local men's behaviour management group – Rotaianga – and the GADD. The project budget has also provided funds which will help to support the National Women's conference in March 2015, to advocate for women's rights and provide for national women's training programmes.

2. PROJECT OUTCOMES

2.1 Medium term outcomes

- 2.1.1 Current MFEM records indicate that 43% of all tax registrations are attributed to women. This is a 1% increase on the baseline figure of 42% in 12/13. The figure indicates that a low increase in the number of women in the workforce. However, it does not take into account the number of women who work in the markets but whose income may not reach the threshold (\$11,000) to have to register for PAYE.
- 2.1.2 Family Law Bill has not yet been passed by Parliament although Cabinet approved the Bill in Nov 2014 and it has been through its first reading. It is expected to go to a Parliamentary Select Committee and community visits will encourage feedback on the contents of the Bill. The Crimes Act has not yet been amended however Crown Law updated the drafted amendments for the December meeting of Parliament (which didn't eventuate). Community training on these documents will take place once these pieces of legislation become available.

2.2 Short Term outcomes

- 2.2.1 Feedback from the Ministry of Justice Companies Division shows an increase in the number of women on the business register since 12/13 as Directors (from 36% to 27%), Secretaries (from 56% to 80%) and Shareholders (from 32% to 38%). Although the latter sections of the register indicate successful achievement of the targeted 5% increase, a greater focus on building women's ownership or directorship in business will be a key objective of the project to help to lift this statistic.
- 2.2.2 Business-related workshop training provided by other projects and private sector providers here on Rarotonga and also in the Pa Enua have also supported our project training objectives. Reports were not formally

requested from the following provider who were the source of the following information.

- 61 women attended two Curriculum Vitae workshops on Rarotonga, provided by Cook Islands Jobs. Women paid for the course themselves.
- The ADB JFPR Social Protection project - also based at the Ministry of Internal Affairs, provided training in introductory financial management for over 90 participants (at least 70 women) in the Pa Enea and about 12 women on Rarotonga. Feedback has described the course as basic level and would be suitable for business entrepreneurs with no real financial background. Financial workshops could also be provided in Maori by a Research Team member.
- BPW provided a Dollars and Sense accounting course (sponsored by NZ High Commission). 8 women started the programme but only 2 completed it. Drop outs did not find the course relevant to their needs. (Fox & Thompson, p2)
- The Cook Islands Chamber of Commerce nominated three women to attend the Pacific Islands Private Sector Organisation (Fiji) Women in Business Conference in November. The Project Coordinator was able to initiate valuable contacts with regional women entrepreneurs as well as business trainers and mentors who could support the business development needs of women in the Cook Islands through their perspective of developing business as a Pacific woman. A report was presented to the Chamber to thank them for this opportunity and to invite their continued support of and participation in the *Gender Equality and Women's Economic Empowerment* project.

- 2.2.3 A Gender and Media survey and report was provided to UNESCO addressing the sections of the Beijing Declaration relating to the application of gender principles to media in the Cook Islands. The Project Coordinator is a member of the Media Association as well as the Cook Islands UNESCO Commissioner for Information and Communication.
- 2.2.4 Police and Health personnel have recently reported that their current procedures do not require them to refer women to PTI. A coordinating mechanism will be developed over the next 6 months to address more coordinated support for women in need. This policy development will be led by PTI.
- 2.2.5 Public servants have not been specifically targeted for training as yet, however of the 60 individual participants who have attended the monthly Gender Project stakeholder meetings (many of whom attended several meetings), 34 of them have been government officials.
- 2.2.6 VAW has gained some media attention through the publication of the Ministry of Health's Family Health Survey in conjunction with the UNFPA, and its promotion by NCW. GADD will take the lead on community capacity building and encouraging public leaders and churches to take a stronger role in the engagement of VAW prevention.

2.2.7 PTI facilitated an anger management course in conjunction with Rotaianga (Men's Anger Management Service) which was attended mainly by men, but also included a family (mother, father, and son). The course was taken by "Man Alive" (<http://manalive.org.nz/>) an anger management provider from Auckland. The manager of Rotaianga has provided a report which is attached in the Appendix.

Changes to Activity Context in the Reporting Period

- A risk management matrix has been developed to identify risks, impacts and possible mitigating measures. The matrix is in the latter part of this report

Relationship between Partners, Beneficiaries and Other Stakeholders

- More assistance should be given to government agencies and Ministries to implement Cabinet Minute (11) 0236, dated 24 May 2011 to incorporate Gender Equality and Women's Empowerment principles into government department policies, as well as Cabinet Minutes (07) 503 and 505, dated 4 September 2007 relating to the 39th Session of the United Nations CEDAW Committee, to implement CEDAW principles into the policies of government agencies and Ministries.
- More communication and relationship building between the Gender Division and Ministry organisations is required to build stronger understanding about gender mainstreaming issues and to create a more enabling gender-receptive environment for women government workers and as a consequence, for other organisations employing women in the Cook Islands.
- The regular stakeholder meetings which report on progress of the Gender Project have helped to raise more awareness and a greater understanding of the women's economic empowerment component of the Gender project. Feedback from participants has shown their appreciation of the updates and learning more about gender issues other than "just about violence".
- SPC personnel presented their report to INTAFF on the Mid-Term Review of Gender Development in the Cook Islands (October)

Updates to Key Activity Management Documents

Activity Results Framework

<i>From agreed Results Measurement Table in the Activity Design Document</i>				<i>Data up to and including this reporting period</i>	
Outcomes and outputs	Planned indicators	Planned targets	Planned methodology and data sources	Actual measurement against targets (using indicators)	Actual methodology and data sources
Medium-term outcome: economic benefits for women	% of all tax registrations attributed to women	Baseline: 42% (in 12/13) Target: 5% increase by June 2016	Revenue Management Division (MFEM) Database	43% of all tax registrations are attributed to women (17 December 2014)	Philip Eyre – Senior Tax Advisor David Toleafoa – MFEM Tax Examiner Tunoa Kaina – Gender Project Researcher
Medium-term outcome: VAW legal frameworks are strengthened	Family Law Bill Passed	Baseline: Bill has been drafted but not passed	Parliament passes Bill	Cabinet approved the Bill in Nov 2014 and it has been through its first reading. It is expected to go to a Parliamentary Select Committee	
	Crimes Act amended	Baseline: Currently it is not amended	Crimes Act is amended by June 2016	Crown Law updated the drafted amendments for the December meeting of Parliament (which didn't eventuate).	

Short-term outcome: Women have increased business opportunities	% of women on the business register (Directors, Secretaries, Shareholders)	Baseline: Total 37% (in 12/13) Directors 36% Secretaries 56% Shareholders 32% Target: 5% increase	Ministry of Justice Companies Database	Total: 50% Directors 37% Secretaries 80% (target achieved) Shareholders 38% (target achieved)	Claudine Henry-Anguna, Registrar Marie Haupini, Deputy Registrar Ruta Areai, Senior Company Clerk (BDM & Companies)
	# of women attending business management / growth workshops	Baseline: 94 (in 12/13)	Intaff, BTIB, NCW	70 women attended introductory financial management courses in the outer islands; 12 women on Rarotonga. 8 outer islands women visited a Samoan coconut oil plant and training workshops 61 women attended two Curriculum Vitae (CV) workshops on Rarotonga Dollars and Sense – Accounting programme (NZ Aid) – 8 women registered – 2 completed the course.	Debbie Ave, ADB JFPR Social Protection Project Willie Tuivaga. SRIC Climate Change Project Luana Scowcroft, CI Jobs Glenda Tuaine, BPW Training Research Report (Fox and Thompson)

<p>Short Term outcome: CIGOV meets international reporting obligations</p>	<p>#of reports where new quantitative data on violence and/or economic empowerment is produced</p>	<p>Baseline: nil Target: Data presented in Forum Leaders & Pacific Gender Equality Deceleration Reporting</p>	<p>Intaff</p>	<p>Statistics Office is currently working with Police to provide data relevant to gender indicators – aligned with the “Roadmap for Cook Islands National Strategy for the Development of Statistics”</p> <p>The Family Health and Survey (2014) provides some in-depth data on domestic violence</p> <p>Gender Equality Project Research documents: Financial Services in the Cook Islands MFEM Taxes and Levies Training and Capacity Building Policy</p> <p>Indicators of the economic empowerment of women in</p>	<p>Taggy Tangimetua, NSO Anonga Tisam, Statistics TA Morgan Hanks, CI Statistics Officer, MFEM (23 August 2013)</p> <p>Ministry of Health and NCW 30 June 2014</p> <p>Gender Project Researchers (2014) Alexis Wolfgramm Tunoa Kaina Donna Fox Tricia Thompson Lynnsay Rongokea</p> <p>Peter Gardiner, ADB consultant (9 Dec 2013)</p>
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				<p>the Cook Islands Nov-Dec 2013</p> <p>10th Women Ministers and Parliamentarian's Conference on Progressing SRHR and Gender Equality into Beijing +20</p> <p>(1) Economic Empowerment of Women in the Pacific Islands (2) Elimination of VAW (3) Emerging issues for PICs women</p> <p>Cook Islands Gender Profile 2012</p>	<p>Report of 6-7 Sept 2014, Manila, Philippines</p> <p>12th Triennial Conference of Pacific Women and 5th Pacific Women's Ministerial Meeting, Rarotonga 20-25 October 2013</p> <p>Kim Robertson, SPC Gender Officer</p>
Short Term outcome: VAW systems / services are improved	% of Punanga Tauturu clients that report violence, referred by Police or Health	<p>Baseline: 42% (12)</p> <p>Target: Increase to 50% by June 2016</p>	PTI, Police, Health	<p>Police and Health have reported that currently their procedures do not require them to refer women to PTI. A coordinating policy will be developed over the next 6 months, led by PTI.</p>	<p>Nani Samuela, PTI</p> <p>Karen Ngamata, Police</p> <p>Tearoa Iorangi, Health</p>

	# of public servants trained per year	Baseline: nil Target: 20 per year	Intaff, NCW, PTI	34 out of 60 individual attendees at Gender stakeholder meetings have been government personnel	Gender Project Stakeholder meetings
Short term outcome: Communities are engaged in VAW prevention	# of community leaders publicly advocating against VAW	Baseline: nil Target: 3 champions by June 2016	MOIA	Two MPs have publicly stated support for Gender Equality Selina Napa (stakeholder meeting and in local news) and Albert Nicholas (in Parliament, on radio)	Gender Stakeholder Meetings CI Radio and Television CI News
	# of churches offering VAW services	Baseline: nil Target: 3 churches take court referred offenders for VAW management by June 2016	MOIA	Nil to date	

Costed workplan

Where relevant, attach a costed workplan for the subsequent period. Describe any implications for, or changes to, the Activity's overall costed workplan and/or budget.

Output for year 2014-2015	Planned Expenditure	Actual Expenditure	Variance	Reason for Variance
Output 0. Non-output specific costs / Management costs				Part-year payments for each section
0.1 Project Coordinator is appointed and provided with appropriate resources	75,000	\$27,604.30	\$47,395.70	Includes PC salary, GADD office & admin, stakeholder meetings and initiative project admin.
Output 1. Business Management/growth training				
1.1 Five workshops to be held annually by June 2016	45,000	\$4,332.42	\$40,667.58	Incubator Training and Mentoring to be incorporated into Innovative Initiatives Program. More workshops are planned
1.2 Workshops to be based on needs analysis (Output 2.2)				Incorporated into 1.1
1.3 Independent mentoring for women entrepreneurs				Incorporated into 1.1
1.4 Appropriate financial services are identified and recommended	10,000			Local Business Forum – planned for April 2015
1.5 Access to markets is facilitated	10,000			Trade Fair – planned for April 2015
1.6 Women entrepreneurs can conduct market chain analysis	-			Incorporated into Innovative Initiative Programme 2.4
Output 2. Business Opportunity & needs analyses				
2.1 Women in Business Opportunity Report due by March 2015	20,000	-	\$20,000	50 Cook Islands Women Entrepreneurs book has been initiated – costs will be in photography, design and publication. To be completed by March 2015

2.2 Women in Business Needs Analysis report due by March 2015	40,000	\$28,840.20	\$11,159.80	Four research groups have been working on Finance, Training, Policy and Statistical Data. Completed reports will be put online; investigating the development of a mobile application to enable "at your fingertips" access to information.
2.3 Income generating activities are identified for women with a disability	15,000	-	\$15,000	Creative Centre and CINDC working with Education to establish priorities – to be implemented by June 2015.
2.4 Needs of women entrepreneurs identified and helped to upgrade their enterprise	55,000	-	\$55,000	Innovative Initiative Programme initiated – applications close 31 Dec 2014. Projects to commence in January 2015 – Presentations at the Business Forum in May/June 2015.
Output 3. Economic data sex disaggregated				
3.1 All tax, land, business and loan registrations can be disaggregated by sex- including data access to key government agencies	-			Sex disaggregation work to be covered by the Statistics TA in 5.1
3.2 100% sex disaggregation by June 2015	-			"
Output 4: Taskforce meetings				
4.1 Stakeholder meetings to be convened monthly	-			Taskgroup leaders report to monthly Stakeholder meetings
4.2 Taskforce reports due quarterly	-			Provided by task group leaders
4.3 Steering Group meetings are convened monthly				Steering Group to be convened by GADD
Output 5: VAW data WHO aligned				
5.1 Police, Health and PTI are using the same WHO indicators	35,000	\$14,238.20	20,761.80	Statistical TA employed by NSO to extract VAW gender data from key agencies. Position filled till June 2015.
5.2 Indicators for physical, sexual and mental violence are aligned by June 2016	-			To be covered by the Statistics TA in 5.1
5.3 Data collection on DV/gender based violence is improved	30,000		30,000	Police Database and training given initial priority support till June 2015.
Output 6: VAW Referral system formalised				

6.1 Stakeholder meeting is held in conjunction with NCW	35,000		35,000	Transferred by GADD to NCW Women's Conference 2015 to enable Pa Enea women to attend – to be held in March 2015
6.2 A formal referral policy / procedure is drafted (completed by July 2015)	10,000		10,000	Coordinating Mechanism to be developed by GADD by June 2015
6.3 Review and update Office system and database of PTI	15,000		15,000	PTI office systems have been assessed for upgrade to enable improved statistical data collection and implementation of support activities by June 2015.
6.4 Services to accompany the victims and support their recover including free legal support are developed	45,000		45,000	Legal aid to be provided to DV victims due to hardship, through PTI (Jan-June 2015) – INTAFF to check for waiver in MOU
Output 7: VAW Training				
7.1 Hold four training sessions per year by June 2016				Community Training sessions to be incorporated into 8.3a
7.2 Hold workshops on rights, gender, law and health				Workshops to be incorporated into 8.3a
7.3 Focus on public servants, CSOs, Public and outer islands				Workshops to be incorporated into 8.3a
7.4 Capacity building programme for communities to deal with DV and to protect the victims are developed and implemented				Workshops to be incorporated into 8.3a
Output 8: VAW Advocacy Campaigns				
8.1 At least 3 advocacy events helped by June 2016				
8.2 Develop data collection / recording processes				
8.3 Work with government to implement				
8.3a Greater awareness of the Family Law Bill, CEDAW, etc.	15,000	-	\$15,000	Community Training specifically for the Pa Enea to be held during Jan-June2015.
8.3b Communication material on women's rights is produced				
TOTALS	455,000	71,015.12	383,984.88	

Risk management matrix (December 2014)

RISK FACTORS	POTENTIAL IMPACTS	POSSIBLE MITIGATING MEASURE/S
Family Law Bill and amendments of Crimes Act have not been passed by Parliament	Risk that training programmes on Rarotonga and Pa Enua will be delayed and rushed, and capacity building at community level will not be as effective	The Family Law Bill has apparently been ready for Parliament to pass for several months. The Government must table the Bill as soon as possible so that the public consultation process can begin and the project can then focus on preparing communities for the development and implementation of community support mechanisms.
Perception of the Gender Policy as being only about violence against women	Risk of losing interest and support of key stakeholder leaders when the 6 components of the Gender Policy are not more actively promoted	The Gender Division should be more proactive in its promotion of the six components of Gender policy development, and in the interest of sustainability, to be taking a greater lead role in this promotion activity
Lack of relationship building contact between GADD and key stakeholder groups	Risk of alienation of the Gender Division from its community	In the interest of sustainability, relationship building with HOMs is required to create shared objectives for the future of the Gender Project – firstly by supporting the development of a Gender policy in each government Ministry
Project failure due to lack of overall monitoring of project activities and achievement of objectives	Risk of loss of credibility of Ministry in charge of the project and of Government due to lack of intervention	The cross cutting nature of the project and the Gender Policy as a whole requires a cross government monitoring body for example, the formation of a Steering Committee that has overall responsibility of the Project and its activities as well as the implementation of all the components of the Gender Policy.
Gender programming seen as ineffective	Risk of lack of confidence in the success of community initiatives by those for whom the project is targeting, women at risk	Performance issues relating to the Gender Division raised in the Gender Stocktake (2012), Gender Profile (2012), the SPC Mid-Term Review (2014) and recommendations made in the Project Research Paper on Gender Policy (2014) must be addressed by INTAFF

Delays in payments of project accounts due to tardy line management processes	Risk to relationships with customers and suppliers	A review of the payments process for the project is required. This is exacerbated by the lack of details provided by MFEM when payments are made into supplier accounts. It becomes their responsibility to check that payments have been made, because there is no information that outlines where funds have come from or what the payment was for.
Policies related to Gender and other related to business and VAW issues not easily accessible	Risk of not addressing important development issues due to lack of access to recommended documents and action plans	The policy division or some other coordinating body should create a mechanism to facilitate access to all government information and policies that should be accessible to the public. There is no central storage facility for government documents. EGovernment would help to coordinate government information and services.
Lack of coordination with other socially focused development projects and activities	Risk of "reinventing the wheel" and spending funds unnecessarily by repeating activities, creating a "been there done that" attitude within the community	Meetings of Development Project coordinators should be coordinated by DCD to discuss development programmes would avoid overlaps and give better value for donor funds within the context of their own project objectives
Participants in the Innovative Initiative Programme do not deliver on their projects	Risk that grantees of the initiative programme may not complete the activity successfully	The Selection panel will select grantees according to the relevance and importance of the initiative to their current business – the innovation, its aspiration, how it is aimed to be implemented and its benefits. Grantees will be supported throughout to help make their projects a success. They must be prepared to be involved in the Gender Project – to present at workshops and at the Business Forum and in the Trade Fair.

Governance and management arrangements

Community relationships and internal governance issues have been raised earlier in this report.

Transition or Exit Planning

Nil at this time.

Authorisation

I declare that the information contained in this report is true and correct and confirm:

- MOIA Funds were received and used only for the agreed purpose(s); and
- All conditions attached to MOIA’s Funding have been met; and
- MOIA Funds have been fully utilised for the intended purpose, OR
- There are unspent Funds and I understand that MOIA may deduct this amount from the next tranche payment of Funds OR a cheque is attached returning these Funds to MOIA.

Maureen Hilyard

Gender Project Coordinator

Full Name (in block capitals)

Title / Position (e.g. CEO)

Signature

Date

Appendices

This report includes the following appendices:

1. WIB Report to Chamber of Commerce (November 2014)
2. Report on the UNESCO Gender and Media Survey (December 2014)
3. Activity Concept Report – Equipment for the Police Intelligence Unit
4. Activity Concept Report – Innovative Initiative Programme
5. Rotaianga Workshop Report – Bob Kimi, Rotaianga
6. Application for DUTY LEAVE

**Report to the Cook Islands Chamber of Commerce on the
Conference of the Pacific Islands Private Sector Organisation (PIPSO).
Pacific Women in Business (Building women entrepreneurs – Building nations)
26-28 November 2014, Nadi, Fiji**

On behalf of my Cook Islands colleagues, Teuira (Tutu) Pirangi from Highland Paradise and Andrea Rongokea of Wedded Bliss, I would like to thank the Chamber of Commerce for enabling us to attend the second PIPSO conference held in Fiji. Many thanks too, to Lynne Samuel for her patient assistance and support with the logistical arrangements.

The experience was not only an eye-opener to the many successful businesses across the Pacific but also a realisation that despite the difficulties women in the Cook Islands may experience getting started and maintaining their businesses due to the constraints of some of our government and private sector financial or capacity building policies, our environment for entrepreneurship is much more facilitating than that of some of our sisters in other Pacific countries. Vast distances between women's networks for some and the lack of quality internet connectivity for many, may limit important contact and support among women entrepreneurs. However, a common barrier to sustainable development of business ventures in many countries across the Pacific is the lack of access to financial services alongside appropriate education and training that will assist them to be successful and sustainable.

Pacific Chambers of Commerce were recognised at the conference for the practical support they give for local businesses. The Gender Equality Project would like to take further advantage of the knowledge and experience of its own local Chamber members to build the businesses of our women entrepreneurs, even to our micro-to-small businesses at the market level.

Violence against women, by both men and other women across the Pacific, was also identified as a barrier to the greater contribution that could be made by women in business. These issues were discussed in a dialogue facilitated by the Australian Government's Ambassador for Women and Girls, Natasha Stott Despoja, on the day before the PIPSO conference. Support was sought for solutions from within the private sector to respond to the costs that can result from violence against women. These costs can directly impact on loss of productivity and service provision for businesses but also on police, health and justice systems, as well as loss of security and income for families.

Examples were given about how various Pacific private sector companies were supporting women employees who were experiencing violence in the home. A Pacific study is currently being undertaken as to how the private sector is responding to this major societal challenge. I would urge the Chamber to publicly support any community efforts that will help to eliminate domestic violence so that women can more positively contribute to the economic development of our country.

While the conference provided a wide overview of Pacific businesses, we felt that the coverage did not include much from the hospitality or service industries that would be of high interest to countries where tourism is their major income earner. Highland Paradise and Wedded Bliss would have provided unique sights into traditional and cultural inputs can add value to services within a tourism-oriented economy. Jennifer Henry's entertaining presentation about Te Tika and its respect for traditional and scientific contexts was a much appreciated perspective. Marian Gosselin attended as a representative of Cook Islands Westpac. Westpac Bank was the conference's Gold Sponsor.

In the next month, the Gender Project aims to seek out established companies who have an innovative idea that would add value to their current products or services, to make an application for support from the Project. These companies would be potential contributors to the next PIPSO conference which is due to be held in 2016, however a preview would be possible in a Women's Business Forum that the Project proposes to hold in May-June 2015. Assistance at this event from the Chamber would be gratefully appreciated.

Identified Challenges for Women in Business across the Pacific

- Internet connectivity and related costs across the Pacific identified as being a major barrier for making contacts with overseas markets
- Access to financial services and start-up loans by women when financial institutions impose such high hurdles with regards to security required as collateral.
- Violence against women issues as mentioned earlier.
- The need for a Ministry of Women in each of the Pacific countries to appropriately deal with national issues as they affect women.
- It was recommended that women business entrepreneurs from the Pacific attend whatever opportunities available to lobby for the resolutions that have come out of this conference. One venue mentioned was the Pacific Forum Economic Ministers meeting will be held on Rarotonga in 2015.

Positive Takeaways from the PIPSO Conference

- Master Chef, Robert Oliver, promoted the local agriculture industry. His books demonstrate that Pacific cuisine can be healthy, especially when enhanced by quality local produce. Markets such as Punanga Nui create opportunities for small farmers but education and training in effective business management for microbusinesses are essential to ensure that these operations are effective and sustainable, especially when these provide the main income for many stallholder operators.
- The conference recommended that Governments should add more tax to unhealthy imported foods and decrease the tax on home grown foods, and encourage women in agriculture.
- Bernadette Ganilau's message to the women at the close of the conference was to keep agitating for change in government and private sector policy to encourage and facilitate an enabling environment for women entrepreneurs.

Followup for the Gender Equality and Women's Empowerment Project

- PIPSO and PIPSO members will be incorporated into the training and development programme for the project
- Pacific-based trainers from among the PIPSO members have been identified for mentoring, marketing, branding, handicraft production, networking and other training.
- One of the important aspects of training for this Project is to utilise the skills and experience of people who have worked in the private sector industry in the Pacific, and who know what is important for Pacific women entrepreneurs to understand in order for them to be successful.
- The Gender Project seeks Chamber support to help to address the needs of women who experience violence in the home and which would adversely impact on their employment, their employability or their potential for creating their own business.

With many thanks

Maureen Hilyard, Tutu Pirangi and Andrea Rongokea.

November 2014



MINISTRY OF INTERNAL AFFAIRS

**Gender Equality and Women's Economic Empowerment
Project**

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Office: +682 29370

COOK ISLANDS REPORT ON THE UNESCO GENDER AND MEDIA RESEARCH

DECEMBER 2014

INTRODUCTION

My name is Maureen Hilyard and I am a Cook Islander. I am the Cook Islands UNESCO Commissioner for Information and Communication and the Gender Equality and Women's Economic Empowerment Project Coordinator. I am a member of the local Media Association.

The Gender Equality Project is funded by Australian Aid and promotes two components of the Cook Islands National Gender Equality Policy: (1) women's economic empowerment and (2) eliminating violence against women. The relevance of the UNESCO Gender and Media Research to the Gender Project is via Section J of the Beijing Declaration - Women and the Media.

To introduce the survey, I initially explained its relevance and purpose at the November meeting of the Media Association and asked for their participation. I had only been given a pdf version of the survey, so I rewrote it as an online form that could be accessed and completed at any time, and to support a paperless environment. There were 6 members at the meeting. The survey was also distributed to all Government Heads of Ministry as well as among key NGOs within the community.

After 4 weeks and several reminders, response was low. I could attribute this to a number of reasons: the length of the survey, the fact that most of the questions related to the media as a publicly-owned entity while in the Cook Islands media is privately owned; time available to complete such a survey; or even interest in the survey.

Therefore my summary below covers the topics related to the survey in very general terms with regards to my own knowledge of the situation in the Cook Islands plus the few additional responses, but they will give you an idea of how the media reflects gender within our public and private sectors, and in society in general here in the Cook Islands.

INTRODUCTORY QUESTIONS

The Cook Islands Government has a National Policy on Gender Equality and Women's Empowerment and a Strategic Plan of Action (2011-2016). It follows on from the National Policy on Women which was originally established in 1995.

The principle of equality is incorporated into the Constitution of the Cook Islands¹, but this does not specify gender equality although the government promotes it as such. Despite the aspiration of the 2011-2016 policy to enhance the social and economic development of the nation through the increased "contribution of all members of society and partnerships based on respect and equality between women and men", there has been little change since the 1995 document was first introduced, to increase the involvement of women in the labour force other than low level positions mainly in the hospitality area due to Tourism being the mainstay of our country's income. Disadvantages remain in terms of women's relative access to economic and political participation; statistics still show that women still have lower pay and earning capacity; and domestic violence is still a high statistic for such a small population.

A recent Gender Project stakeholder meeting revealed that despite a Cabinet directive in 2012 that all Government departments were to institute a Gender Policy, no Government department had done so, or even if they have one hidden in their archives, their employees do not know of it. The Secretary of the Ministry of Internal Affairs did not have a Gender Policy, despite being the home of the Gender and Development Division. Their rationale was that the Gender issues were incorporated into the Public Service Code of Conduct although the references to anything gender-related are not specific. There are no policies to cover any inappropriate behaviours e.g. anti-harassment, nor to specifically support gender equality in the workplace in relation to working conditions, decision-making, training or promotions.

The Public Service Office has a media policy but this has not been distributed across the other Ministries.

The Prime Minister's office has a media officer but revealed that the Cook Islands Government does not have a media policy. An official stated that there is no specific attention given to gender as their aim is to get information out to the public regardless of content, or whether there should be any consideration of gender relevance. The Prime Minister's media officer has a media background from within the private sector which is self-regulating. The Ministry of Education has a media officer (female) who regularly creates articles about education in the Cook Island. Nearly all government Ministries have a website on which they load updates on policy.

Within the Cook Islands there are no publicly own media companies. All media companies are privately owned: three radio stations; 2 television stations, 2 newspapers (one of them also online), There are no cable channels, or online radio stations or television channels. Telecom Cook Islands (TCI) is a monopoly providing internet and telecommunications services. TCI is 60% owned by Telecom New Zealand and 40% owned by the Cook Islands Government. TCI currently manages the spectrum and the country code Top Level Domain (.ck). Telecom NZ is currently selling its shares.

I. Policy, Legal, Regulatory Framework and Monitoring

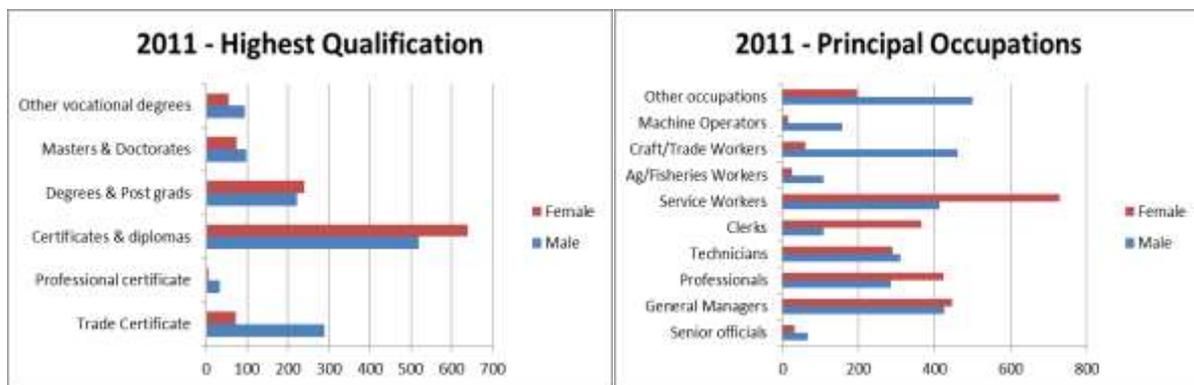
There are no policies in place to ensure gender balance in the appointment of women and men to any

¹ <http://www.ck/govt.htm> - *Equality before the law (section 64(1)(b))*

government bodies. Appointments to any leadership positions are at the discretion of the ruling government and appointments are perceived as related more to who knows whom rather than who might be the best person for the job. Anecdotally, if a local panel is selecting a person for a high level position, personalities can often play a role before any gender or qualifications considerations. There is little consideration for gender balance at any level of management from junior to senior management level.

II. Educational and career development

Statistically, women are just as qualified as men, and even though they may exceed men in many of the general management positions, qualifications and experience do not help them to get appointed to top leadership or decision-making positions (senior officials). Political expediency has enabled women to achieve leadership positions as Secretaries of Government Ministries, but these are not mandated and the perception is that political will dictates who gets a leadership role.



The Cook Islands Constitution states that there is non-discrimination and “equality before the law” for all – however discrimination still exists against homosexuals and cross-gender persons. Single-sex marriage is illegal in the Cook Islands. Women’s employment is not promoted in any media areas through policies, practices, quotas, broadcasting regulations, or by statements by Ministers or government. The Code of Ethics distributed by the Public Service Commission is the document that government Ministries tend to stand behind with regards to any gender-related policy although it does not specify gender in relation to work within the Public Service.

III. Education, Training and Skills Building

There is no educational institution that actively promotes women’s education and training. The Gender Equality and Women’s Economic Empowerment is the first of its kind to actively raise the awareness among the business sector for training and access to financial services for women in the Cook Islands. Media studies has been taught at the national secondary school on Rarotonga, however there is not a specific gender component that is included into the studies. Media and Journalism has not featured in tertiary courses provided by the University of the South Pacific for several years. The university campus is funded by the University headquarters in Fiji and it is assumed that they have a gender policy. The Cook Islands government does not provide any funding for the local campus. No statistical data or analysis has been provided or carried out with regards to the number of men/women who have undertaken media studies or any gender-sensitive training, over the past number of years.

Because the media companies are privately owned, there is no regulation regarding the number of men and women who are employed within them. However, in the major daily newspaper, there are more women than men employed in the content related area of their business, while the technical area (the publishing of the daily newspaper) are men. The company has difficulty attracting journalists, especially Cook Islanders, so that many of their writers are from overseas. Currently they have 3 journalists – all women and their editor is male. Journalists are expected to be both writers and photographers

IV. Research

Up until the Gender Equality and Women's Empowerment Project, there has been no other gender-related research. This project has been sponsored by the Australian Government. The research that is currently being undertaken by the Gender Project specifically targets the issues experienced by women in relation to establishing a business – financial, training and policy constraints. The research is not specified by our National Policy document but is an expected outcome of the Gender Project itself, specified by the donors. The current research areas do not reveal anything about the work of women/men in the multiple roles of media, or in any decision-making related to media involvement. There are also no ethical codes or policies in favour of gender equality in media content or the portrayal of gender in advertising.

V. Public Awareness and Dialogue

The Cook Islands government does not mainstream media and gender issues into a range of policies, strategies and activities. There is no integration of media and gender into social welfare programmes for women and girls; nor in job creation for women and girls; nor in national health programmes or national cultural policies, or in awards and honours. There has only been recent public awareness with regards to business development for women and girls except through this current project's focus on offering opportunities to help to develop women's economic empowerment.

Because there is no publicly owned media, there has been little in the way of raising awareness by the Cook Islands government of The Beijing Declaration and Platform for Action; or the Convention of the Elimination of all Forms of Discrimination Against Women; or Women's rights. What has been raised, has been through the efforts of a local NGO, Punanga Tauturu whose work is with women and women's rights - they provide legal advice and support for women who have experienced domestic violence - and another women's NGO, the Pan Pacific South East Asia Women's Association (PPSEAWA) which promotes awareness of gender issues, literacy among women and peace within our community.

VI. Gender in Media Content

There have been no media campaigns that focus on:

- The equal sharing of family responsibilities that emphasise gender equality and non-stereotyped gender roles of women and men within the family

Due to the establishment of the Gender Equality Project, the following issues have been, or are currently being, addressed

- The elimination of spousal and child abuse and all forms of violence and
- An increasing public awareness of the human rights of women

Possibly due to the high number of women working in the media industry, the daily newspaper welcomes articles that promote women and their experiences. Local women's NGOs, for example, PPSEAWA, were

invited to provide information that promoted women's leadership and to encourage women to put their names forward to stand during the last parliamentary elections. They also promoted leadership training for women. There were several articles that were posted in the press for no charge because they had been written by the President of PPSEAWA, and the Editor supported women's leadership programmes.

I provide articles about leadership in an international organisation that relates to involvement in the area of global management of the internet (ICANN). This relates to a specialist area and because internet development in the Cook Islands is seen to be an important development issue, the Editor of CI News invites articles that continue to raise awareness of issues relating to communication using new technologies in the Cook Islands.

The recent finalising of the Family Law Bill and its preparation for presentation to Parliament is a recent advancement in legislation related to violence against women. Once it has been presented, the Bill will be put out for public consultation and the Gender Project aims to prepare media statements that highlight the changes in legislation related to the welfare of women and children. Because the media are self-regulating and base their practices on their own professional guidelines and code of conduct, there are no restrictions by the Government on freedom of expression of the media. Public education on all issues is basically in the hands of the media although there is a professionalism within the sector which ensures a quality of content through their company's own moral or ethical lens rather than that which is expected because of any government mandate.

Maureen Hilyard
Gender Equality Project Coordinator
Ministry of Internal Affairs
Rarotonga
COOK ISLANDS

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GOVERNMENT OF THE COOK ISLANDS

Ministry of Internal Affairs, Gender and Development Division

Australian AID Pacific Women Shaping Pacific Development Initiative – Gender Initiatives

ACTIVITY CONCEPT NOTE

Title of Activity: Equipment support for the Police Intelligence Unit

Start and End date: Start Dec 1 2014, ongoing

Outcomes:

Consistent statistical data from the Police Department to meet the gender reporting obligations of the National Statistics Office (NSO) relating to Domestic Violence (DV) incidents

Outputs:

1. Equipment provided to support the Police data input, reporting and training objectives of the NSO that will to better inform current NSO data about DV incidents
2. NSO enhancements of the Police database system will facilitate consistent data input across all fields (including those required to meet gender reporting obligations)
3. Police reports that will include gender related data

Rationale/Justification:

- The following information has already been included within August and November monthly Project Coordinator reports.
- In consultation with the Police Commissioner (Maara Tetava) and the Secretary of Justice (Tingika Elikana), at a meeting of the VAW Stakeholder group on August 28 – refer to August Gender Project Report, p4 (meeting) and p11 (budget recommendation) - \$30,000 was allocated to the Police to meet their support needs for delivering on their coordination and reporting roles related to DV incidents and gender-related statistical data. It was noted by the stakeholder group members that other GADD members did not attend the meeting despite being on the stakeholder mailing list.
- At the August meeting, the Police Commissioner accepted an invitation by the Project to be the pilot Ministry to work with the NSO to incorporate more gender-related information into the Police database system in order to meet government gender reporting obligations
- A subsequent meeting (11 Nov) with Kim Robertson (SPC Gender Advisor) and Taggy Tangimetua (NSO) resulted in the contracted employment of Ano Tisam as a Technical Assistant to meet this objective.
- On 12 November, Kim Robertson (SPC Gender Advisor) introduced Ano Tisam and myself to the head of the Intelligence Unit (INTEL), Karen Ngamata with a view of the Gender Project's support for the inclusion of more gender-related data into the current Police reporting system. INTEL is the information and communication hub of Police Operations.
- This meeting and subsequent follow-up activities are recorded in the Project Coordinator's November report.
- The Project request is for a laptop that is dedicated to software that will insert gender-related information into the current fields of the Police database, for the purposes of the National Statistics Office Information System without compromising the integrity and privacy of the Police Department's current database system.
- A dedicated printer will support the reporting needs of INTEL while maintaining privacy of the information generated by INTEL

- A data projector will support the reporting and training needs of INTEL, its database management and the data input team
- Maintenance of equipment donated by the Gender Project will become the responsibility of the Police Department.
- The police contribution to the Gender Project is their commitment to ensuring that gender-related fields are inserted into their system to develop sex-disaggregated data that will better inform government reporting obligations.
- The metrics for this activity will include:
 - the number of gender related fields that are incorporated into the Police database
 - the production of reports that include data from these fields
 - the number of contact meetings held by the TA and the Police
 - the number of training sessions undertaken by the TA
 - the number of police officers trained in the use of the data within the Police system and for DV statistical purposes.
- The work of INTEL in support of DV information and statistics was acknowledged by PPDVP officer, Stan Nikoro. Unfortunately, financial support from the PPDVP programme was unavailable (refer to the email at the end of this report).

Activity Indicators:

1. Equipment is purchased and installed in the office of INTEL
2. Gender fields are inserted into a modified version of the Police database
3. Police reports include sex-disaggregated data

Budget/Inputs:

Budget Item	qty	unit cost	total Cost	Comments
Laptop	1	1438.00	1438.00	
Printer	1	1459.00	1459.00	
Data Projector	1	1789.00	1789.00	
TOTAL		4686.00	4686.00	

Email from Stan Nikoro in response to financial support for INTEL from PPDVP.

From: Stan Nikoro [mailto:stan.nikoro@ppdvp.org.nz]

Sent: Tuesday, 23 December 2014 8:43 p.m.

To: Maureen Hilyard

Cc: Karen Ngamata; Bredina Drollet; Ruth Pokura; maara.tetava@police.gov.ck; Cam Ronald

Subject: Re: Intelligence Unit equipment

Kia Orana Maureen,

It was great catching up with you and Karen from CI Police Intel today... Yes as per our discussions today, we support the work Police Intelligence do and acknowledge they require additional resources to help them provide timely Crime and DV information and statistics. Unfortunately we have spent our budget on the 3 outer islands DV & Youth Crime Prevention pilot program and not in a position to fund other resources at the moment. However it will be appreciated if funding can be sourced from the Gender and Equality Project.

Meitaki,

Stan

OFFICE REMARKS:



GOVERNMENT OF THE COOK ISLANDS

MINISTRY OF INTERNAL AFFAIRS
GENDER AND DEVELOPMENT DIVISION

Australian AID *Pacific Women Shaping Pacific
Development Initiative – Gender Initiatives*

ACTIVITY CONCEPT NOTE

Title of Activity: **INNOVATIVE INITIATIVE PROGRAMME- Phase 1**

Start and End date: **DECEMBER 1 2014 – JUNE 30 2015**

Outcomes:

- Increased benefits from new livelihood options and economic opportunities for women
- Women's increased access to productive assets

Measurable Outputs:

- # of women who show an expression of interest in this type of activity by making an initial application
- # of individual women entrepreneurs who supply all the requirements for their proposal to manage their new innovative initiative within an already established business
- Record of % increase in annual sales taken from baseline at the commencement of their project and assessed at 6 monthly intervals during the project
- # of media articles featuring individual entrepreneurs - role modelling good business management practices for other potential entrepreneurs
- # of presentations by the project grantees and an evaluation of their projects featured at the Cook Islands Women's Business Forum and Trade Show will be held in June 2015

Rationale/Justification:

Rationale for the Innovative Initiative Programme:

- Proposing an initiative within an already established business as the initial project activity takes advantage of:
 - an already established company infrastructure (a cheaper option than start-ups)
 - an already demonstrated owner commitment to maintaining a successful operation
 - successful women's business acumen and management skills being practised within their own enterprise
 - an opportunity for role modelling and training by Cook Islands women for Cook Islands women
- The activity encapsulates many of the low-level outcomes related to business opportunities in the CI Country Plan, to encourage and support:
 - new economic opportunities (1) for small businesses in both formal and informal sectors (3)
 - women entrepreneurs to develop and upgrade their enterprise (5)
 - consideration of market and value chain analysis of products on Rarotonga and in the Pa Enea (6)
 - women's business knowledge and development with training and technical assistance (7)
 - to facilitate access to markets (and the Trade Fair) for their products (8)
- It is assumed that another similar programme will operate in the second year of the project, but alongside some support for start-up/incubator programmes.

- This activity be supported by a publication about Cook Islands Women in Business - what inspired them to start a business, challenges and solutions as well as handy hints for budding entrepreneurs

The Activity:

- Applicants may propose one activity that could be incorporated into the core business of the company and would add value to its bottom line (business efficiency and profit margins) – thereby practising a value chain analysis
- Grant recipients must be prepared to be monitored and be exposed to the media about the progress of their initiative and their role modelling of good business practise within a variety of businesses
- Grant recipients must also be prepared to make a presentation about their project to other business women at the Women’s Business Forum to be held in June 2015, and in conjunction with a Women’s Trade Fair at which they can showcase their business and how the introduction of their initiative created value.

Introduction of the Programme Activity:

- Notification of the initiative was given to stakeholders in earlier meetings to prepare them for the first formal approaches for applicants
- Applications of Expressions of Interest were advertised in CINews (from 10-20 December). Applications closed on December 31 2014 – 20 formal expressions of interest were received
- A letter of invitation was sent to applicants whose request for proposal was less than \$20k, asking for formal quotes for their proposals with any expense items over \$1000 requiring 3 quotes.
- Returned forms stating all costs with the required number of quotes for each expense item will initiate an interview allocation
- The Interview panel will consist of the Business Taskforce/Advisory Committee – Bredina Drollet, Secretary of INTAFF; Sean Buckley, NZ Aid; Erina Korohina, DCD; Vaine Arioka, Banking/BPW; Lydia Marsh, BTIB
- The interview panel will assess the grant application according to:
 - The name of the applicant as a director of a registered company
 - Submission of all relevant quotes for the proposed activity
 - Articulation of the interviewees understanding of the significance of the inclusion of the innovation into the current operations, in relation to value chain analysis
 - Articulation of the interviewees understanding of the significance of the benefits of the innovation to the business, in relation to market chain analysis
 - Acceptance by the participant to:
 - Be fully involved in the project monitoring process as directed by the project coordinator
 - Be prepared to participate as presenters in training sessions for other potential entrepreneurs
 - Be prepared to be subjected to interviews and occasional news media
 - Give permission for photographs to be taken of themselves and the business in operation
 - Be prepared to participate in the Cook Islands WIB Business Forum and the Trade Fair

Activity Indicators:

1. Participants selected for the programme
2. Media articles
3. Training workshops
4. Presenters at the CIWIB Business Forum and Trade Fair

Budget/Inputs:

Budget Item	Budgeted	Comments
Initiative grant	\$55,000	For equipment & activities
Administration	\$20,000	For media coverage, and marketing activities
Training	\$40,000	To employ appropriate trainers and organise workshop sessions
Trade Fair	\$10,000	To get participants and products for sale from Pa Enea – BTIB support
Business Forum	\$10,000	To get participants from Pa Enea to Forum and to organise event
TOTAL	\$135,000	

OFFICE REMARKS:



**PO. Box 3236, Rarotonga, Cook Islands * Telephone: (682)
288-55 - mobile (682) 74687
Email: rotai@oyster.net.ck**

END OF ACTIVITY REPORT

Activity:	Anger Management Workshop (Harnessing the emotions)
Partnership and Supporting Organisations	In partnership with Punanga Tauturu Inc., and financial support by Ministry of Internal Affairs – Gender Development Division
Introduction	Rotaianga in Partnership with Punanga Tauturu conducted an Anger Management Workshop on 27 th – 28 th Nov 14. We are grateful to the CI USP for the free use of their Lecture room and amenities. This activity was planned to be the pilot case with the view of presenting it to the general public after the internal review. There has been many workshops conducted dealing with Domestic violence but none that focuses solely on Anger Management. The support of senior counsellors from Man Alive, NZ Institute of Practical Counselling and Punanga Tauturu enabled the participants to receive experienced, expertise tutoring and or immediate counselling and advice on site.
Workshop Contents	<ol style="list-style-type: none"> 1. Understanding Elements and recognising of Anger, Hostility, Aggression 2. Our Biological responses to Anger - Expressions of Anger Diagram 3. Costs of Angry emotions - the Boiling point 4. Effects of Violence and abuse 5. Punanga Tauturu Inc presentation 6. Control mechanisms and understanding our responses - the safe cycle solution 7. Emergency control and Time out - Quick strategies for calmness 8. Changing our Behaviour - tips and guides - the change cycle 9. Factors that increase the chances of success - the need to change/change model <p>Complete detailed Programme attached as Appendix 1</p>
Activity Rationale	This activity formed a broader Output which was to develop a training tool for discussions, enhancing learning, reinforce message and resources to support

	<p>service providers and the general public. This activity was the pilot test for Participants and Facilitators Handbooks and the Power Point Presentation. The workshop focused on understanding and recognising emotional elements and Triggers that lead to violent behaviours towards women. It was designed by the Rotaiana Men’s Support Centre with a male specific focus. The intent was to pilot test the handbooks and teaching resources on both men, women and youth participants and identify gender, cultural biases that may emerge and to evaluate how the handbooks can be used in Domestic Violence prevention and support programmes. The handbooks will be reformatted as per the evaluations from the participants. This activity was conducted in partnership between PTI and the Rotaiana Men’s Support Centre.</p>
<p><u>Budget</u></p>	<p>Budget Outline – Please refer to Appendix 1 below Rotaiana is extremely grateful to the financial support of the Gender Development Division of Ministry of Internal Affairs</p>
<p><u>Conduct of the workshop</u></p>	<p>Pre-Workshop Administration. Punanga Tauturu completed most of the administration including developing the Budget proposal and organizing the purchasing of the resources needed. This allowed Rotaiana staff and counsellors/facilitators from Man Alive NZ to focus on the preparation and delivery of the workshop. The professionalism, and sense of urgency by Punanga Tauturu staff especially Kairangi Samuela enabled the Workshop to commence on time, efficiently and is much appreciated.</p> <p>During the Workshop Although 23 people registered for the course, 15 participated and completed it. The participants were made up of a family group consisting of the father, mother and 14 year old son, 4 inmates and 1 warden and 7 members of the general public. The participants interacted readily throughout the 2 days especially during the team activities and the discussion phases. Two participants requested to be left out of all photos taken and their names to remain confidential which is normal for this type of activity. Overall, the conduct of the workshop went well with no noticeable difficulties.</p> <p>Pre-Workshop Administration. It was found that the Evaluation forms needed more time to be completed as the Ministries of Internal Affairs also produced an Evaluation of their own. Most participants requested the need to take the forms away to complete. This has had some adverse effect as most forms have not been returned. More time will be needed for completion. (Most have now been received (2 weeks after the course)</p>
<p><u>Conclusion</u></p>	<p>Like all pilot cases, the evaluation plays a critical part of the future developments of the programme. We are however encouraged by the positive response during the feedback session. Most participants said that they related to the contents on a personal level.</p>

It was also highlighted that the programme should be taken to schools, villages and for gender purposes. It is our desire that after the evaluations are formally analysed, the subsequent amendments to the programme should be completed quickly and efficiently. Another positive aspect was that one individual has now registered with Rotaianga to further deal with his anger in more detail. Overall, the programme was very successful.

APPENDIX 1 – BUDGET

Budget Breakdown.

<u>Budget Item</u>	<u>qty</u>	<u>unit cost</u>	<u>total Cost</u>	<u>remarks</u>
Handbooks developed and printed	30	\$30.00	\$900.00	<i>Handbook developed by Bob Kimiangatau of Rotaianga in his own time and in consultation with various men's support groups in NZ</i>
Workshop Delivery				
Trainer/facilitator Fees	3 days	200	\$ 600.00	<i>Bob with the support of Rick from Man Alive will be carrying out the training</i>
Coordinator/Support fees	4 days	100	\$ 400.00	<i>Assist with Administrative tasks before and during the workshop</i>
Stationery, pens folders, markets etc.	30	\$5.00	\$ 150.00	
Venue USP - free of charge				<i>USP has generously offered the Venue for free</i>
Overhead projector				<i>provided by PTI</i>
Butcher paper	10	\$2.00		<i>provided by PTI</i>

Refreshments				
morning tea/lunch and afternoon tea x 2 days	30	20	\$ 1,200.00	<i>based on \$20 per person for two days</i>
Water station hireage x 2days (including 4 bottles of water)	1	55	\$ 55.00	
Coffee, tea, milk and sugar (includes paper cups/spoons/forks/plates/serviettes etc.		\$120.00	\$ 120.00	
			\$ 3,425.00	

APPENDIX 2 – DETAILED PROGRAMME

Anger Management Workshop Detailed Programme Thursday 27th to Friday 28th November 2014 “16 Days of Activism against Gender Violence”

	Time	Activity	Facilitator	Eqpmt/materials required
day 1	8.30am	Opening Prayer	MC-Tangaroa	
		Welcome Remarks and Opening (MP for Tupapa - George Maggie)	Patrick	
		Overview of workshop objectives and outcomes	Bob	OHP, Workbooks, Laptop
	9.30 to 10.00am	morning tea break	Caterer	
	10.00 to 12.00	Understanding Elements and recognising of Anger, Hostility, Aggression	Bob	OHP, Workbooks, Laptop
		Our Biological responses to Anger - Expressions of Anger Diagram	Bob	OHP, Workbooks, Laptop
		Activities and Discussion -	Bob	Whiteboard
		Lunch		Hot water urn
	1.00 to 2pm	Recap on morning session	Bob	OHP, Workbooks, Laptop
		Costs of Angry emotions - the Boiling point	Rick	OHP, Workbooks, Laptop
	2.00 to 3pm	Effects of Violence and abuse	Rick	OHP, Workbooks, Laptop
3-3.30pm	End of days activities - closing Prayer	MC-Tangaroa		
Day 2	8.30am	Housekeeping and Prayer	MC-Tangaroa	
	8.45am	Re-cap on previous day's activities	Bob	OHP, Workbooks, Laptop
	9.00am	Punanga Tauturu Inc. presentation	Nani	OHP, Laptop
	10.00am - 10.30am	Morning tea break		
	10.30am	Control mechanisms and understanding our responses - the safe cycle solution	Rick	OHP, Workbooks, Laptop
		Emergency control and Time out - Quick strategies for calmness	Rick	OHP, Workbooks, Laptop
		12.00-100pm lunch		
1.00pm -3pm	Changing our Behaviour - tips and guides - the change cycle	Bob	OHP, Workbooks, Laptop	

	Factors that increase the chances of success - the need to change and the change model	Rick	OHP, Workbooks, Laptop
3.30pm	Debrief and workshop evaluation	Bob	Evaluation forms
	Closing Prayer and farewell	MC-Tangaroa	



GOVERNMENT OF THE COOK ISLANDS

MINISTRY OF INTERNAL AFFAIRS
GENDER AND DEVELOPMENT DIVISION

Australian AID *Pacific Women Shaping Pacific
Development Initiative – Gender Initiatives*

APPLICATION FOR DUTY LEAVE – Maureen Hilyard, Project Coordinator

I have on several occasions requested a review of my employment contract to take greater account of the work that is expected of this project coordination position. The current contract does not accurately value nor compensate me for the knowledge, skills and expertise to do this job which requires me to design and implement a nearly \$1million programme. The project also expects taking into account the slightly different expectations of the outcomes of the Country Plan produced in conjunction with the Australian Government and the GFA which incorporates the results framework designed within the programme of the NZ Aid Social Impact Fund. Meeting these demands, can involve early starts on tasks at home and finishes late in the afternoon at the office while taking no account for further hours spent at the weekends. These are necessary in order to keep up with emails and other documentation required to manage stakeholder relationships as well as project organisation, management and reporting tasks.

Despite my qualifications as a Bachelor of Business, Post Grad Diploma of Business and Administration and Master of Management, an approach for a pay rise has been rejected, I propose an alternative to compensate for the additional work that the project demands that will still ensure that my project outputs are achieved.

I request that I be allowed to take duty leave to enable my attendance at regional and international meetings of the At-Large Advisory Committee (ALAC) of the *Internet Corporation of Assigned Names and Numbers* (ICANN) - an international not for profit NGO.

I am one of three elected Asia-Pacific representatives (the others are from Australia and Saudi Arabia). In 2015 I will be in my second year of this current two-year term. I am also on the ALAC Executive, the APRALO (regional) Executive, and am the ccNSO Liaison for the ALAC. Attendance at meetings by the ALAC and members of other ICANN Councils, are unpaid except for sponsorship of airfares, accommodation and a small stipend.

I request that duty leave is granted so that I can take paid leave to attend the five ICANN meetings that have been organised so far for 2015 (the dates are tentative depending on travel time):

- 4-17 February, ICANN52 meeting, Singapore
- 30 Feb – 8 March, *Asia Pacific Regional Internet Conference on Operational Technologies* (APRICOT) meeting, Fukuoka, Japan
- 16-29 June, ICANN53 meeting, Buenos Aires, Argentina
- TBC, September *Pacific Islands and Australian Internet Society INET* conference, Brisbane, Australia
- 12-25 October, ICANN 54 meeting, Dublin, Ireland.