

# GADD Gender Project

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# Presentation

- Aims of the programme
- Policy Implications
- Objectives
- Methodology -
- Review of Documents
- Constraints
- Findings
- Recommendations

# Aims of the Programme

- ❑ Identify new economic opportunities for women
- ❑ Promote and support women's businesses in both the formal and informal sectors
- ❑ Support women's access to financial services and other productive assets for the development of their enterprises
- ❑ Support the Integration of women living with disability in socio-economic development

# Policy Implications – Gender Profile findings

- Policy implications – ensuring that the legal and governance framework supports gender equality underpins all other efforts towards achieving gender equality.
- Legislative Reforms are required for compliance with international treaty obligations such as CEDAW, CRC CRPD – Beijing Platform for Action and others
- The Cook Islands need to set clear national priorities from the long list of change required and work gradually towards these through **a whole of government approach.**

# OBJECTIVES

- ❑ To provide a comprehensive gender-sensitive analysis of the policies of government agencies and private sector organisations to ascertain their concurrence with **the National Gender Equality Policy.**
- ❑ **Gender sensitive language constructs and provide definitions of the Gender Concepts**

# Objectives cont.

Report will consist of :

- Review existing documents
- As assessment report of current knowledge of government officials, private sector partners and NGO partners on national policies on gender sensitivity

# Objectives cont.

The report will identify :

- ❑ Policy any policy gaps that should be incorporated into workplaces – for example, gender equality and anti-harassment policies.
- ❑ A review of the government's Code of Conduct – in relation to the National Gender Equality Policy

# Objectives cont.

- ❑ A review of gender related policies in as wide a range of Ministry departments and agencies, as well as private sector organisations that employ both men and women
- ❑ A set of recommendations will be expected to address any identified challenges, limitations and possible solutions

# Methodology

- Desktop research, meetings, consultations and interviews with key stakeholders in the public and private sector and policy makers as needed for the development of this analysis
- It is recommended that the National Policy Division is the first point of contact with regards to any discussion with government policies and their compliance with the National Gender Equality Policy

# Methodology

- Identified documents to use as baseline for assessment:
- ILO Gender audit methodology, and other documents
- Gender Profile and Gender Stocktake
- Beijing Platform for Action, CEDAW, CRC, Paris Declaration Optional Module: Gender Equality

# Gender Profile 2013

- This report has been written for policy makers and planners in the Cook Islands for policy review and development as well as future monitoring and evaluation.
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- This report presents and analyses statistics on the status of women and men, girls and boys. This report looks at the statistical data and indicators and research and reports about the Cook Islands and analyses these in terms of social and economic differences between women and men.
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- **It provides the information required to develop and review policies that address the possible different impacts of policies or programs and laws on women and men.**

# Gender Stock take

- ❑ This document was also used as a reference in Gender Profile 2013
- ❑ Was designed to determine the extent to which capacity for effective gender mainstreaming exists in national governments and to identify potential areas of strategic intervention to strengthen such capacity

# Legal Framework

- ❑ To be effective NWM need both strong internal capacity and a wider government structure that is supportive of gender equality and mainstreaming
- ❑ That wider structure must include a strong legal and policy framework supportive of gender equality and mainstreaming, genuine government commitment, **a supportive organizational culture**, clear accountability mechanisms, strong technical capacity and adequate resources

# Gender stock take 2012

## Enabling Environment Requirements for gender mainstreaming

- 1. Legal and Policy framework – the extent to which gender equality and mainstreaming commitments are in place by virtue of ratification of relevant international human rights treaties, existence of constitutional and legislative provisions, and existence of government policy mandates**
2. Political will
3. Organisational culture -
4. Accountability and responsibility
5. Technical capacity
6. Adequate resources

# Organisational Culture

- The extent to which the attitudes of staff and institutional systems, policies and structures support or marginalise gender quality as an issue

# Accountability and responsibility

- The ways in which action on commitments to gender mainstreaming can be traced and monitored within organisations, and the mechanisms through which individuals at different levels demonstrate gender equality related results
- E.g. Cabinet Minutes on endorsing CEDAW general recommendations

# Technical Capacity

- The extent of skills and experience that organisations can draw on to support gender and human rights mainstreaming initiatives across and within their operations and programmes

# Constraints/Challenges

- Assumption was that a list of documents would be provided to give me background on the status of the implementation of the Cook Islands National Policy on Gender Equality and Women's Empowerment
- Access to Gender Reports, cabinet minutes or any other documentation that might assist before meetings and interviews

# Constraints and Challenges

**Request for information from GADD to inform assessment/analysis not received in a timely manner – incomplete – lack of support and cooperation**

- Copy of Cabinet Minute endorsing the Cook Islands Gender Equality and Women's Empowerment Policy – is there a minute or circular informing all government ministries of this policy and advising or informing them to incorporate in their divisions policies?

# Response Received

CM (11) 0236 Paper dated 24 May 2011. Subject: the National Policy on Gender Equality and Women's Empowerment and the five year strategic plan of action (2011-2016)

- Cabinet Minute was circulated to PSC, OPM, Crown Law & MFEM
- There is no minute or circular advising or informing them to incorporate in their division's policies

# Response to request for information cont.

Cabinet Minute (CM (07) 505, dated 4 September on the 39<sup>th</sup> Session United Nations CEDAW Committee, Concluding Remarks, with the view that it will be implemented by the respective Government Agencies and Ministries

- ❑ (Same info) there is no minute on advising or informing them to incorporate in their division's policies.

# Response to request for information cont.

A copy of Cabinet Minute (CM (07) 503), the approval for the Cook Islands to accede to the Optional Protocol to the CEDAW and accession to the amendment to Article 20 of the Constitution, and the MFAl to prepare and deposit the instrument of accession. Is the removal of reservations included in this minute.

Same info.

# Amendments to the CEDAW

- Cabinet meeting 4 September 2007
- Approved
- 1. Accession to the Optional Protocol to the CEDAW
- 2 Accession to the amendment to Article 20 of the CEDAW and
- The Ministry of Foreign Affairs and immigration prepare and deposit the instrument of Accession

# Cabinet Minute - Subject -

- Information Paper – 39<sup>th</sup> Session United Nations Committee on the Elimination of discrimination Against Women, New York, 3 August 2007 – Concluding Comments
- Submitted by Minister of Foreign Affairs and Immigration, the Hon. Wilkie Rasmussen

# Cabinet Approval

- The concluding comments can be summarised into three parts: an introduction, the positive aspects of the dialogue and the principal areas of concern and recommendations. In essence the key areas of concern identified by the Committee are as follows:
  1. There is a clear need for legislative reform in a number of areas – allow women access to the judiciary after hours; increase the age of marriage from 16 years to 18 years, etc.

# Cabinet approval cont.

2. More awareness raising about the Convention and related legislation is necessary;
3. Gender sensitisation is necessary in the education and training of law enforcement and judicial officers, including judges, lawyers and prosecutors;
4. Support the use of the gender mainstreaming strategy across all sectors and levels;

# Cabinet Approval

5. Strengthen the national machinery for the advancement of women, and provide it with the necessary resources.
6. Ensure that all national development plans, policies and programmes explicitly promote women's equality and empowerment

# Cabinet Approval

7. Give priority attention to the design and implementation of a comprehensive strategy to address all forms of violence against women;
8. Undertake research into prostitution;
9. Increase the number of women in decision making positions; and
10. Ensure that the draft Labour Bill (Employment Relations) is enacted and that discrimination against women is prohibited in the private sector

# Cabinet Approval – Next Steps

- The Ministry of Internal Affairs and Social Services will call a meeting of all the HOMs of the following Government Ministries to **provide them a copy** of the concluding comments: **Crown Law, Education, Finance, Foreign Affairs & Immigration, Health Justice, Office of the Prime Minister, Office of the Minister of Island Administration and Police.**

# Cabinet approved the proposal

- Noted – the concluding comments **with the view that it will be implemented by the respective Government agencies and Ministries**

# Cabinet Approval of National Policy on (GEWE)

- ❑ CM (11) 0236 dated 24 May 2011 – At a cabinet meeting held on Tuesday, 21 June 2011, Cabinet gave consideration to matters relevant to your Department/Ministry in reference to the above-mentioned subject.
- ❑ Submitted by the Minister of Internal Affairs, the Hon. Mark Brown
- ❑ **Approved** the National Policy on Gender Equality and Women's Empowerment, together with the 5 year Strategic Plan of Action 2011-2016

# Recommendations

- A meeting of all of the researchers should have been held in consultation with the GAD project Manager and GADD Director to discuss project to ensure a more participatory collaborative approach and to access all the necessary documents prior to commencement of research

# Recommendation

- Access to information and knowledge exchange was a major constraint
- A central information hub should be established to enable easy access to information, reports and current information country position, commitments etc. So there is a consistency in the reporting of accurate information – currently there are information gaps in various reports – this is useful for policy decision-making, research etc. **Gender Stocktake 2012, Gender Profile 2013 – Beijing plus 20 review; Paris Declaration –Optional Module, Gender Equality and Aid Effectiveness, etc.**

# Gender mainstreaming

For organisational Change

- A whole of government approach – not just GADD responsibility
- A policy for Gender Mainstreaming as a cross cutting concern within the Ministry's objectives, programmes and budget to ensure all Cabinet Minutes, reports, TORs, are prepared with Gender analysis
- Mainstreaming in implementation of programmes and technical cooperation activities

# Findings – Gender Profile/stocktake

- Despite initiatives to address women's issues and reduce gender inequalities in the last few decades in several sectors. Gender equality perspective is not systematically integrated in the policies programs of the central and local development

❑ The Gender Stocktake of the Government conducted in 2009-2010 reveals that gender issues are rarely discussed as development issues among government agencies and gender equality is not mainstreamed across the sectors.

❑ With the exception of the Education and Health sectors, there is little production and use of sex disaggregated data and gender analysis for guiding policy making, programs design and service delivery.

❑ There is no accountability system for mainstreaming gender at the institutional and individual levels.

# Gender stocktake – Findings

- The coordination of initiatives for addressing women's human rights is weak and collaboration with the national women machinery is very limited. The financial and human resources for mainstreaming gender are largely insufficient.

# Gender Profile

- **A National Steering Committee, with representatives from all government ministries and some agencies including the national council of women, has been established to advise and monitor progress of the policy's implementation. There are several sectoral 'task forces' reporting to the National Steering Committee based on the six key areas in the policy:**

- ❑ Regulations and policies regarding discrimination and sexual harassment are needed in both the public and private sectors.
- ❑ Sexual harassment and discrimination are mentioned in the Personnel Manual of the Public Service Commission but only that incidents must be reported to the head of the ministry and with no specific definitions or alternative avenues for complaints.
- ❑ Highlights need for Human Rights Commission

# Findings

- ❑ Progress has been slow with **gender mainstreaming** in government.
- ❑ Obstacles include the capacity of GADD to do the necessary policy review and implementation to work with line ministries, the required institutional arrangements have not been formally established,
- ❑ low support and understanding at the technical level in most ministries and
- ❑ limited ownership by heads of ministries with the exception of health and education, limited statistical information for gender sensitive monitoring and evaluation and progress, and
- ❑ heavy reliance on development partner funding for operational activities in Gadd. Little recognition of GADDs role.

# Linkages

- Gender Profile identifies policy Implications and in some areas linkages to Beijing Platform
- Linkages to Beijing platform, CEDAW, ICPD, and Development Goals
- The NSDP 2007-2010 refers to the integration of gender equality policies into sectoral strategies but does not mainstream across all strategic goals - under social welfare -