

Annex 1. Mid-term Review of Implementation of the National Policy on Gender Equality and Women's Empowerment

Colour coding indicative only:

- Activity implemented
- Activity on-going or partially implemented
- Activity not implemented
- Insufficient information

<p>Outcome 1:</p> <p>Gender-Responsive Government's Programs and Policies</p>	<p><u>Indicators:</u></p> <ul style="list-style-type: none"> ❖ Number of provisions and resources allocated to address priorities and needs of both women and men by government programs in every sectors ❖ Number of sectors where women and men have the same opportunity to benefit from government services and programs, especially in the Pa Enuā ❖ Number of gender responsive policies and programs 	
<p>Task force leader:</p> <p>MINTAFF</p>	<p><u>Members of the Task Force:</u></p> <p>GAD Division, OPSC, MFEM Statistic Office, OPM, CPPO, NCW, PTI, Crown Law, Parliament</p>	
<p>Output 1.1.</p> <p>CEDAW articles are embedded into legislative and statutory reforms and policy initiatives across Government.</p>	<p><u>Indicators:</u></p> <ul style="list-style-type: none"> ❖ Number of existing laws and policies inducing direct or indirect discrimination against women reviewed and amended ❖ A mechanism in place for reviewing and provide advice on every bill and policy proposed to the parliament to ensure its compliance to CEDAW ❖ Number of Cook Islands laws and policies reflect CEDAW's commitments ❖ Number of recommendations made by the CEDAW committee implemented in a timely manner 	

Detailed Actions	Existing Programmes	Leading role	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
1. Implementing the CEDAW law reform program (to continue)	Law Reform Programme	MINTAFF	Crown law Ombudsperson Law society GADD		-	2008	2015	Insufficient information
<i>Adoption:</i> 1.1. Adoption of the Employment relations bill		Crown law	Labour Division, Law society GADD Ombudsperson	UNDP SPC RRRT				Adopted- extends maternity leave to the private sector and ensures the government pays employers.
1.2. Adoption of the Family law bill					-	2011		Drafted by UFIMEM and UNDP Passed in front of Cabinet now then 1 st reading in Parliament (select committee). If accepted, it will bring CEDAW compliance on the age of marriage, the dissolution of marriage. Will also operationalize Police safety orders in situations of domestic violence. It will also include responsibilities for MINTAFF to organize state care for children in situation of abuse.
<i>Upcoming Review</i> 1.3. Crimes Act		Crown Law	Law society GAD Division			2012		GADD provided some information to the Crown Law on dispositions to repel and promote in the new Crimes Act. Drafted by Crown Law Australia. Under drafting for the past 4 years- first draft should come next year.
<i>Upcoming legislation development</i> 1.4. Establish a mechanism to examining bills with gender perspective and		Crown Law	Ombudsperson Law society GAD Division			2012		Not completed. GADD suggested to Cabinet that each proposed legislation include a "gender impact statement". Cabinet agreed but GADD does not have the capacity to review each

their compliance with CEDAW								legislation and draft such statements. Each legislation already includes a social, financial and legal impact statement, elaborated by respective ministries and verified by the ministry of Finance.
2. Build the capacity of the Crown law, ombudsperson and Law society to examine legislation and policies and make recommendation to comply with CEDAW		Crown Law	PTI Ombudsperson	(RRRT) (UN Women)	\$25 000	2012		No capacity building initiated but regular communication with GADD on the occasion of reports. Interest on the part of the Ombudsperson.
3. Developing awareness raising material to show the practicality of CEDAW for the government in different sectors – for policy development		GADD	PTI CINCW	UN Women	\$10 000	2012		GAD has developed flyers and radio programmes on CEDAW. More oriented to the community than to governments.
Output 1.2. CEDAW review report is prepared and presented to CEDAW committee in a timely manner	Indicators: CEDAW report is presented to CEDAW committee every 4 years <p style="text-align: right;">BUDGET: \$20 000 Development Partners' Support: \$20 000</p>							
Detailed Actions	Existing Programmes	Leading role	Partners	Development partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
4. Finalize the CEDAW report		GADD		UN Women	\$20 000	2011	2012	Draft initiated, should be ready by the end of 2014
5. Hold consultation on the draft		GADD						Consultation held with Ministries and NSOs

6. Get endorsement from the Cabinet		GADD						Report not finalised
7. Submit to UN		MFAI	GADD					
Output 1.3. Knowledge about gender issues is updated and made available to decision makers, planners, managers of the government institutions and civil society	Indicators:							
	<ul style="list-style-type: none"> ❖ Information on key indicators of gender equality is produced and regularly updated ❖ Gender e-library ❖ Availability of sex disaggregated data set in each sector ❖ Number of high and mid level managers have been trained on the production and use of sex disaggregated data ❖ Number of national policies, strategies and programs include sex disaggregated data and gender analysis 							
Detailed Actions	Existing Programmes	Leading role	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
8. Produce a situational analysis on gender equality and gender mainstreaming with a baseline in 2012 with update report in 2013 and 2015		GADD/ MFEM – Stats	Tasks forces CINCW		\$10 000	2012		Gender Profile being finalised. Leading role passed on to National Statistics Office. Producing an updated gender profile after each census (4 year periodicity) will be among NSO's output.
9. Build the capacity of the government to produce and use sex disaggregated data for policy development and planning		MFEM – Stats	GADD	SPC Gender Statistics project	\$60 000	2011	2012	Nothing specific. Cook Island participation to SPC Gender and HR Statistics Workshop in August 2014 is a first start towards building capacity.
10. Establish and manage a gender e-library		GADD		SPC	10 000\$	2012		Not completed. Documents have been gathered by GADD, need to be uploaded to new MINTAFF' s website.

<p>Output 1.4.</p> <p>Gender perspective is mainstreamed in Government policies, programs and services including the outer islands</p>	<p><u>Indicators:</u></p> <ul style="list-style-type: none"> ❖ Number of senior and mid level managers who participated in gender mainstreaming training ❖ Accountability to achieve targets in term of gender equity and equality in relation to the sector is embedded in public service staff TORs – at all levels and it part of performance appraisal ❖ Number of senior and mid level managers who have built their capacity to identify gender issues in their sector and develop initiatives to address those issues ❖ Number of policies, strategies and programmes within which gender perspective is mainstreamed <p style="text-align: right;">BUDGET:\$80,000 + Development Partners' Support: \$45,000 +</p>							
	Detailed Actions	Existing Program mes	Leading role	Partners	Development Partners	Budget	Time Frame	
						Starting	Ending	
11. Conduct an inventory of government programs where gender perspective is integrated		GADD			-	2012		Not started. The easiest would be Health and Education as they have recurring activities
12. Explore possibility of accreditation for certifying gender trainers (analysis and mainstreaming)		GADD	Education HRD	USP	-	2012		Not started. Perhaps USP online gender courses could be an interesting avenue.
13. Conduct training on gender analysis and gender mainstreaming (task force, planning)		GADD		SPC	\$10 000	2012		Training conducted for task force members by SPC in Oct 2012 but more needed as most task forces members have changed.
14. Organize training on gender mainstreaming for senior and mid level managers		GADD		SPC	\$5 000	2012		Not started. The inclusion of gender mainstreaming in ToR was prioritised.

15. Provide technical assistance and advisory to ministries/directions when developing sectoral strategies and programmes and annual plans		GADD			\$15 000	2011		GADD provided technical assistance towards the following: National Sustainable Development Strategy, HIV/AIDS Action Plan, Climate Change Policy.
Detailed Actions	Existing Programmes	Leading role	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
16. Build the capacity of the government to adopt a gender budgeting approach		GADD		UN Women	\$20,000	2012		Not completed. GADD is willing to see the Ministry of Finance take the lead. 2 Finance staff went to training on gender budgeting organised by UN Women and SPC but considered it too ambitious for the CI context. GADD suggested piloting a gender responsive pilot exercise with MINTAFF.
17. Mainstreaming gender in government programmes in all sectors, including in the outer islands development plans		OPM (CPPO)	GADD		-	2011		CINCW has taken part in various consultations and provided inputs towards the integration of gender concerns in Water policy from the ministry of Infrastructure.
18. Include accountability to gender mainstreaming in staff TOR and performance appraisal		PSC	GADD		-	2011		Not initiated
19. Integrate responsibility to mainstream gender into the		PSC	GADD		-	2011		GAAD suggested some language but refused.

contracts HOMs and CEO and Islands Secretaries in their new terms								Need to revise the suggestion and move forward.
20. Include expertise in gender analysis/gender mainstreaming TORs for technical assistance – for both local and international contractual		PSC	GADD		-	2012		Not initiated
21. Develop guidelines and checklist on gender mainstreaming customized for each sector		GADD		SPC		2012		SPC to initiate guidelines.

<p>Output 1.5.</p> <p>GADD has improved its capacity to coordinate, advise, and provide technical assistance to the Government's institutions</p>	<p><u>Indicators:</u></p> <ul style="list-style-type: none"> ❖ Increased number of collaboration between GADD and central and sectoral ministries ❖ Increased budget for addressing gender issues at the national and local level and in the sectors ❖ Increased human and financial resources of GADD ❖ Increased information in overall gender equality situation and improved capacity to monitor the progresses <p style="text-align: right;">BUDGET:\$70,000</p> <p style="text-align: right;">Development Partners' Support: \$40,000</p>							
Detailed Actions	Existing Programmes	Leading role	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
22. Identifying the needs in term of human and financial resources	HRD Costing Programme	GADD		HRD	-	2011		Completed for the human resources part, every year asking for a new staff, if not funded by development partners- rejected.
23. Develop a financial strategy for supporting the implementation plan of the GEWE		GADD	Planning and Finance		-	2011/12		Not initiated- no formal financial strategy
24. Provide adequate financial and material resources to the WDO (notably IT material and internet connection)		Islands Secretariat	GADD		\$10,000	2012		Not guaranteed. 4 Islands have suspended their budget allocations for the WDO. On 2 Islands WDO also cover culture and tourism. Only Astiutiki has a full time WDO.
25. Organize bi-ennial training for WDO (gender analysis, gender mainstreaming, advocacy, method of research)		GADD	CINCW PTI	SPC	\$20 000 year	2012		No bi-annual training, some support upon request

26. Support the development of outer islands gender plan		GADD	CINCW PTI		\$20 000 year	2012		Support for 4 of them, mostly upon request and by email. Support financially the organization of 16 days of activism.
27. Support capacity development of GADD to provide advisory and technical assistance and mentor		GADD		SPC UN Women RRRT	\$20 000 year	2012		No specific capacity building initiated, insufficient budget allocation to cover training or other capacity-building.
Output 1.6. A system is in place to coordinate and monitor the advancement of gender equality and women's human rights at all levels and in each sector	<p><u>Indicators:</u></p> <ul style="list-style-type: none"> ❖ Existence of a national mechanism responsible to monitor progresses – steering committee and task forces ❖ Number of meetings at high level decision making where the GEWE policy is mentioned and/or discussed ❖ Number of reports with references to the GEWE policy ❖ Annual report on the progresses made for achieving the Policy outcomes <p style="text-align: right;">BUDGET: \$17,000</p>							
Detailed Actions		Leading role	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
28. Establish the GEWE steering committee and task forces		GADD	MINTAFF		-	2011		1 st meeting of task force in June 2011. No further meeting convened. National Steering Committee not established.
29. All ministries and Pa Enea administration report on their activities and the resources allocated for addressing gender issues in the sixth monthly and annual reports	PSC Reporting process	PSC	Outer islands administration, island secretary		-	2012		No reports submitted
30. Produce an annual report on achievements of the GEWE		GADD	Task forces members		\$2 000	2012		No report produced since 2011.

outcomes towards gender equality								
31. Monitor the impacts of government policies and programs on gender equality and women's human rights.		GADD	CINCW Task forces		\$15 000	2014		Not initiated, no plans to undertake this in the near future.

Outcome 2 Equitable Participation of Women and Men in Decision-Making and Governance Systems	<u>Indicators:</u> ❖ Increased to at least 30% the representation of women in the parliament and in the government (central and Pa Enea) ❖ Increased to at least 30% the representation of women in local governance bodies (Pa Enea) ❖ Increased to at least 30% the representation of women in high level decision making bodies							
<u>Task force leader:</u> MINTAFF/GADD	<u>Members of the Task Force:</u> CINCW, PSC, Youth Division, Association of business and professional women, Parliament Gender Champions, Political parties' leaders, CIIC, Media group							
<u>Output 2.1.</u> Increased recognition of women's rights to participate in public life and exercise leadership positions	<u>Indicators:</u> ❖ Increased number of women as candidates for elections ❖ Increased number of votes for women's candidates ❖ Increased number of women elected ❖ Increased to at least 30% the representation of women in decision making positions in all sectors (politic, economic, social, cultural, religious)							
Detailed Actions	Existing Programmes	Leading role	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	

1)	Conduct dialogue with House of Ariki/Religious Advisory Council/Koutu Nui on benefits of having an increased representation of women in the parliament	Cook Islands 5 Years Action Plan to Advance Women in Public Life 2011-2013	GADD	Gender champions from the parliament	GADD situational analysis presentation	-	2012	Ongoing	Not initiated since beginning of implementation policy (2 meetings held in 2011).
2)	Establish a working committee to consider the pros and cons of temporary special measures	Cook Islands 5 Years Action Plan to Advance Women in Public Life 2011-2013	GADD	CINCW Parliament Gender champions (3 male MP and female speaker)	Technical support + funding to facilitate committee work	-			Not established due to resistance from Parliament
3)	Develop a communication strategy on temporary special measures and initiate a national consultation on it	Cook Islands 5 Years Action Plan to Advance Women in Public Life 2011-2013	GADD	CINCW Medias Political parties	Technical support + funding for media campaign	5 000\$			Not developed
4)	Organize an orientation session on gender equality and human rights (including disability and youth) for the members of the parliament		GADD	Parliament Gender champions		-			Not organised for new parliamentary session (done once on 2011)
5)	Conduct a study to identify voters' criteria for selecting a candidate at local and national elections		GADD	CINCW	UN Women PIF	15 000\$			Not initiated
6)	Study possible amendments to the Electoral System that would increase the possibility	Cook Islands 5 Years Action Plan to	CINCW		UN Women PIF	20 000\$	2012	2014	Conducted by CINCW, recommended special temporary measures. Report

for women to be elected in the Cook Islands	Advance Women in Public Life 2011-2013							has not been taken up by parliament. Hope to revive attention through Speaker.
Detailed Actions	Existing Programmes	Leading role	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
7) Advocate for the integration of principles on gender equality and human rights (including youth and disability) in the passage of the outer islands Bill	Cook Islands 5 Years Action Plan to Advance Women in Public Life 2011-2013	GADD	Islands Administrations		-	2011		Bill from the islands being redrafted as it used to include a mention that leadership is male.
8) Conduct a gender analysis of the 2010 elections for providing information to support awareness raising activities and capacity building on TSM progress	Cook Islands 5 Years Action Plan to Advance Women in Public Life 2011-2013	CINCW	GADD	Past Bridge	\$3,000	2011		Not initiated, GADD would be interested.
9) Ensure gender parity and diversity in Youth Parliament	Cook Islands 5 Years Action Plan to Advance Women in Public Life 2011-2013	CINYC	Parliament Youth Division CINCW GADD CINDC		-	2012	Ongoing	Youth Parliament hasn't started, due to opposing views from Parliamentarian—opposed the fact that youth be elected, parliamentarian wanted to nominate them. On hold.

10) Conduct targeted awareness raising campaign throughout the islands on why more women (including young women and the ones with disability) in parliament is good for policy development and growth	Cook Islands 5 Years Action Plan to Advance Women in Public Life 2011-2013	GADD	CINCW	UN Women PIF	\$10,000	2011	Ongoing	Conducted by CINCW. Lead to discussions on TSM and 2 islands decided to adopted reserved seats as a follow up.
11) Women Mock Parliament		GAAD CINCW						On the occasion of the bi-annual national conference on women- March 2015.
Output 2.2. More women are showing interest in taking leadership positions and participate in national and local governance institutions		<u>Indicators</u> ❖ Increased number of women as candidates for elections ❖ Increased number of women in decision making positions in all sectors (politic, economic, social, cultural, religious) ❖ Increased number of women participating in political decision making (in parliament and in the local governance bodies) BUDGET: 35 000\$ Development Partners' Support: 5 000\$						
Detailed Actions	Existing Programmes	Leading role	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
12) Mentoring campaign with selected young women throughout the country to raise awareness and confidence to move into decision making and parliament position	Cook Islands 5 Years Action Plan to Advance Women in Public Life 2011-2013	CINCW						20 women expected, 11 effectively mentored in 10 islands towards 2015 elections.
13) Organize leadership training for women who want to participate in election or participate in local or national decision making bodies	Ongoing	CINCW						Completed, contained technical support such as briefing notes, public speaking ...

14) Develop a communication strategy and communication tools to promote women's capacity and benefits of having women in leadership positions	Ongoing	CINCW						Capacity building done as mentioned above
Output 2.3. Political parties put in place mechanisms to increase the candidacy of women in their organization at all level	<u>Indicators:</u> <ul style="list-style-type: none"> ❖ Number of measures to support women candidate at elections ❖ Increased number of women in each political party ❖ Number of measures promoted by political parties programmes for addressing gender issues <p style="text-align: right;">BUDGET: 2 000\$</p>							
Detailed Actions	Existing Programmes	Leading role	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
15) Organize orientation sessions on gender equality and women's rights – including CEDAW commitments – for political parties		GADD	Gender Champions Parliament CINCW	UN Women for developing information package	-	2012		Not completed under the scope of the policy. Under previous legislature, GADD met with two parties to discuss measures to promote women participation.
16) Provide technical support to political parties in identifying measures to ensure gender parity in party candidacy	Cook Islands 5 Years Action Plan to Advance Women in Public Life 2011-2013	CINCW	GADD		2 000\$	2012		Not implemented due to insufficient interest from political parties.
17) Provide technical support to political parties for integrating gender concerns in their program		CINCW			-	2013		Gender concerns reflected in public manifestos but not under the form of specific measures.
Output 2.4.	<u>Indicators:</u>							

Media are playing a greater role in promoting gender equality and women's human rights and the value of electing women in the parliament	<ul style="list-style-type: none"> ❖ Number of articles and programs where women's human rights and gender issues are mentioned or discussed ❖ Number of fair coverage of women's candidates to election and women in decision making positions ❖ Reduction of stereotypes circulated through the medias 							
Detailed Actions	Existing Programmes	Leading role	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
18) Organize orientation sessions on gender equality and human rights – including CEDAW, CRPD, CRC commitments – for professionals working in the medias		CINCW				2013		CINCW prepares regular media releases that are routinely used by media as a basis for their reporting. Good working relationship established
19) Organize media campaign on equal representation of women in the parliament and in leadership positions		CINCW	GADD					No specific media campaign, day to day interaction
20) Put in place a system for monitoring media coverage and treatment of gender issues and women in leadership positions		CINCW				2013		CINCW maintains a surveillance of media coverage and asks for correction in case of biased treatment or misinformation.
Output 2.6. Equitable representation of women and men in leadership positions in both public and private sectors	<u>Indicators:</u> <ul style="list-style-type: none"> ❖ Increased number of women in senior management positions in the public sector ❖ Increased number of women in senior management positions in the private sector 							
Detailed Actions	Existing Programmes	Leading role	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
21) Establishment of databases of profiles of women leaders in all sectors		GADD	CINCW				Ongoing	Initiated but not completed.

22) Promote the adoption of measures for promoting equal representation of women in senior and mid level management positions (HOMs/CEO, Directors, Islands Secretariat)		PSC	GADD Ministries		-	2011	...	No information
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Outcome 3: An Enabling Environment for the Full Participation of Women in Economic Development	Indicators: ❖ Increased employment rate of women ❖ Increased number of enterprises created and managed by women ❖ Increased financial security of household, especially in the Pa Enuu ❖ Percentage of women participating in training programs for up-scaling their knowledge and skills							
Task force leader: GADD	Members of the Task Force: BTIB, Youth Division, Labour Division, M. Agriculture, M. Marine Resources, Chamber of Commerce, M. Education, HRD, PSC, Professional and Business women Association, CINCW, Youth Council							
Output 3.1. Increased benefits from new livelihood options and economic opportunities for women	Indicators: ❖ Increased number of women involved in the creation and management of enterprises ❖ Increased access to market for enterprises led by women from Pa Enuu ❖ Increased capacity/skill in business management ❖ Improved women's role/ knowledge and skills in agriculture and fisheries and traditional livelihood							
Detailed Actions	Existing Programmes	Leading role	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
1) Identify niche markets and new economic opportunities for women	BTIB M. Agriculture M. Marine – Reef resources/ clam farming/ jewellery	GADD	BTIB M. Tourism M. Agriculture M. Marine Resources	DFAT Australia	85 000 NZ\$	2014	2015	On going: Research initiated to reach the following objectives : 5.Needs of women entrepreneurs are identified

	SIYB (stay in your business and expand your business)							7.Study conducted to identify financial needs of women entrepreneurs 4.Data on women involved in economic activities in the informal sector collected
Detailed Actions	Existing Programmes	Leading role	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
2) Identify income generating activities in which women living with disability can be involved and provide training and resources for supporting them integration		GADD	Disability Division CINCW					Business opportunities for women with disabilities will be included in research study. They too will be encouraged to participate in the incubator programme. Support will be requested from the Disability Council, INTAFF Disability Unit and local Disability Organisations.
3) Promote and support women's small businesses from both formal and informal sectors notably in accessing market and conduct value chains analysis	BTIB – value chain analysis M. Education – enterprise program and business literacy + Life skill program BTIB + School- Young entrepreneur programme	GADD	Professional and Business women Association M. Education HRD M. Agriculture	DFAT	55000\$	2014	2015	Ongoing : Identify and research “New Business Opportunities for CI Women” in both formal and informal sectors. Identify niche markets and new business opportunity ideas. Complete business ideas study.

	BTIB Business challenge		M. Marine Resources					Identify applicants for incubator programme. In addition, Ministry of Education is developing activities around business skills in school. For example, inter school enterprise contest.
4) Support women's investments in the productive sectors of fisheries and agriculture such as added value of food processing packaging and labelling.	M. Marine Resources - Pearl production + business development M. Agriculture and Marine Resources - Food security programme BTIB - Labelling project	GAAD	BTIB Professional and Business women Association					Revised into Support the development of business knowledge and skills through training and mentoring
Detailed Actions	Existing Programmes	Leading role	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
5) Explore the potential of a job searching facility including employment centre which link employers with people searching for a job)		GADD	YSD CINCW CINYC HRD			2014	2016	On going
6) Assess impact of the Labour & Employment Bill on equal employment opportunity	Labour & Employment Bill	GADD	PSC Labour division			2014	2016	On going
7) Build capacity/skills of women to integrate labour market (existing employment) by developing a		GADD	M. Education	CETC/SPC USP		2012	2016	On going

diversity of vocational training program that meet labour market needs			GADD					
8) Collecting/ valuing data on women involved in economic activities in the informal sector		GADD	Association of business and professional women CINCW GADD			2014	2016	On going
9) Identify needs of women entrepreneurs from both formal and informal sector to further develop and upgrade (to formal) their enterprise		GADD	Association of business and professional women CINCW			2014	2016	On going
10) Develop capacity of women from the Pa Enea to conduct market chains analysis and build their capacity to adapt their product to the market demand	BTIB M. Agriculture	GADD	M. Agriculture CINCW M. Marine Resources	FAO		2012		On going

Output 3.2.		Indicators:						
Women increased access to productive assets		<ul style="list-style-type: none"> ❖ Increased number of women accessing bank loans ❖ Increased number of women participating in business management training ❖ Elimination of all discriminatory practices that contribute to deprive women to access and control productive assets BUDGET: \$ Development Partners' Support: \$						
Detailed Actions	Existing Programmes	Leading role	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
11) Conduct a study to identify financial needs of women entrepreneurs and make recommendations on the type of service needed (both micro finance and banking services)	BTIB -Business support loan to Pa Eua M. Marine Resources - Pearl industry – special loan and revolving funds Pa Eua development grant funds (but no NZ funds anymore)	GADD	Association of business and professional women CINCW			2014	2016	On going
12) Facilitate access to market for women's from the Pa Eua products by ensuring they have access to the airlines fret discount and cargo shipping facilities	BTIB - Trade day	GADD	CINCW			2014	2016	On going
13) Support organization and the integration of women in business association and provide training and technical assistance to those organizations	BTIB	Business and Professional women CINCW				2014	2016	On going
Output 3.3.		Indicators:						

Detailed Actions	Existing Programmes	Leading role	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
Better working conditions supporting parental role of women and men in both public and private sectors <ul style="list-style-type: none"> ❖ All working mothers are entitled to maternity leave ❖ Sexual harassment policies in the workplace developed and enforced in all places of work ❖ Number of initiatives aiming to inform women and men about labour's rights ❖ Working conditions and social security benefits established for workers in lowest paying sectors including contract workers and migrant workers ❖ Employment relations bill enacted 								
14) Improve working conditions and workplaces in both public and private sectors an ensuring adequate sanitation, arrangement for parental role and facilitate flexitime during pregnancy and lactation period		PSC Division of Labour	GADD M. Health	ILO UNFPA				Leave policy for the public sector mentions breastfeeding. No information on flexitime or arrangements for caring responsibilities.
15) Support the development, adoption and implementation of policies against sexual harassment		PSC Division of Labour	GADD	ILO				Insufficient information
16) Support the adoption of the Employment Relations Bill which proposes the access to maternity leave to all working women		Parliament	Division of Labour GADD		-			Employment Relations Bill adopted and maternity leave benefits extended to private sectors. Costs borne by the government and paid to the employer.
17) Disseminate information about the content of the Employment Relations Bill (once adopted) to the large public to inform women about their rights		GADD	Division of Labour					Not implemented

18) Promote equal treatment and respect of task description for all staff – no distinction based on marital status, age or gender		PSC	HOMs		-			No sufficient information
Output 3.4. Elimination of pay disparities	<u>Indicators:</u> <ul style="list-style-type: none"> ❖ Identification of the causes of pay disparity ❖ Equal Employment Opportunity policy in place ❖ Enforcement of legislation on pay equity ❖ Pay equity between women and men in all sectors 							
Detailed Actions	Existing Programmes	Leading role	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
19) Conduct a study to increase the understanding of pay disparities between men and women and identify measures to eliminate those disparities	Private sector– internal study ½ salary (OPM)	GADD	PSC Division of Labour CIWA (workers association)	ILO UN Women?				Not initiated- output and 3.3 and 3.4 left outside the scope of the Economic Empowerment Project
20) Raising awareness of employers in both public and private sector on the pay disparity issues and advocate for the adoption of measures to eliminate those disparities		GADD	NCW BTIB Chamber of Commerce BPW	ILO UN Women?				Not initiated
21) Establish a mechanism to report and address pay disparity issues		Division of labour	GADD PSC					No information.
22) Support the role of advocacy of HOMs to ensure a fair regular increased of salary based on the cost of living.		PSC	Division of labour GADD	-				No evidence of this being initiated.

<p>Outcome 4:</p> <p>Improved Capacity of Women to Contribute to Climate Change Adaptation Strategies</p>	<p><u>Indicators:</u></p> <ul style="list-style-type: none"> ❖ Gender perspective is mainstreamed in disaster preparedness plans and climate change strategies ❖ Equitable access to resources for women and men for adapting to climate change ❖ Increased resilience to climate change impacts 							
<p>Task force leader:</p> <p>OPM /CCU</p>	<p><u>Members of the Task Force:</u></p> <p>GADD, EMCI, Red Cross, CINCW, M. Agriculture, M. Environment, Pacific Gender and Climate Change Coalition</p>							
<p>Output 4.1.</p> <p>Better understanding of the gender dimension of environmental and climate change impacts</p>	<p><u>Indicators:</u></p> <ul style="list-style-type: none"> ❖ Factors inducing differential vulnerability of women and men to disasters and climate change are identified ❖ Sex disaggregated data on impacts of natural disasters and climate change are produced and available ❖ The respective traditional knowledge of women and men in relation to disaster preparedness and food security is documented 							
<p>Detailed Actions</p>	<p>Existing Programmes</p>	<p>Leading role</p>	<p>Partners</p>	<p>Development Partners</p>	<p>Budget</p>	<p>Time Frame</p>		<p>Status as of Nov 2014</p>
<p>1) Conduct a study on gender perspective on climate change impacts to identify different vulnerability of women and men and their respective role in adaptation strategies</p>	<p>JNAP</p>	<p>CCU</p>		<p>UNDP SPC</p>		<p>2012</p>	<p>2013</p>	<p>Not initiated</p>
<p>2) Develop gender indicators to monitor impacts of climate change on women and men and impacts of disaster preparedness and climate change strategies on women and men</p>		<p>Pacific Gender and Climate Change Coalition</p>		<p>SPC</p>		<p>2013</p>		<p>Not initiated</p>
<p>Detailed Actions</p>	<p>Existing Programmes</p>	<p>Leading role</p>	<p>Partners</p>	<p>Development Partners</p>	<p>Budget</p>	<p>Time Frame</p>		<p>Status as of Nov 2014</p>
						<p>Starting</p>	<p>Ending</p>	

3) Conduct gender –sensitive Vulnerability Assessments where gaps exist	JNAP	CCU	GADD CINCW Red Cross M. Health M. Agriculture			2012		Collection of data on age, sex, health status, disability at the community level to map out vulnerable individuals and plan adequate evacuation options.
4) Record traditional knowledge on early warning signs and coping strategies paying attention to gender dimensions	JNAP	CCU	CINCW			2012		Included in Strengthening Resilience of Islands to Climate Change project (SRICC)
5) Promote traditional knowledge in public awareness and DRR programmes	JNAP	CCU	CINCW			2013		No information on implementation
Output 4.2. Gender responsive climate change and natural disaster preparedness strategies	<p><u>Indicators:</u></p> <ul style="list-style-type: none"> ❖ Gender-responsive CI-DRMCCA-TF established ❖ Gender perspective is mainstreamed throughout disasters risk management and climate change strategies at the central and local level ❖ Both needs of women and men are addressed through programmes and strategies and their vulnerability reduced ❖ Increased number of women participating in DRM 							
Detailed Actions	Existing Programmes	Leading role	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
6) Prepare guidelines and organize a training to increase capacity to conduct social and health impact assessment after a disaster, including use of gender and age-based measures	JNAP	Red Cross	CINCW CCU					Insufficient information
7) Organise a training to build the capacity of institutions involved in		CCU	Pacific Gender and Climate					Not initiated

DRM and CC (including focal points, policy makers, technical officers and Island Administrations) to mainstream gender			Change Coalition GADD					
8) Develop a checklist to support the integration of gender concerns in DRM and climate change programs		CCU	Pacific Gender and Climate Change Coalition GADD					Not initiated
Detailed Actions	Existing Programmes	Leading role	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
9) Ensure the integration of gender concerns in disaster risk reduction and climate change adaptation plans by involving a gender expert during the design process	JNAP	CCU	GADD					No gender expert employed. However, adaptation plans are the objects of wide consultations, including with women in the community and as FP.
10) Establish a Trust Fund for DRR & CCA (risk reduction and adaptation) and include gender criteria in fund management policy	CC and DRR thrust funds - JNAP	CCU	GADD					No information from EMCI on gender criteria for fund management
11) Ensure an equitable representation of women and men in focal points for DRM and CCA in agencies and NGO	JNAP	CCU	CINCW GADD					Oral reports point to a high participation of women as FP for DRM and CCA at village and local government levels. No data provided
12) Network with regional and international organizations promoting gender mainstreaming	JNAP	GADD CINCW	M.Environment		5 000\$/ year	2012		No networking opportunities pursued

in climate change adaptation strategies to voice the concerns of Cook Islands women.		CCU							
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Output 4.3. Women's improved preparedness and capacity to respond to climate change impacts and natural disasters	Indicators: <ul style="list-style-type: none"> ❖ Gender-responsive LL DRM CCA Action Plans exist and are being implemented ❖ Both needs of women and men are addressed ❖ Recovery time after a disaster is reduced 								BUDGET: \$
									Development Partners' Support: \$
Detailed Actions	Existing Programmes	Leading role	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014	
						Starting	Ending		
13) Prepare and implement a gender-sensitive on-going Public Outreach and Education Programme	JNAP CINCW Red Cross	EMCI CCU						Ongoing efforts to include Climate Change adaptation across school curriculums. EMCI and Climate Change produced a Resource Kit for school principals and teachers.	
14) Develop and implement gender-responsive Local Level DRR & CCA Action Plans for all inhabited islands	JNAP	CCU						Adaptation plans are the objects of wide consultations, including with women in the community and as FP.	
15) Develop disaster response plans and conduct operational exercises for relevant agencies and raise awareness about different needs of women and men and specific needs of vulnerable groups	JNAP	CCU/EMCI						All government agencies are required to submit a Disaster response plan. EMCI tasked with ensuring such plans are effective and realistic.	

16) Arrange gender-responsive trauma counselling trainings for supervisors, nurses and other relevant health ministry staff +	JNAP	M. Health	Red Cross					No information
Detailed Actions	Existing Programmes	Leading role Partners	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
17) Organise training for women to increase their capacity to manage trauma within their family		GADD		M. Health Red Cross CINCW				Not implemented
18) Stockpile emergency supplies including special needs of men and women and vulnerable groups	JNAP	Health		Red Cross CINCW				No information, National Health Strategy does include it but EMCI could not confirm.
19) Provide training for improved food storage and processing techniques and promote food storage ahead of cyclone season	JNAP	Red Cross		CINCW				No information
20) Promote alternative livelihood options (e.g. livestock production) where feasible	JNAP	CCU		Red Cross CINCW				Home garden project in Pa Enuu under SRIC project looks at improving food security and availability of locally produced vegetables. Provides additional economic opportunities to outer islands inhabitants, especially elderly. Oral reports of high participation of women but no specific info on sex of beneficiaries.
21) Involve women in sustainable land management committee		M. Agriculture		CINCW				No information

22) Develop a gender-responsive contingency plan to maintain emergency medical supply at all times, including the special needs of vulnerable groups	JNAP	Red Cross		CINCW				No information, included in National Health Strategy through the following items: “ Database for all medication use in the Cook Islands established and consolidated to ensure the efficient and safe management of medication supply 3.2.2.5. Medical supplies are available and accessible during emergencies and natural disasters” but no info on implementation.
23) Develop a gender-responsive Health and Climate Change Adaptation Plan to include a focus on vulnerable groups	JNAP	M. Health		Red Cross CINCW				No information, not included in National Health Strategy
24) Ensure a stronger representation of women in formal and informal DRM institutional arrangements	JNAP	EMCI + CCA		GADD CINCW				Oral reports of local DRM/CCA committees counting a majority of women representatives.
Outcome 5: Improved Capacity of Women to Address Health Issues	Indicators: <ul style="list-style-type: none"> ❖ Improved sexual reproductive health of young women and adolescent ❖ Significant reduction of STI cases number among young women and adolescent ❖ Significant reduction of pregnancy cases among adolescents ❖ Significant reduction of NCD in the overall population <p style="text-align: right;">BUDGET: \$</p> <p style="text-align: right;">Development Partners’ Support: \$</p>							

Task force leader: M. Health	Members of the Task Force: GADD, YSD , Disability Division, CIFWA, Men’s Center, CINCW, CINYC, M. Education							
Output 5.1. Women’s sexual and reproduction rights are respected and promoted	Indicators: <ul style="list-style-type: none"> ❖ Legislations and policies in relation to women’s sexual and reproductive rights comply with CEDAW commitments ❖ Reproductive rights of women are respected – including women with disability ❖ Number of women and participating in awareness raising initiatives and accessing information ❖ Number of women asserting their right; using contraceptive ❖ Number of initiatives organized to inform and raise awareness about sexual and reproductive rights <p style="text-align: right;">BUDGET: \$ Development Partners’ Support: \$</p>							
Detailed Actions	Existing Programmes	Leading role Partners	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
1) Review of reproductive health policies	M. Health - Upcoming survey Family health safety	M. Health	CINCW CIFWA			July 2012	2014	National Health Strategy 2012-2016 has incorporated gender related goals aligned with the National Gender Policy, including: 2.2.4. Enhanced quality of reproductive health services. 2.2.5. Ensure access to and the utilisation of reproductive health services. Some of the indicators include : 2.2.4.1. Number of cervical tests done 2.2.4.2. Number of mammograms done 2.2.4.3. Reduce the incidences of cervical and breast cancer 2.2.4.4. Number of health professionals with advanced in family planning, counselling, child, adolescent, women and men’s health

								2.2.5.1. Policies and legislation in place that incorporate gender and human rights provisions 2.2.5.2. Reduce the number of teenage pregnancies 2.2.5.3. Reduce the incidence of STIs 2.2.5.4. Maintain zero maternal mortality rate
2) Continued and reinforce awareness raising programmes and reproductive and sexual health – including family planning	CIFWA	M. Health	CIFWA					Awareness raising programmes include media/radio announcement. Insufficient information to evaluate if awareness raising was reinforced or only maintained.
3) Awareness raising initiative on reproductive rights for women with disability		M. Health	Disability division CIFWA					No specific activities on reproductive rights of women with disabilities
Output 5.2. Teenage pregnancy rate considerably reduced	Indicators: <ul style="list-style-type: none"> ❖ Reduce by 30 % of teenage pregnancy (goal of the National Sustainable Development Plan) ❖ Number of boys and girls participating in awareness raising initiatives ❖ Increased access to contraceptive to teenagers 							
Detailed Actions	Existing programmes	Leading role Partners	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
4) Increase access to information and diversify awareness raising programs	M. Health - Youth Clinic + Every Monday in to schools to inform adolescent on reproductive health	M. Health	M. Education					The Youth Clinic was instrumental in pushing for youth friendly programmes and services. No longer funded. Uninsufficient information to assess the diversity of programmes.

5)	Encourage people to change behaviour regarding relationships and sexuality	M. Health - Stepping stones program	M. Health							Insufficient information on Stepping Stone programme
6)	Conduct a study to increased understanding of teenage pregnancy in order to improve information and awareness raising programs	Study on teen mothers and fathers	M. Health	CIFWA CINCW						Not conducted, not a priority at the moment
7)	Revive the curriculum on sexuality in the school		M. Education							Yes but compulsory sexuality education only available from year 10- 11.
8)	Organize programme to build capacity of the parents to play a positive and supportive role to their adolescent		CIFWA	CINCW						Insufficient information
Output 5.3. Substantial reduction of STI among teenage girls		<u>Indicators:</u> ❖ Reduced number of cases of STI among teenagers (30% overall population) ❖ Number of boys and girls participating in awareness raising initiatives ❖ Increased access to condoms for teenagers BUDGET: \$ Development Partners' Support: \$								
Detailed Actions		Existing programmes	Leading role Partners	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014	
							Starting	Ending		

9) Awareness raising on STIs	M. Health- HIV policy in place Legislation in progress of writing Men's clinic services	M. Health	CIFWA Men's Clinic					Through the HIV/STI 201-2018 programme, a STI Prevention Coordinator has been recruited.
10) Improve facilities and encourage both boys and girls to be tested		M. Health	YSD CINYC					Mobile teams go to Pa Enuia and offer voluntary testing and counselling.
11) Revive the curriculum on sexuality in the school	M. Education - Sexuality education in school (grade 1 to form 7) - Not implemented	M. Education						See activity 7
12) Working with Church leaders to encourage adolescents and young adults to have a responsible behaviour		M. Health	Religious Council					Insufficient information
13) Strengthen programme for developing peers support	Red Cross	M. Health	CIFWA YSD CINYC					Under Cook Island Family Welfare, counselling is provided in case of testing positive. Talking groups among peers are included.
Output 5.4. Healthier lifestyle and significant reduction of non communicable diseases for the overall population	<u>Indicators:</u> <ul style="list-style-type: none"> ❖ Reduced by 30% of incidence rate of NCD ❖ Increased number of women and men performing physical activities on a regular basis ❖ Improved access to healthy food ❖ Reduced drudgery of women (who are taking care of family members with NCD) 							

Detailed Actions	Existing programmes	Leading role Partners	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
14) Strengthen counselling services and awareness raising initiatives on NCD	Tobacco act M. Health-NCD policy and workplan Workplace programme Healthy foods	M. Health	Men's clinic CINYC CINCW WDO – Pa Enuua ?					Health Promotion team and NCD National Action Plan includes a variety of awareness raising activities.
15) Improve access to healthy food by promoting family garden and communal gardens	M. Agriculture – family garden	M. Agriculture	CINCW WDO					Under the Strengthening Resilience for our Islands on Climate Change (SRICC) project, home gardens have been developed as a way to improve food security and availability of local fresh produces. No information on Rarotonga.
16) Develop awareness of children and young people on nutritious food by organizing cooking classes targeting children and youth		CINCW CINYC						Education : School principals are encouraged to develop school gardens and to ensure canteen food is healthy and free of sugary and fatty products. Implementation greatly varies from one school to the other.
17) Strengthen access to information on healthy lifestyles and nutrition in school curriculum		M. Education	M. Health					Insufficient information
Detailed Actions	Existing programmes	Leading role Partners	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
18) Encourage girls and women to engage and maintain an active		CINYC						Health Promotion team organizes physical activities but no

lifestyle by providing access to space for sport activities, and organize specific workout programs for women and girls.		CINCW						information on specific workout programmes for women and girls
19) Conduct a study on the impacts of NCD on women's workload as caregivers when family members are suffering from chronic diseases in relation to NCD.		GADD	M. Health		\$\$			Not initiated

<p>Outcome 6:</p> <p>Elimination of Violence against Women</p>	<p><u>Indicators:</u></p> <ul style="list-style-type: none"> ❖ Information on incidence and causes of gender based violence ❖ Availability of data on crime and violence collected and analysed from a gender perspective on a regular basis ❖ Availability of data on injuries caused by gender based violence compiles by hospital and clinics ❖ Establishment of effective mechanisms and facilities for dealing with all forms of gender-based violence and abuse ❖ Reduction of incidence of VAW 							
<p><u>Task force leader:</u></p> <p>Police</p>	<p><u>Members of the Task Force:</u></p> <p>GADD, M. Health, M. Justice, YSD , CINCW, PTI, CINYC, CFD, Men’s center</p>							
<p><u>Output 6.1.</u></p> <p>Legal frameworks, law enforcement and justice systems are strengthened</p>	<p><u>Indicators:</u></p> <ul style="list-style-type: none"> ❖ Number of members of the judiciary, law enforcement, prosecutors and medical and media personnel, traditional chiefs and church leaders trained in understandings the dynamics of all forms of gender based violence and obligations under relevant international conventions ❖ Adoption of legislation and establishment of measures against gender based violence ❖ Increased number of official complaints administrated by court ❖ Improved judiciary services 							
Detailed Actions	Existing programmes	Leading role Partners	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
		Starting	Ending					
<p>1) Awareness raising on the content of the Family Law Bill to the members of the parliament for its adoption</p>		<p>MINTAFF - Minister</p>	<p>Parliament PTI Crown Law GADD</p>			<p>2011</p>		<p>MINTAFF presented the content of the Family Law Bill in front of Cabinet.</p>

Detailed Actions	Existing programmes	Leading role Partners	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
2) Awareness raising on the amendments of the criminal act for its adoption		Crown Law	PTI GADD			2011		GADD provided some information to the Crown Law on dispositions to repel and promote in the new Crimes Act. Drafted by Crown Law Australia. Under drafting for the past 4 years- first draft should come next year.
3) Training stakeholders in relation to law enforcement and judiciary system about the Family Law Bill and on gender equality and human rights		GADD	M. Justice PTI Crown Law	Australia		2014	2016	Not initiated yet- will be implemented under the Violence Against Women Project supported by Australia.
4) Training judiciary and law enforcement officials (including Pa Eヌua) on gender equality, CEDAW and the Family Law		GADD	M. Justice Crown Law Police PTI	Australia	30 000\$	2014	2016	Not initiated yet- will be implemented under the Violence Against Women Project supported by Australia.
5) Increased capacity of Police officers to support victims by developing clear administrative process		Police	PTI GADD	New Zealand		2011		Under New Zealand support towards the Domestic Violence Unit of the Cook Islands Police Services, clear procedures for handling domestic violence cases have been established (score cards system)
6) Improve data collection on domestic violence / gender based		GADD	Statistics Police	UNFPA	30 000\$	2012		This aspect was completed by UNFPA, through the Family Health

violence and put in place a mechanism for sharing those data			Health services MINTAFF Justice PTI Men's center NGO	SPC				and Safety Survey, results shared in 2014. GADD has produced leaflets on the main findings of the study for dissemination. SPC is working with Police and Justice to establish streamlined data management and reporting systems.
7) Advocate / support Ministry of health to compile information about the causes of injuries to develop a database on injuries caused by domestic and gender based violence		GADD	M. Health			2012		Not initiated, at the moment, data on injuries are not disaggregated by sex/cause of injury. When health professionals suspect domestic violence to be the cause of injury, no mechanisms to flag or report it if the woman is not willing to disclose the information.
Output 6.2. Services to the victims are improved	<u>Indicators:</u> <ul style="list-style-type: none"> ❖ Number of services available for protecting and supporting victims and their children ❖ Number of local initiatives set for intervening in case of domestic violence and supporting victims ❖ Number of medical and police staff trained – including in the Pa Enuia 							
Detailed Actions	Existing programmes	Leading role Partners	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
8) Conduct a study on the prevalence of violence against women	Ongoing	GADD	NCW M. Health Police PTI	UNFPA AuSAID	200 000\$	2011	2013	Completed by UNFPA, resulted published in 2014
9) Establish a coordination mechanism for addressing VAW		GADD	Police					Not implemented

			M. Health M. Justice PTI					
10) Conduct awareness raising about VAW and existing services during the White Ribbon Day and the 16 days of activism on VAW		Police	GADD PTI WDO					Aired awareness raising message on the radio twice a week. Same with TV.
11) Develop communication material to disseminate information about women's human rights and the measures of the Family Law Bill		PTI	GADD Police		30 000\$	2012		Not initiated yet—Family Law Bill not passed yet.
12) Further develop services to accompany the victims and support their recovery notably by increasing resources to service providers and strengthen their capacity	Family law bill	PTI	CINCW GADD CFD			2011		PTI already provides support to women in terms of counselling and legal support. Family Law Bill not passed yet.
13) Assess the needs to further developing psychological support and counselling	Ongoing study on VAW	PTI	GADD			2013		PTI already provides support to women in terms of counselling and legal support. Family Law Bill not passed yet
14) Assess the needs for safe house	Ongoing study on VAW	GADD	PTI			2014		Not initiated
15) Provide free legal support		PTI	Crown Law PTI GADD			2012		Provided by PTI
16) Organize awareness raising program for the Pa Enea		PTI Police	WDO GADD			2012		PTI ensures to take 2 visits to Pa Enea per year.

17) Develop a program for building the capacity of communities to deal with domestic violence and protect the victims (Pa Enuu)		Police	GADD WDO CINYC Police CFD			2014		Police Diversion Project for Outer Islands by which community management of domestic violence.
18) Development communication material on positive relationship behaviours based on respect and equality targeting young women and men		GADD YSD	CINYC CINCW	UNICEF UNESCO RRRT	60 000\$	2012		Not initiated

Output 6.3. Services to treat the perpetrators are in place	Indicators:							
	<ul style="list-style-type: none"> ❖ Number of perpetrators of violence against women who took part to anger management and conflict resolution sessions ❖ Reduction of incidence of domestic violence 							
Detailed Actions	Existing programmes	Leading role Partners	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Sarting	Ending	
19) Provide treatment and rehabilitation services to the perpetrators		M. justice	Men's center GADD CFD Police PTI			2012		Insufficient information
20) Promote rehabilitation services to reduce alcoholism		M. justice	Men's center GADD CFD Police PTI			2012		Insufficient information
21) Support church groups to develop training programs on anger		Religious council	Police M. Justice GADD CFD	SKIP program "It's not ok" program		2012		Insufficient information

management and conflict resolution to perpetrators			PTI					
22) Advocate towards the M. Justice so that – by court order - perpetrators of VAW have to participate in training on anger management, conflict resolution and in rehabilitation (in case of alcoholism)		GADD	Police PTI CFD Crown Law			2012		Not initiated
Output 6.4. Increased partnership with men to combat violence against women	<u>Indicators:</u> <ul style="list-style-type: none"> ❖ Number of men active in initiatives for combating gender based violence ❖ Number of awareness raising initiatives targeting the media and the large public on the links between gender stereotypes and discriminations and violence against women ❖ Decreased in the rate of domestic violence 							
Detailed Actions	Existing programmes	Leading role Partners	Partners	Development Partners	Budget	Time Frame		Status as of Nov 2014
						Starting	Ending	
23) Organise a series of awareness raising activities and a media campaign for the White Ribbon Day and during the 16 days of activism with a respected man spoke person	White Ribbon campaign (Police)	GADD	Police MoH CINCW	PPDVP				Completed
24) Highlight men’s positive role in the elimination of violence against women by promoting male gender champions from different sectors of the society		Police	GADD YSD CINYC Men’s Center PTI					No specific activities other than White Ribbon