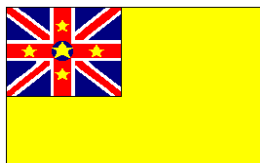




Niue National Policy on Gender Equality & Plan of Action 2014-2018



GOVERNMENT OF NIUE

NIUE NATIONAL POLICY ON GENDER EQUALITY & PLAN OF ACTION 2014 – 2018

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FOREWORD

Niue has come a long way since 2005, with the endorsement and implementation of the Niue National Plan of Action for Women 2005-2008, placing emphasis on the advancement of women's rights and wellbeing on Niue. Now with the development of a national policy that encompasses the needs and rights of both men, women, boys and girls it aims to achieve gender equality by addressing key gender gaps and priorities.

The Government of Niue takes pride in providing a framework through this policy to guide the process of developing laws, policies, procedures and practices which will serve to ensure equal rights, opportunities and benefits for women and men in the society, the workplace, the community and the family.

The Niue National Policy on Gender Equality and Plan of Action 2014 – 2018 was made possible through the contributions of individuals representing a variety of organisations. The support from government departments, non-governmental organisations, civil society, community base organisation and the private sector shows that equal rights and opportunities for men and women are an integral part of Niue's society and the strength of our communities and nation.

On behalf of the Government of Niue and its people, I take this time to acknowledge the key individuals behind the development of this policy as well as the key stakeholders/ partners who actively participated in the one-on-one sessions and consultations from a variety of backgrounds.

Special acknowledgement is also extended to the Human Development Programme of the Secretariat of the Pacific Community (SPC) for the technical assistance and support provided during the one-on one session with key stakeholders, the national consultation as well as towards the write-up of this policy document.

Oue Tulou



Honourable Minister Joan Sisiati Tahafa Viliamu
Minister for the Department of Community Affairs

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Introduction

Equal Rights, Equal Opportunities for Developing the Full Potential of our People

Niue's society has seen important socioeconomic changes in the past few decades and significant progress in terms of gender equality in relation to education, health, employment and decision making. Niue's women have always played a significant role, side by side with men, in the development and wellbeing of their families and communities. Today their contribution to the economic, social and cultural development of the country is largely recognized.

Certain changes however take longer and gender inequalities still remain in certain areas. Therefore we must continue our effort to achieve equality for all members of Niue's society: women and men of all ages, ethnic origin, and marital status must have equal conditions to fully exercise their rights, reach their full potential, contribute to the development of Niue and benefit from it.

A first national plan of action for women was developed in 2004. Based on the Pacific Platform of Action, the Niue National Plan of Action for Women 2005-2008 set targets for advancing women's rights and their wellbeing. The plan of action covered a large range of issues and eleven areas of concern were agreed upon in relation to health, education, economic empowerment, culture and family, agriculture and fishing, environment, good governance, decision making, violence against women, legal rights, and indigenous people's rights. Although significant progresses are seen in some areas such as in economic empowerment, health and education; improvement in other areas are limited, notably because of a lack of investment of resources for addressing the issues.

Niue ke Monuina – A Prosperous Niue

The objective of the Niue National Strategic Plan 2008-2013 is to *build a sustainable future that meets our economic and social needs while preserving environmental integrity, social stability, and the Niue culture*. The strategic plan is composed of six pillars: financial stability, good governance, economic development, a harmonious and healthy lifestyle for educated and safe community, sustainable use and management natural resources and the preservation and promotion of Niue's cultural heritage.

Although it is not mentioned among the principles and priorities of the National Strategic Plan, it is widely acknowledged at the regional¹ and international levels that gender equality is a critical condition to achieve sustainable development, wellbeing and peace.

¹ The goal of the **Pacific Plan** is to *enhance and stimulate economic growth, sustainable development, good governance and security for Pacific countries through regionalism* and the leaders agreed that gender perspective needs to be incorporated across the Plan to ensure its effectiveness and realizing its goal. *Improved gender equality* is considered a critical factor for achieving sustainable development. *Drafting, harmonisation and promotion of awareness of rights-based domestic legislation within the Pacific, including CEDAW* is a component of good governance. Addressing issues of gender and sexual violence and human rights are part of the component in relations to security.

The **Pacific Platform for Action** adopted in 1994 and revised in 2005 set thirteen critical areas of concern to guide actions for national, regional and international cooperation for empowerment of women in the areas of political, legal, social and cultural rights. The critical areas are related to health, education and training, economic empowerment, agriculture and fishing, legal and human rights, shared decision-making, culture and family, mechanisms to promote the advancement of women, environment, violence, peace and justice, poverty and indigenous people's rights.

Therefore, fulfilling the vision of a prosperous Niue requires the contribution of all Niue's people and we believe that women and men must have equal rights and equal opportunities in all spheres of the society so that they can work together for making this vision a reality.

The Niue National Gender Equality Policy sets the goal of achieving gender equality by addressing key gender gaps and priorities. With this policy the government is stating its commitment to gender equality. This policy is for both our women and men and to achieve its goal, it will require the active contribution of all government bodies together with civil society organisations, private sectors and church organisations in order to bring about the necessary gender equality changes in their respective areas of influence.

This Policy acknowledges and builds upon past achievements and ongoing efforts to achieve gender equality.

I. Context of the Policy

Persistent Gender Inequalities and Emerging Issues

Even though women are playing a greater role in social and professional arenas today, there are still recurrent gender inequalities that need to be addressed in some areas. Persistent stereotypes about the relationships and the role of women and men remain an important obstacle for achieving gender equality in Niue.

To date, there is no law or policy prohibiting gender-based discrimination. Efforts must be done to correct differences in treatment existing in all legislations and make sure that the repercussion of the laws and policies are the same. Concrete measures are also required for achieving greater equality in all aspects of people's life. Even if women today are better educated and are increasingly present in the economic and political spheres, beliefs, traditional practices and attitudes – often perpetrated by women themselves – induce some forms of discrimination towards women. Emerging social, economic and environmental issues may also generate inequalities between women and men in particular when policies and strategies aiming to address those issues are blind to the fact that women and men who play different yet complementary roles in the family and in the society may be differently affected and may have different needs.

• Family and Society

Family is the basic institution and is supposed to offer a space where basic needs are fulfilled; all members are safe and respected and receive all the necessary support to develop their full potential. Most families are working very hard to offer those conditions but in some families, some improvements are needed to create those enabling conditions.

There is no specific constitutional protection recognising the equal status of men and women, nor any provisions prohibiting sex discrimination in the Constitution itself. Niue legislation has no statute that deals with human rights or discrimination generally, or sex discrimination in particular, which means that Niuean women are, in theory, at risk of discrimination without any lawful remedies². Although gender equality seems to be well accepted by the population, there is a need to update the law to reflect the principles of equality of the sexes and freedom from discrimination.

² Department of Community Affairs. (2001) Draft Report on Compliance of Niue Law with the Convention for the Elimination of all Forms of Discrimination against Women. Prepared by Joy Liddicoat. Not Published. p.12

Although no comprehensive survey has been conducted in Niue to assess violence against women and children, there is a recognition that it occurs. It is necessary to promote the respect of physical and psychological integrity for everyone. It is also important to increase the understanding that domestic violence is not a “private matter” and is everybody’s business. Niue’s people must lower their tolerance for all types of violence. Women and men must work together to put an end to any form of violence, including domestic violence, bullying, and sexual harassment. One approach could be developing capacities in peace building and conflict resolution in the communities. Awareness-raising for preventing violence in love relationships between young people would also contribute to the reduced occurrence of domestic violence.

Although health indicators in Niue are quite good in terms of maternal health, other health issues are affecting the families and tailored approaches and services should be strengthened to address the respective needs of women and men. Health care services are provided free of cost in Niue and both women’s and men’s needs are addressed by professional services. Although reproductive health needs of women are addressed, more efforts are required for promoting better family planning to avoid unplanned pregnancies and STIs, particularly among the young men and women at risk. There are very few initiatives for providing reproductive health education which lead to a higher risk of youth getting pregnant or contracting STIs. In a survey conducted among high-school children in Niue, almost 50 percent of respondents did not know what contraceptives were or where to obtain them from, although approximately a quarter of the respondents claimed to be sexually active.³

Non communicable diseases are a major preoccupation that is affecting not only people’s health, but also have economic and social impacts that can greatly affect family life. It is important to work on determining factors of health. There is a gender perspective in relation to healthy lifestyles dictated by gender roles and stereotypes. Young men may be more inclined towards sport activities which would explain the lower rate of overweight and obesity among men. Women play an important role in choosing nutritious food for preparing meals and can inculcate healthy behaviours to their children. Women are the predominant ones providing care to family members who are ill and thus may increase the stress and pressure on their workload. Hence the importance to develop programs and services taking into account the respective role of women and men while addressing gender stereotypes.

Stereotypes and prejudices regarding gender roles and expected behaviours of women and men are some root causes of gender inequalities. It is not to say that women must be favoured, but equal value must be given to women and men so that a good partnership based on mutual respect is established in all areas of life. Beyond legislative measures, gender equality requires changes in people’s attitudes, behaviours and way of thinking.

We believe that gender equality will contribute to create the conditions for all men and women to develop their full potential and contribute to the sustainable development of our country, the reinforcement of our democratic values, the revival of our culture and the wellbeing of our people. Therefore, it is necessary to work with the school environment, youth organisations, church organisations, and the parents to develop a greater understanding of the benefits for the society and the family to promote equality between women and men, and girls and boys, and raise their awareness about their role in bringing up and educating the young about this value and notably that everybody deserves respect.

³ UNICEF & UNIFEM. (no date) The Elimination of All Forms of Discrimination and Violence against the Girl Child. Situation Paper for the Pacific Islands Region (accessed internet on 20 Nov 2011) p. 17

It is also important to encourage men to invest in non traditional male sectors such as teaching in primary schools and promote paternal involvement to provide role models for the young generation.

Setting enabling factors for healthy, safe and harmonious families and gender equality is the first outcome of the Policy. It is in line with the NNSP's pillar of a harmonious and healthy lifestyle for an educated and safe community, and can contribute to the preservation and promotion of Niue's cultural heritage. It entails the revision of laws and policies to eliminate any form of discrimination against women in compliance to human rights; the elimination of domestic violence; the promotion of healthy lifestyle; the reduction of STI and unplanned pregnancies, especially amongst the youth; the elimination of gender stereotypes and increased partnership between women and men to carry out family responsibility and housework; and the preservation and promotion of customary cultural values and traditions consistent with gender equality.

- **Economic Development and Food Security**

Progress is remarkable towards gender equality in terms of education and employment. The results from the 2011 Census showed 68.9 per cent or 740 residents (of 15 years and older) were in the Labour force with 38.5 per cent (413) males and 30.5 per cent (327) females. Of those in the labour force, a total of 653 (86.5%) were working for pay (54.1% males and 45.9% females) and 67 (8.9%) were doing un-paid work (73.1% males and 26.9% females). Of those engaged in paid employment, 85 per cent were employees working for wages or salaries in private sector businesses or Government with 54 per cent males and 46 per cent females; Of those engaged in unpaid employment activities, 48 per cent were producing goods and services for own consumption with 72 per cent males and 28 per cent females; 25 per cent as unpaid workers in a family business and subsistence farming with 76 per cent males and 24 per cent females; and 27 per cent account for those going voluntary work for families or community with 72 per cent males and 28 per cent females⁴.”

There is some discrepancy between the working conditions for women in the public service from women in the private sector. For instance, there is no specific labour law governing private employment outside the public sector. Private employment is dealt with by the general law of contract, leaving individual women (and men) to negotiate their contracts directly with their employers.⁵ There is no maternity protection for women working in the private sector.

There is a need to establish mechanisms to support the conciliation of family responsibilities with work commitment in particular to be consistent with Niue's policy to promote increased population. Even if women nowadays are increasingly occupying full time jobs, they are still expected to be the ones in charge of housework, caring for children, or caring for a loved one who is ill. Therefore, measures need to be in place to support their efforts to balance work and family duties while encouraging men to become more involved and carry a fair share of household work and play a greater role as a father.

It is important to encourage women and men to choose fields in which they are still underrepresented in order to offer greater options for both women and men based on their interest instead of imposed by social expectations while offering new role models.

⁴ Niue Census of Population and Households 2011, Statistics Niue, Government of Niue 2012, p77-78

⁵ Department of Community Affairs. (2001) Draft Report on Compliance of Niue Law with the Convention for the Elimination of all Forms of Discrimination against Women. Prepared by Joy Liddicoat. Not Published. p. 14

Traditionally, women and men were attributed different roles which still affect today their choice of career: while women are more present in sectors in relation to services, men are more often in trade. For example, the sector of education would like to encourage more men to become teachers at the primary school because it would provide different role models for the boys. Likewise, there is no woman in trades such as carpentry, electrical or plumbing.

As Niue continues to struggle with depopulation, it is important to encourage the youth going abroad for carrying on their studies to come back to Niue and for this, more employment opportunities must be created. The public sector is the main employer while the private sector is not fully developed. Efforts to encourage the development of enterprises must continue as well as fostering entrepreneurship sense among our people. There are niche products and services that are not yet occupied. Developing enterprises in the field of agriculture and fisheries would not only create employment and generate incomes, but also fulfil the need for Niue to reduce its dependency on imported food.

Developing the full potential of women and men for economic development and food security is the second outcome of the Policy. It is in line with the economic development pillar of the NNSP.

It will involve the improvement of working conditions for supporting familial responsibilities of women and men in both public and private sectors; putting in place measures and protect women's rights and integrity in the workplace; the promotion of private sector and development of entrepreneurship; and increase the participation of women and men in agriculture and fisheries for achieving food security.

- **Politics and decision making**

Women are increasingly accessing leadership positions in the public service and in the private sector and they have proven their capacity to hold decision making and management responsibilities. They play an active role in their community, civil society organisations, and public and private sectors. There are entrepreneurs, managers, chairpersons, directors, commissioners, village council's members, parliamentarian, minister, high commissioner, solicitor general.

Women have always been represented in the Niue Legislative Assembly since Niue achieved self-governing status in free association with New Zealand. However, there is a deficit in the number of women in the political areas at both central and local levels. Out of 20 members of the parliament, women have never occupied more than 3 seats despite their proven capacity to manage and hold high level decision-making positions. Similarly in the village councils, even if women representation is growing, they rarely occupy the position of chairperson.

Equitable participation of women and men in decision-making bodies and leadership positions in all sectors is the third outcome of the Policy. Since the participation of women in decision making and their representation in the government are reflecting good governance principles of "participation and inclusiveness", this outcome is contributing to the NNSP pillar in relation to good governance. This will require increasing women's representation in the parliament; providing equal opportunity for women to chair their village council; increase women's leadership in church organisations; and promote shared decision making in the family. This will be possible only if people (including women themselves) change their mindset about women's capacity to be leaders and understand the value of electing women and having a balanced representation of women and men in decision making.

- **Gender Mainstreaming**

Gender mainstreaming in government policies, programmes and services is an important approach for supporting efforts towards gender equality and eliminate any form of discrimination. When a gender perspective is not taken into consideration with the assumption that government programs and services are for all citizens and no difference is made for women and men, it may induce in fact discrimination, because differential needs and priorities of women and men are not properly addressed. Therefore, gender perspective must be systematically taken into account while designing policies and programmes and during planning, budgeting and reporting processes. The government must equip itself to continue moving toward equality by creating tools to promote equality while anchoring it within the governance and management system.

An enabling environment for gender mainstreaming requires a) legal and policy framework; b) political will; c) organisation culture where gender equality is embedded; d) an accountability mechanism for gender mainstreaming; e) technical capacity for conducting gender analysis, in gender planning and budgeting; and f) the allocation of adequate resources. The outcome related to gender mainstreaming is aimed at strengthening the enabling environment.

The Convention for the Elimination of All Forms of Discrimination against Women (CEDAW) is an important human right instrument. Niue has not yet ratified CEDAW in its own right, but New Zealand's ratification in 1985 acceded to Niue. To identify the way forward for Niue in ratifying CEDAW, it is recommended that a Niue CEDAW Compliance Assessment be conducted to identify what the benefits and implications of ratification in reference to the reporting processes, financial contribution, financial assistance and potential support will be. In the meantime, Niue can still use CEDAW as a framework of reference to promote gender equality and review laws and policies.

To be able to mainstream gender adequately in government programs it is necessary to identify gender disparities and identify differential needs and priorities of women and men in any sector or level of intervention. However, besides health and education, the production and use of sex disaggregated data for policy formulation and programme development is not systematic. Gender analysis are rarely produced although they would generate important information for designing effective programs notably in terms of economic development, food security, natural resources management, or climate change adaptation. Addressing these knowledge gaps would certainly help the government to effectively mainstream gender across programs and services.

The fourth outcome concerns the development of gender responsive policies and programs in all sectors by institutionalizing the production and use of sex disaggregated data for planning, monitoring and evaluation; the development of capacities to mainstream gender throughout government policies, programmes and services; the generation and dissemination of knowledge about gender issues; the establishment of a system to coordinate and monitor the advancement of gender equality and strengthening the capacity of the Department of Community Affairs to coordinate, advise and provide technical assistance on gender mainstreaming. This will also contribute to improve governance practices thus this outcome is contributing to good governance pillar of the NNSP.

II. Policy Goal, Principles and Outcomes

The National Policy on Gender Equality outlines a set of agreed priorities for advancing gender equality and for ensuring the enabling environment for women and men to enjoy their human rights.

The purpose of the Policy is to provide a framework to guide the process of developing laws, policies, procedures and practices which will serve to ensure equal rights, opportunities and benefits for women and men in the society, the workplace, the community and the family.

Policy Mission

The mission is to strengthen mechanisms and create conditions to eliminate gender inequalities and for addressing the needs of both women and men in all aspects of Niueans' private and public life.

Policy Goal

The goal is to strengthen equal rights and equal opportunities for all women and men to use their full potential to participate in the economic, social, political and cultural development of Niue.

Guiding Principles

All members of the society must be able to enjoy fully their human rights and be protected from any form of discrimination; live in dignity, and achieve their full potential to contribute to the sustainable development of Niue and be proud of their cultural heritage

- Women and men are equal partners in the development of Niue.
- Niue is committed to create and strengthen the conditions to ensure that women and men are enjoying their human rights.
- The family is the basic entity of the society and respect, dignity, protection and support is essential for ensuring the wellbeing and harmony of Niue's society.
- Strong partnerships and coordination mechanisms are required between the Department of Community Affairs, other line and sectoral ministries, civil society organizations and church organizations.
- Special attention is given across the Policy to youth, elderly people and people living with disability.

III. Priority Policy Outcomes

In order to achieve gender equality that will benefit the whole of society for the future generations, the National Policy on Gender Equality proposes four main outcomes:

- 1) Enabling factors for healthy, safe and harmonious families and gender equality are in place.
- 2) The full potential of women and men for economic development and food security is developed.
- 3) Equitable participation of women and men in decision-making bodies and leadership positions in all sectors.

- 4) Gender-responsive government's policies and programs in all sectors.

IV. Implementation

The objective of achieving gender equality is the responsibility of the whole Government and each sector has to play an active role in line with the national values and international commitments in partnership with non-governmental organisation, civil society and all Niueans.

The Department of Community Affairs is playing a leading role of coordination, monitoring and advisory; but the implementation of the Policy requires the engagement of all sectors and all government agencies at both national and through the village councils. Each sector and agency concerned by the outcomes of the Policy must dedicate appropriate human, financial and material resources and are expected to play a leading role in achieving the outcomes in relation to their sector.

The policy proposes two types of approaches to reach out the goal of gender equality:

- A targeted approach for correcting gender inequalities/reduce gender gaps
- A mainstreaming approach where gender analysis are used for identifying the respective needs of women and men in relation to the sectors and plan interventions to address those respective needs and eliminate gender inequalities.

V. Monitoring and Reporting

Monitoring and evaluation are critical for measuring the nations' progress towards gender equality. The proposed Niue Human Rights Committee which comprises of key government departments and two representatives from the public will monitor the implementation of the Policy, and play an advisory role in directing interventions required.

The Department of Community Affairs will collect all information for monitoring the implementation of the Policy and will inform the Cabinet and the nation about the progress.

The key performance measures will incorporate:

- Improvement of working conditions to support equal opportunities to participate in economic development.
- Equal participation in decision making and increased representation of women in leadership positions at all levels.
- Increased involvement of men in addressing gender issues especially in relation to domestic violence.
- Systematic collection and analysis of sex-disaggregated data and identification of gender gaps in key sectors.
- Linking national plans, policies and legislation to international and regional commitments such as the Pacific Plan, the Pacific Platform for Action, the Beijing Platform for Action and Convention for the Rights of Children and other Human Rights Conventions.

VI. Policy Strategic Plan of Action 2014 – 2018

Goal: To strengthen equal rights and equal opportunities for all women and men to use their full potential to participate in the economic, social, political and cultural development of Niue.

Family & Society

Priority Outcome 1: Enabling factors for healthy, safe and harmonious families and gender equality are in place.

Outputs	Actions
Laws and policies are reviewed and reformed to ensure gender equality and comply with human rights in all sectors.	<ul style="list-style-type: none"> - Review the Family Law Code. - Put in place a mechanism for reviewing new laws and policies to be submitted for adoption to the Niue Legislative Assembly to assess their gender implications - provide equal opportunities for women and prevent discrimination against women. - Include peace education and conflict resolution in school curricula, and in non-formal community education programs and public awareness programs.
Elimination of domestic violence.	<ul style="list-style-type: none"> - Review laws and policies to comply with CEDAW. - Conduct a study to understand the prevalence of domestic violence. - Put in place/reinforce mechanisms to support victims, perpetrators, and anyone affected by domestic violence – notably by establishing counselling services and any other beneficial support services. - Organize awareness-raising campaigns on domestic violence and human/legal rights.
Healthier lifestyles; physically and mentally.	<ul style="list-style-type: none"> - Promote healthy lifestyle adapted to all age groups. - Put in place a process that addresses the needs of people with mental health issues/ conditions/ disorders and their families. - Relevant stakeholders to work together, to ensure the needs of people with mental health issues/ conditions/ disorders and their families are catered for. - Look at ways to ensure that the livelihoods of our elderly members in the community are catered for.

Reduced occurrences of STI and unplanned pregnancies.	<ul style="list-style-type: none"> - Develop and strengthen programmes on relationship/reproductive health to prevent STI and unplanned pregnancies.
Reduced gender stereotypes and increased partnership to carry out family responsibility.	<ul style="list-style-type: none"> - Encourage men to get involved in non-traditional employments such as primary school education to provide role models for boys and girls. - Promote gender equality through education curricula.
Preservation and promotion of customary cultural values and traditions consistent with the need to ensure gender equality.	<ul style="list-style-type: none"> - Support church organisations, NGOs and the media and use Information and Communication Technology (ICT) in promoting gender equality and combat stereotypes - Conduct research, and develop policy and programs to record traditional knowledge and preserve positive customary cultural values, traditions and practices.
<i>Economic Development & Food Security</i> Priority Outcome 2: The full potential of women and men for economic development and food security is developed.	
Outputs	Actions
Improved working conditions supporting familial responsibilities of women and men in both public and private sectors.	<ul style="list-style-type: none"> - Establish conditions for increasing employment security in the private sector notably by the adoption of a Labour Act and the institution of employment contracts, maternity and paternity leaves, and superannuation.
Measures in place to protect the rights and integrity of both women and men in the workplace.	<ul style="list-style-type: none"> - Adopt policies against sexual harassment in both public and private sectors.
Vibrant private sector benefiting from strong and creative entrepreneurship of women and men.	<ul style="list-style-type: none"> - Increase access to financial resources for micro entrepreneurs. - Support initiatives to upgrade and introduce new design in traditional handicrafts in order to promote our products with Niue's label and expand its market. - Develop career advisory services based on existing possibilities for employment or businesses in Niue and make sure those services do not perpetuate gender stereotypes in employment and encourage instead women and men in non-

<p>2.4 Recognition, promotion and support to the participation of women and men in agriculture and fisheries, both paid and unpaid activities, and to their role in food security.</p>	<p>traditional fields.</p> <ul style="list-style-type: none"> - Foster the development of enterprises in relation to agriculture, fisheries, tourism and care services for secured incomes and food security. - Encourage a diversity of training options notably in agriculture and fisheries to professionalize those sectors and increase self-reliance and food security. - Mainstream gender planning in agriculture and fisheries and ensure that extension services and training programs are directed to women as well as to men. - Conduct or facilitate research and maintain a database on the respective contribution of women and men in the national economy and development. - Provide/ expand programs to assist women and men in business and self-employment.
<p><i>Politics & Decision Making</i> Priority Outcome 3: Equitable participation of women and men in decision-making bodies and leadership positions in all sectors.</p>	
Outputs	Actions
<p>Increased representation and active participation of women in the Parliament.</p>	<ul style="list-style-type: none"> - Conduct a national survey to gauge public opinion about women's representation in the Niue Legislative Assembly and identify traditional and cultural values which may hinder women's further advancement. - Identify mechanisms to increase the number of women in the Parliament and in the leadership positions of the Village Councils. - Raise awareness about voters' rights and the value to elect women and organise leadership and governance training. - Build the capacity of civil society organisations and the media to promote gender equality and women's representation in decision making bodies in any aspects of life.

Equal opportunity for women and men to lead their village council.	<ul style="list-style-type: none">- Foster young women’s and men’s leadership in all sectors.
Increased women’s leadership in church organizations.	
Shared decision making in the family.	
Gender Mainstreaming	
Priority Outcome 4: Gender-responsive government’s policies and programs in all sectors.	
Outputs	Actions
The implications for Niue to ratify CEDAW are identified and debated.	<ul style="list-style-type: none">- Analyse the benefits and implications for Niue on ratifying CEDAW.
Sex disaggregated data are produced and gender analysis conducted and used for planning, monitoring and evaluation in all sectors.	<ul style="list-style-type: none">- Build the capacity and institutionalize the production and use of sex disaggregated data for planning and monitoring purpose in all sectors.
Capacities of the government to mainstream gender throughout policies, programmes and services are strengthened.	<ul style="list-style-type: none">- Mainstream gender perspective in all government policies and programmes and sectoral strategies.- Develop guidelines and build capacity of the public service employees to mainstream gender through their work.
Knowledge about gender issues is updated and made available to decision makers, planners, managers of the government institutions and civil society.	<ul style="list-style-type: none">- Establish a resources centre to centralize documentation in relation to gender issues and gender mainstreaming approach.- Produce information and disseminate knowledge about gender issues/gaps and prepare a gender profile every 2 years to monitor changes and progress.
The Department of Community Affairs has improved its capacity to coordinate, advice, and provide technical assistance for mainstreaming gender to the government’s institutions.	<ul style="list-style-type: none">- Build the capacity of the Department of Community Affairs to play a role of coordination and advisory in relation to gender mainstreaming.
A system is in place to coordinate and monitor the advancement of gender equality at all levels and in each sector.	<ul style="list-style-type: none">- Develop accountability mechanisms to mainstream gender in government programmes and services.- Establish a monitoring and reporting mechanism to assess the progress towards gender equality.- Facilitate the equitable participation of women in decision making processes at all levels and integrate their inputs in policy and program design.

Acronyms

CEDAW	Convention for the Elimination of all Discrimination against Women
ICT	Information and Communication Technology
NGOs	Non-Government Organisations
NNSP	Niue National Strategic Plan
SPC	Secretariat of the Pacific Community
STIs	Sexually Transmitted Infections
UNICEF	United Nations International Children's Emergency Fund
UNIFEM	United Nations Development Fund for Women

Glossary

Discrimination against women is defined by the CEDAW, *any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. (CEDAW)*

Equity refers to the concept of fairness and involves access to equal opportunities and the development of basic capacities. To ensure equity it is necessary to recognize that some groups have been disadvantaged and even though the rules do not specifically discriminate some people, they could, in fact, induce some forms of discrimination when social inequalities are overlooked. Therefore equity could necessitate special measures to compensate for the disadvantages. Equity is a critical element of equality.

Equality means that all people – whatever their sex, ethnicity, religion, age, marital status, physical condition, or lifestyle – receive the same treatment, the same opportunities, the same recognition, the same respect, and have the same rights and the same status.

Gender refers to the socially constructed roles held by women and men in a specific society, including their responsibilities, behaviours, and attitudes towards each other. Even if they sometimes looked “natural” those roles are learned and could be different from one society to another and are changing over time.

Gender analysis is a process, including methods and tools, to identify gender inequalities and the causes of those inequalities. It aims to plan efficient development programs that are addressing both men’s and women’s needs and reduce existing gender and other social inequalities. A gender analysis is not limited to analyse women’s roles and needs only but men’s ones as well. It focuses on the causes of gender inequalities embedded in social relations and institutions.

Gender mainstreaming “...the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.” ECOSOC Agreed Conclusions, 1997/2

Technical capacity refers to the extent of technical skills and experience in gender analysis and gender mainstreaming that organisation can draw on to support gender mainstreaming initiatives across and within their operations and programmes.

