



**NATIONAL APPROACH TO ELIMINATING SEXUAL AND GENDER
BASED VIOLENCE IN KIRIBATI
Policy and Strategic Action Plan
2011-2021**



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Preface

A STATEMENT BY HIS EXCELLENCY PRESIDENT OF THE REPUBLIC OF KIRIBATI

This Policy represents the Government's unequivocal commitment to ending all forms of Sexual and Gender Based Violence in Kiribati. It is only through such a strong statement expressed at the highest level of government that we can collectively work towards the complete eradication of one of the most insidious and pervasive threats to our families, our communities, and our future.

The Government responded quickly to the daunting and devastating results of the Kiribati Family Health and Support Study in 2009. That report presented us with the sobering reality that gender based violence, particularly domestic violence is alarmingly high in Kiribati. The statistics demanded national action.

We have made remarkable progress since then by undertaking a number of important national events to bring public attention to the issue. Many of our Parliamentarians and mayors became directly involved in the consultations as part of awareness raising and advocacy towards necessary changes on the current existing laws lacking full protection of women. Some mayors, councillors and church leaders had also joined in the dissemination of the research findings on their islands and embraced their potential to create change through active and responsible civic engagement. Work undertaken to date by the Gender Based Violence and Child Abuse Project Team provides us with an important foundation upon which we can continue to build.

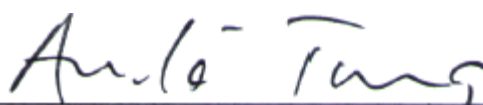
The process of developing this Policy and the National Action Plan involved ongoing and extensive dialogue with a cross section of stakeholders, including religious leaders, NGOs, donor agencies, civil society and Parliamentarians. The Policy and the priority actions identified represent a national, integrated and multi-sectoral response that moves us away from mere restatements of a problem and instead propose new and innovative approaches, including the need to work more extensively with civil society, particularly faith leaders and men more generally.

Whilst our progress has been great, there is a need now to build on the momentum created to date and intensify our efforts. Success in meeting our challenges will require combined efforts, new partnerships and leadership and a comprehensive approach of technical, institutional and financial innovations to help address gender based violence and improve the lives and livelihoods of the many I Kiribati who are impacted.

The prevention and elimination of sexual and gender based violence will also require a sustained and coordinated approach and require the involvement of all sectors of our community. This is why the Government, through the activities of the Ministry for Internal and Social Affairs has taken the significant step of establishing the National Division for Women's Development and Gender Equality.

Further to this, and illustrative of the high level government support and commitment to the goal of eliminating sexual and gender based violence, the Policy requires a well researched position and office of a Parliamentary Advisor to assist the process of Policy Dialogue and Implementation between Parliament and Civil Society. The creation of such a position is aligned with international efforts to accelerate achievement of the Millennium Development Goals.

Finally, I take this opportunity to again strongly endorse the Government's commitment to ensuring that the necessary environment prevails for all partners and stakeholders to actively participate and contribute meaningfully towards the achievement of the goals of the National Policy and Action Plan.



**HIS EXCELLENCY
PRESIDENT OF THE REPUBLIC OF KIRIBATI
DECEMBER 2010**

Ministerial Foreword

The cost of violence to women, their children, families and communities is a significant obstacle to reducing poverty, achieving gender equality and meeting the other Millennium Development Goals (MDGs).

The process of developing a new national multi-sectoral response to Sexual and Gender Based Violence has been marked by an all-inclusive effort that involves line ministries, civil society, non government organisations, donor and other stakeholders. This National Approach aims to prevent gender based violence from occurring and consequently improve the quality of life for women, men, children, families and communities.

This Policy provides a mandate for the operationalization of national commitments and is accompanied by a comprehensive Action Plan, which will guide the implementation of these commitments and will be reviewed periodically.

The National Policy sets priorities for the five thematic areas of strategic Focus which includes:

1. *Develop National Leadership and Commitments to Eliminate Sexual and Gender Based Violence*
2. *Strengthen Legal frameworks, Law enforcement and the Justice system*
3. *Build Institutional and Community Capacity*
4. *Strengthen & Improve Preventive, Protective, Social and Support services*
5. *Eliminate and Prevent Sexual and Gender Based Violence through Civic Engagement and Advocacy*

The Eliminating Sexual and Gender Based Violence Policy Commitments contained in this Policy Document will be used to provide the basis for achieving the prevention and elimination of sexual and gender based violence in Kiribati. The National Plan will be a key tool for implementation coordination and oversight of the national response for the next ten years.

Clearly, the implementation of the National Action Plan is a mammoth task. Its successful execution requires co-ordinated action and strong institutional and organisational capacity. This is why the Ministry made the decision to revitalise and restructure the (former) Women's Unit into the new National Division for Women's Development and Gender Equality. It is anticipated that the establishment of the Division will improve the overall efficiency and coordination of the process.

With the establishment of the Division, and researching the best position and office of the Parliamentary Advisor, we urge all of our partners to join us in identifying the means of support and work together as a team to prevent and eliminate sexual and gender based violence in Kiribati.

This is a solid beginning, but it is just a beginning. There is much more that can be done and the Government of Kiribati remains committed to pursuing the vision articulated in the National Policy and Plan.

The Policy and Plan will guide our ongoing progress towards the full realization of the provisions of our Constitution and the National Development Plan.

**THE HONOURABLE
MINISTER FOR INTERNAL AND SOCIAL AFFAIRS
DECEMBER 2010**

Acknowledgements

Numerous organisations and individuals, in the past two years, have been involved in developing and writing this National Policy to Eliminate Sexual and Gender Based Violence and the accompanying National Action Plan.

The process towards the formulation of the Policy and National Plan of Action has created opportunities for synergies with a range of stakeholders and country programs for collaborative and integrated actions in implementing the program of action.

By adopting an integrated approach, all the relevant stakeholders (both in government and non government organizations) have been able to work hand in hand to ensure that those whose livelihoods are most vulnerable to adverse impacts of gender based violence impart the urgency and immediacy of these needs.

MISA acknowledges with profound appreciation the significant financial and human resource contributions of our international funding partners, particularly AusAID, NZ AID, SPC, UNIFEM and UNFPA.

Without their dedication and commitment, this document would not have been completed. It was an honour to work with all of our partners who shared their perspectives, expertise, and resources.

None of this work would have been possible without the support of the staff of the GBVCA Project, particularly the Coordinator, Maere Tekanene. There is no doubt that the GBVCA Project provided a critical catalyst for the subsequent process relating to the development of the draft national policy and national action plan.

**SECRETARY,
MINISTRY FOR INTERNAL AND SOCIAL AFFAIRS
DECEMBER 2010**

Executive Summary

OVERVIEW OF THE NATIONAL APPROACH

The National Approach to Eliminating Sexual and Gender Based Violence is comprised of two key documents:

- a) The National Policy to Eliminate Sexual and Gender Based Violence
- b) The National Action Plan

A Policy provides the guiding vision, but to have impact, it must be complemented by an action plan that:

- Ensures that “strategic priorities” become operational realities.
- Improves the efficiency, effectiveness and transparency of programs
- Clearly identifies, coordinates and facilitates the actions of implementing agents from the community to the national level, across sectors, in the public and private sectors and in civil society, and holds all stakeholders accountable for the things they commit to doing.
- Makes it possible to monitor progress and performance, and identify and resolve bottlenecks for faster progress towards the country’s national development goals
- Encourages donors to move from “project” to “program” financing

*The Policy provides the vision,
The Plan provides the operational details to make the vision become a reality.*

The Policy and Action Plan are complementary.

By adopting a national Policy and National Action Plan, the Government of Kiribati will demonstrate its serious commitment to prevent and effectively respond to gender based violence thereby making a decisive contribution to the realisation of the objectives and priorities of the Kiribati Development Plan (KDP) 2008-11 where the government clearly outlines a strong commitment to addressing gender inequality overall.

POLICY AT A GLANCE

This Eliminating Sexual and Gender Based Violence (ESGBV) policy builds on the growing demonstration of commitment and political leadership by the Government of Kiribati.

The Policy has been developed to help the nation respond to a serious and widespread problem—gender based violence. Violence is a traumatic experience for any man, woman or child, but gender-based violence is predominantly inflicted by men on women and girls. The cost of violence to women, their children, families and communities is a significant obstacle to reducing poverty, achieving gender equality and meeting the other Millennium Development Goals (MDGs).

THE IMPERATIVE

Kiribati currently has no policy on EGBV despite the alarming prevalence of violence against women and its devastating impact on all elements of society and communities.

Sexual and Gender-based violence (SGBV) encompasses a wide range of human rights violations and can be directed at adult women and men and male and female children. SGBV takes the form of rape, domestic violence, sexual assault and harassment, trafficking of women, girls and boys and several harmful traditional practices including early marriage, bride inheritance and many others.

The cost of gender based violence to women, their children, families and communities is a significant obstacle to reducing poverty, achieving gender equality and meeting the Millennium Development Goals (MDGs). It is, therefore, urgent that decisive and concerted action be taken to address this serious and widespread problem.

EVIDENCE BASED

The evidence base for this Policy is the ***Kiribati Family Health and Support Study*** (KFHSS) that the Ministry of Internal and Social Affairs (MISA) has completed. The finding in the study that 68% of women (2 in 3) between the ages of 15 and 49 years who have ever entered into relationships have reported experiencing physical or sexual violence, or both, by an intimate partner, is a very serious cause for concern. This level of prevalence is among the highest amongst countries in the world that had used the World Health Organization Study protocols.

CONSISTENT

This policy is consistent with national, regional and international policies, laws, and strategic initiatives.

Already enshrined in the Constitution of Kiribati is the basis from which positive action can emanate to ensure that every person in Kiribati, and especially its women and children, can enjoy the safety, liberty and basic rights they are entitled to.

COUNTRY SPECIFIC

This policy is firmly located within the cultural and geographical context of Kiribati, and acknowledges the challenges posed by the isolation of the outer islands.

WHOLE OF GOVERNMENT

This policy recognises that sexual and gender based violence affects the entire population and spans the responsibilities of many Ministries. Addressing sexual and gender based violence requires an

integrated and coordinated whole-of-government approach that engages communities, clearly specifies responsibilities and accountabilities and encourages and directs actions from the village through island to the national level.

MULTI-SECTORAL

The policy framework is informed by a multi-sectoral approach that promotes leadership and coordinated action in ensuring zero tolerance of sexual and gender based violence.

This policy acknowledges that one of the core development challenges in Kiribati is delivering services beyond S. Tarawa (capital) to the outer islands where the majority of the population reside. This will require ongoing and concerted attention by government and other key stakeholders

STRENGTHS BASED

This policy builds on the positive action already in place in Kiribati and recognises that gender equality and development are intimately linked.

LONG TERM COMMITMENT

This policy recognises that the elimination of gender based violence requires long term commitment, coordination, vision and passion to improve the life and future of Kiribati girls, women and children.

PRIORITY ISSUES

- ▶ Address the high rate of violence experienced by girls, women and children
- ▶ Review laws that are related to violence against women in order to ascertain which areas of the law need improvement
- ▶ Address the lack of availability of support services, particularly in outer islands. The research highlighted that only a small number of abused women seek help and support from formal services or institutions. There is an urgent need for more accessible support services where women can safely disclose their experiences of violence
- ▶ Expand and strengthen formal support services with trained professional staff throughout the country, including the outer islands, to enable women to safely disclose their experiences of violence and receive the support and care they need
- ▶ Challenge views that custom, tradition or religious consideration can be invoked to justify violence against women
- ▶ Strengthen data collection systems, including data returns from Outer Islanders on VAW/DV
- ▶ Strengthen the Health Response to VAW / DV
- ▶ Develop a corresponding Policy on Gender Equality

POLICY COMMITMENTS

The Policy Commitments will be used to provide the basis for eliminating barriers to gender equality nationally. It will also guide actions in implementing other national, regional and global commitments on addressing gender based violence and promoting gender equality, including all MDG targets with a priority on goals set out in MDG3.

The five key Strategic Areas which form the Policy's main intervention are as follows:

- (i) Develop National Leadership and Commitments to Eliminate Gender Based Violence*
- (ii) Strengthen Legal frameworks, Law enforcement and the Justice system*
- (iii) Build Institutional and Community Capacity*
- (iv) Strengthen & Improve Preventive, Protective, Social and Support services*
- (v) Eliminate and Prevent GBV through Civic Engagement and Advocacy*

This policy has incorporated community priorities expressed during the dissemination of the KFHSS study results. Importantly, communities were positive and identified a number of key interventions required to address violence against women. Therefore, this policy and its accompanying National Action Plan is a response to these public concerns and provide strategies for securing a safer and better future for all I-Kiribati.

OVERVIEW OF NATIONAL ACTION PLAN

After endorsement of the draft report by Cabinet in June 2009, MISA embarked on a consultative process with their stakeholders and other key ministries to write a National Action Plan (NAP) to Eliminate Gender Based Violence. The NAP outlines important strategic activities aimed at supporting this policy's goal of eliminating violence against women and children. Further consultations were also undertaken in late 2010 in relation to the draft NAP in order to ensure that the final set of priorities reflected those of key stakeholders.

This National Action Plan is the first tool for implementing the national policy for eliminating gender based violence (EGBV).

The core principles of this Plan are:

- ▶ *Country-driven, promoting national ownership of strategies through broad based participation of government, NGOs and civil society.*
- ▶ *Result oriented and focused on outcomes that will benefit*
- ▶ *Partnership oriented, involving coordinated participation of development partners (government, domestic stakeholders, and external donors)*

The Plan details the strategies and activities that will be implemented to realise the vision and achieve the objectives of the Eliminating Gender Based Violence Policy. It also specifies a timeframe

for each strategy and activity as well as delineating the expected outputs, targets and indicators that can be used to assess whether the implementation of the Plan has been successful.

Actions identified in the National Action Plan build on existing work and are joint undertakings between the Government of Kiribati, NGO's and civil society actors and donors. At the same time, actions will be led by specific jurisdictions, portfolios or non-government organisations, depending on who has overall responsibility for taking a particular action forward.

This Plan acknowledges that the activities identified under each of the strategic areas rests on the legacy of resistance built by women, and other civil society advocates. The Plan however, not only builds on existing anti violence efforts, but also takes aspects of that work into new directions as identified in the consultations undertaken during the dissemination of the results. This Plan ultimately supports and extends a uniquely I-Kiribati approach to combating violence against women and children.

This Plan of Action is a dynamic document and will continue to evolve according to changing institutional, political, global and regional realities.

TEN YEAR PLAN

This plan is designed for implementation over a ten year time frame in an effort to achieve longer term and more sustainable change towards the ultimate goal of eliminating violence against women and children.

The outputs to be achieved under each priority are well aligned with the Kiribati Development Plan which has strong focus on the Millenium Development Goals. The goals to be achieved include reducing poverty, achieving gender equality, helping in reducing infant and maternal mortality rates, addressing young women and children's trafficking, helping to prevent unwanted and unplanned pregnancies and teenage pregnancy, assisting in prevention of STIs such as HIV/AIDs and maintaining of healthy families.

COORDINATION AND IMPLEMENTATION OF THE NATIONAL POLICY AND NAP

The Division for Women's Development and Gender Equality within the Ministry of Social and Internal Affairs will assume the overall coordination of the implementation of this National Action Plan (NAP).

It will work closely with development partners who are supporting programmes on GBV to ensure programme success. The Gender Division will also spearhead the mobilization of resources for implementation of the NAP.

A Gender Advisor on Sexual and Gender Based Violence will also be appointed and located within the newly established Women Division within the Ministry of Internal and Social Affairs. The Gender Advisor will specifically focus on assisting the process of Policy Dialogue and Implementation between Government and Civil society as part of the Government's overall commitment to

strengthening the necessary institutional machinery to support successful implementation of the Policy and NAP.

SECTION 1: Policy Background

1.1 INTRODUCTION

This policy and its accompanying National Action Plan builds on national, regional and international imperatives, previous government policies, decisions, ministerial and presidential statements, and incorporates aspects of national development strategies and plans. It is based on extensive research and reflects the outcomes of key community consultations emerging from a series of meetings conducted as part of the dissemination of research findings.

Importantly, the Government has adopted a **'zero tolerance'** approach to violence against women and children.

1.2 DEFINING SEXUAL AND GENDER BASED VIOLENCE

The UN Declaration on the Elimination of Violence Against Women defines gender-based violence (GBV) as,

“Any act...that results in, or is likely to result in, physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life.”

It is broadly defined as any harm to a person resulting from the power disparities caused by gender inequality. Gender-based violence can be directed at children, adults or the elderly. Gender based violence violates our commitment to uphold human rights for all citizens of Kiribati. The issue of gender inequality and violence has become a major impediment to social and economic development.

Gender based violence both reflects and reinforces inequality between men and women and compromises the health, dignity, security and autonomy of its victims, of which 95% are women and girls. It encompasses a wide range of human rights violations, including sexual abuse of children, rape, domestic violence, sexual assault and harassment, trafficking of women and girls, forced marriage and several harmful traditional practices.

1.3 KIRIBATI FAMILY HEALTH AND SUPPORT STUDY (KFHSS)

For many years, evidence of the extent of violence against women and children in Kiribati has been impacted by lack of reliable data capable of being meaningfully analysed and understood. The lack of reliable data and information compelled the Government of Kiribati through the Ministry of Internal and Social Affairs (MISA) in conjunction with the National Statistics Office (NSO) to undertake and complete a half year nationwide survey on the state of women and children in Kiribati called the *Kiribati Family Health & Support Study* (KFHSS). The KFHSS sought to quantify the prevalence of violence against women and children and identify the most common causes of violence and strategies to address these.

The KFHSS has for the first time in the history of the country provided a picture of just how prevalent and serious this problem is. The finding in the study that 68% of women (2 in 3) between the ages of 15 and 49 years who have ever entered into relationships have reported experiencing physical or sexual violence, or both, by an intimate partner, is a very serious cause for concern. This level of prevalence is among the highest in the world. The study has been able to document the causes of violence in many instances.

Important key findings of the Study included:

- *Generally, the levels of intimate partner violence were higher in South Tarawa than in the outer islands, which could relate to the greater availability of alcohol and the existence of more social problems such as unemployment, overcrowding and a high cost of living. These stresses may make women more vulnerable to abuse in South Tarawa.*
- *The prevalence of injury among abused women was 51% in South Tarawa and 55% in the outer islands.*
- *The majority, 78%, of abused women reported that they had never sought help from formal services (health services, legal advice, shelter) or from people in positions of authority (police, NGOs, religious or local leaders).*
- *The low use of formal services reflects in part their limited availability; however, the majority of women reported that they did not seek help because they believed that the violence was ‘normal’ or ‘not serious.’*

The study has provided the evidence. It has quantified the magnitude of the problem and the areas that need to be addressed. Furthermore, these key findings have provided a critical platform for developing appropriate intervention strategies to address the underlying causes for violence. These are reflected in the accompanying NAP.

1.4 DISSEMINATION OF FINDINGS AND IMPACT

A key recommendation of the Kiribati Family Health and Support Study was that the main findings must be widely shared to increase national public awareness and understanding of:

- *the levels, severity and types of violence evident in Kiribati;*
- *the causes and consequences of violence against women and children;*
- *the serious impact of violence on women’s physical, mental and reproductive health; and*
- *the need for multi-sectoral national, regional and local action to address violence against women and children.*

Since the launch of the Study by His Excellency Anote Tong, President of Kiribati, the dissemination of the research findings has been spearheaded by the Ministry of Internal and Social Affairs (MISA). The work undertaken during the process of dissemination has further generated the need for this policy.

1.5 FORMULATION OF POLICY

The formulation of this policy and its accompanying National Action Plan (NAP) has been the result of continued action by women’s organisations and other civil society actors, such as churches, in partnership with government, to address violence against women and children.

Following Kiribati’s attendance at the Beijing Conference held in 1995, violence against women became part of a national plan of action for women developed by the National Umbrella Women’s NGO known as Aia Mwaea Ainen Kiribati (AMAK, established in 1982). This was a significant achievement for AMAK, given the sensitivity of the issue.

The Women Affairs Unit was established in 1995 under the Ministry of Environment and Social Development. This unit is now under the Ministry of Internal and Social Affairs, and AMAK is undergoing structural changes to an NGO status. Since the inception of both bodies, however, no government gender, GBV or ERAW (Elimination of Violence Against Women) policy has been drafted and presented to Cabinet.

In 2003, AMAK and women NGO affiliates began lobbying for CEDAW ratification with support from the Regional Rights Resource Team (RRRT) and the Pacific Foundation for the Advancement of Women (PACFAW).

The Government of Kiribati ratified CEDAW on 17 April 2004. In the same year, an amendment to the corroboration requirement for rape in the Evidence Act was passed.

In 2008, the Ministry of Internal and Social Affairs, in conjunction with the National Statistics Office, completed the KFSS. The survey gave statistical evidence of extremely high rates of gender based violence and child abuse in the country.

The implementation of the Kiribati Family Health and Support Study project was coordinated by the National Project Team under MISA and was supervised by the SPC Regional Team in collaboration with the Permanent Secretary of MISA who is also the National Coordinator for the project representing the Government of Kiribati.

At the national level, the planning, advisory and monitoring support for the project was provided by the Kiribati Family Health and Support Committee (KFHSC) which is chaired by the National Coordinator. The KFHSC is comprised of stakeholders both from within government as well as from civil society organizations (NGOs, Churches) and development partners and agencies.

A report of the research findings was unanimously endorsed by the Cabinet in June 2009. In his address to all government, community and church leaders at the first launch of the KFSS in December 2008, the President of Kiribati committed to a “whole of government” approach to eliminating violence against women and children in Kiribati.

Following the launch of the report by the President, a Communication Strategy on the dissemination of the findings of the study was subsequently developed in consultations with a number of key stakeholders including the Kiribati Protestant Church, the Catholic Church, Police, the women NGOs, the Attorney General, KANGO, AMAK, the AAFR, the Crisis Centre, the Statistics and MISA staff.

A key objective of the communication strategy was to provide government and community leaders (Councils, Unimane, Civil society) with vital information on the study results so as to take appropriate measures to inform policy and legislation that address and protect women and children against violence and also improve the promotion and protection of women and children’s human rights as part of compliance measures to CEDAW, CRC and other human rights instruments. Other objectives included:

- *To inform and educate the public and stakeholders alike of the facts from the study and to ensure that people are equipped with information that is required to drive the kind of leadership needed to bring about positive change and action that effectively addresses violence against women and children.*
- *To ensure that the results are understood and owned by I-Kiribati to forge the level of tolerance, acceptance and support required from all sectors and sections of the community to effectively address VAW and children.*
- *To enable and strengthen advocacy and awareness work throughout the initial media campaign and through the successive intervention phase of the project.*

The dissemination process was evaluated with outcomes suggesting that considerable progress has been made in relation to raising awareness of the findings of the report. The following emerged as a result of the dissemination of findings:

- ▶ Bi-partisan High Support from Parliamentarians.
- ▶ National and outer island leaders made aware of the main findings of the Family Health and Support Study report and support appropriate actions.
- ▶ Higher awareness across the community that DV/VAWC is a crime.
- ▶ Establishment of Domestic Violence Desks in 4 South Tarawa Police Stations.
- ▶ Higher Reporting of Domestic Violence and Sexual Offence Cases
- ▶ Higher Awareness of the Services of the Catholic Crisis Center, shelter for women.
- ▶ Stronger Networking on Service Delivery to Cases of VAW, DV and Child Abuse.
- ▶ Completion of Standard Operating Procedures by most key service providers.

The research and the dissemination have also contributed to the development of the National Action Plan (NAP) which has been finalized and will serve as the costed and time bound implementation plan for the ESGBV policy. It is recognized that a road-map for full government is required, to be spear headed and monitored under MISA, in order to have a wide and sustainable approach to eliminating sexual and gender based violence.

MISA involvement is central to the implementation of the plan and demonstrates to NGO partners that government is committed to the issue. There is a higher chance of having people respond to a sensitive issue given it is an undertaking of government. While the project is centralised at MISA, capacity building is still given to NGO partners through support offered via the project.

1.6 JUSTIFICATION FOR THIS POLICY INITIATIVE

The need for this policy and the accompanying NAP is strongly supported by the findings of the KFSS. The study provides evidence that the level of violence against women in Kiribati is one of the highest found in the countries that have completed the research using the WHO methodology.

The study also identified that enabling environments evidenced through the existence of policies and legislation which effectively address violence against women are either lacking or weak.

Urgent national and local action is needed to address violence against women, as very few supportive systems and structures, including laws, policies and services, are in place in the country to effectively prevent violence and support victims.

The very high prevalence of domestic violence in Kiribati and the many long-term, negative consequences for women are simply unacceptable and urgently need to be addressed by the national government, local partners, international donors and development partners.

These actors must develop and implement comprehensive multi-sectoral responses to effectively work towards the elimination of all forms of violence against women and girls in society.

There are critical issues that need to be addressed through an enlightened and coordinated approach led by the Government using a whole-of-government approach and engaging the entire community particularly at the village and island level.

Already enshrined in the Constitution of Kiribati is the basis from which positive action can emanate to ensure that every person in Kiribati, and especially its women and children, can enjoy the safety, liberty and basic rights they are entitled to.

The existence of this policy is also necessary to comply with existing Government policy to promote and protect the rights of women as well as fulfill state obligations to CEDAW which requires it to respect, protect, promote and fulfill women’s human rights including the right of women to be free from discrimination. The policy is also based on the growing recognition that gender based violence poses a significant obstacle to reducing poverty, achieving gender equality, helping in reducing infant and maternal mortality rates, assisting in prevention of STIs such as HIV/AIDs and meeting the other Millennium Development Goals (MDGs).

1.7 CONSISTENCY

This policy is consistent with national, regional and international policies, laws, and strategic initiatives.

National alignment

The policy is aligned with the Constitution of Kiribati which guarantees the protection of fundamental rights and freedoms of the individual:

Whereas every person in Kiribati is entitled to the fundamental rights and freedoms of the individual, that is to say, the right, whatever his race, place of origin, political opinions, colour, creed or sex, but subject to respect for the rights and freedoms of others and for the public interest, to each and all of the following, namely- (a) life, liberty, security of the person and the protection of the law.

(Chapter 2, Section 3)

Section 7 protects individuals from inhumane treatment:

(1) No person shall be subjected to torture or to inhuman or degrading punishment or other treatment.

The policy builds on the growing demonstration of commitment and political leadership by the government of Kiribati. In December 2008, His Excellency Anote Tong, President of Kiribati, made a strong public stand encouraging people, and especially men, to respect and honour the important role that women play in fostering development in their families and their nation.

In December 2008, a motion on domestic violence was discussed at Parliament. The following motion was raised as a result of the advocacy carried out by the country forum team responsible for disseminating the findings of the KFSS. The motion was as follows:

“That this house fully supports enactment of laws and other measures aimed at reducing if not complete elimination of domestic violence that affect women and children”

The policy is consistent with the Kiribati Development Plan (KDP) 2008-11 where the government clearly outlines a strong commitment to addressing gender inequality as follows:

***Improve and expand attention to the problems and/or concerns of women
Increase and promote the importance of the contribution of women to socio
economic development
Increase public awareness on gender-related issues
Increase support to services addressing gender-related issues
(Governance Section: 3)***

This policy also complements the work undertaken by various committees existing within Government ministries, where both Government and non-governmental organisations were working together on various strategies to address issues related to GBV. Finally, the policy incorporates community priorities expressed during the dissemination of the KFSS study results.

Regional and International Alignment

The ESGBVP is consistent with regional and international initiatives. At the regional level, Forum leaders in their vision for the Pacific Islands region as stipulated in the Pacific Plan, to which Kiribati is a party, stated:

“Leaders believe the Pacific region can, should and will be a region of peace, harmony, security and economic prosperity, so that all of its people can lead free and worthwhile lives”.

This vision can only be achieved if challenges such as violence against women and children are eliminated and gender equity and equality are achieved.

At the international level, Kiribati is party to the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), and the Convention on the Rights of the Child (CRC). These two instruments provide international points of reference that countries like Kiribati will benefit from by putting in place in-country mechanisms to help address the challenges posed by gender-based violence.

SECTION 2: The Policy

2.1 TITLE OF THE POLICY

Eliminating Sexual and Gender Based Violence Policy (ESGBVP)

2.2 PURPOSE

This Eliminating Sexual Gender Based Violence (ESGBV) policy has been developed to help the nation respond to a serious and widespread problem—gender based violence. Violence is a traumatic experience for any man, woman or child, but gender-based violence is predominantly inflicted by men on women and girls. The cost of violence to women, their children, families and communities is a significant obstacle to reducing poverty, achieving gender equality and meeting the other Millennium Development Goals (MDGs).

The policy framework is informed by a multi-sectoral approach that promotes leadership and coordinated action in ensuring zero tolerance of gender based violence.

This policy recognises that gender based violence affects the entire population and spans the responsibilities of many Ministries. Addressing gender based violence requires an integrated and coordinated whole-of-government approach that engages communities, clearly specifies responsibilities and accountabilities and encourages and directs actions from the village through island to the national level.

This policy recognises that the elimination of gender based violence requires long term commitment, coordination, vision and passion to improve the life and future of Kiribati women and children.

This policy builds on the positive action already in place in Kiribati and recognises that gender equality and development are intimately linked. This policy is firmly located within the cultural and geographical context of Kiribati, and acknowledges the challenges posed by the isolation of the outer islands.

2.3 VALUES AND PRINCIPLES

The policy adopts a strengths based approach, and is informed by the following values and principles:

- ▶ Violence is a traumatic experience for any man, woman or child, but gender-based violence is preponderantly inflicted by men on women and girls.

- ▶ Violence against women is incompatible with the fundamental principles of democracy and hampers sustainable development;
- ▶ Violence against women and children is a human rights violation;
- ▶ Violence against women (VAW) is both a cause and consequence of gender inequality;
- ▶ Violence against women and children causes immeasurable suffering and physical and psychological damage;
- ▶ The view that violence against women is a personal and private matter or even an acceptable tradition or part of Kiribati culture is a misconception that will be strongly challenged;
- ▶ Both men and women are part of all activities on addressing violence against women;
- ▶ Evidence-based information through research is crucial for developing strength based approaches that adopt culturally appropriate responses as well as policy and legislative responses to prevent violence against women and children.

2.4 GOALS OF THE POLICY

The overall goal of this policy is:

‘To eliminate gender based violence.’

The ultimate goal of this policy is to uphold the rights of women, children and men in Kiribati equally and work towards eliminating violence against women and children in the country in the longer term so that all people in Kiribati can have an equal opportunity to lead free and worthwhile lives.

Objectives of the Policy

The Kiribati government will take positive measures to:

- ▶ address the social, cultural, political, legal and economic inequalities that cause and perpetuate violence against women;
- ▶ address the situations and risk factors that can trigger violence against women;
- ▶ strengthen prevention efforts that address discriminatory practices and social and cultural norms, and
- ▶ uphold and raise awareness of women’s rights and the responsibility of Kiribati citizens to respect the rights of others.

2.5 PRIORITY ISSUES

Violence against women and children and the broader problem of gender inequality is a significant constraint on development. It negates every area of development activity and is an abuse of human rights. Ending violence against women and children is crucial, therefore, to achieving gender equality and delivering positive development outcomes.

Issues to be urgently addressed by this policy include:

- ▶ Address the high rate of violence experienced by women between 15 and 49;
- ▶ Review laws that are related to violence against women in order to ascertain which areas of the law need improvement;
- ▶ Address the lack of availability of support services, particularly in outer islands. The research highlighted that only a small number of abused women seek help and support from formal services or institutions. There is an urgent need for more accessible support services where women can safely disclose their experiences of violence;
- ▶ Expand and strengthen formal support services with trained professional staff throughout the country, including the outer islands, to enable women to safely disclose their experiences of violence and receive the support and care they need;
- ▶ Challenge views that custom, tradition or religious consideration can be invoked to justify violence against women;
- ▶ Strengthen data collection systems, including data returns from Outer Islanders on VAW/DV
- ▶ Strengthen the Health Response to VAW / DV;
- ▶ Develop a corresponding Policy on Gender Equality.

This policy acknowledges that one of the core development challenges in Kiribati is delivering services beyond S. Tarawa (capital) to the outer islands where the majority of the population reside. This will require ongoing and concerted attention by government and other key stakeholders.

2.6 PRIORITY POLICY COMMITMENTS

The government of Kiribati will exercise leadership to end all forms of violence against women and support advocacy in this regard at the local, national, regional and international levels, by all sectors and all political and community leaders, as well as the media and civil society.

The Policy Commitments will be used to provide the basis to eliminate barriers to gender equality nationally. It will also guide actions in implementing other national, regional and global commitments on addressing gender based violence and promoting gender equality, including all MDG targets with a priority on goals set out in MDG3.

The policy commitments are based on national, regional and international gender equality instruments.

The policy commitments are overarching and anchored on the pillars of institutional policy statements, strategic plans, roadmaps and action plans for achieving gender equality and women empowerment targets in **five** areas:

- 1. Develop National Leadership and Commitments to Eliminate Gender Based Violence**
- 2. Strengthen Legal frameworks, Law enforcement and the Justice system**
- 3. Build Institutional and Community Capacity**
- 4. Strengthen & Improve Preventive, Protective, Social and Support services**
- 5. Eliminate and Prevent GBV through Civic Engagement and Advocacy**

Commitment One:***Develop National Leadership and Commitments to Eliminate Gender Based Violence Against Women***

This policy recognises that effective responses to violence against women require well developed mechanisms at high levels for collaboration and coordination between Government, donors, NGOs and civil society actors. It will use policy implementation mechanisms to create a multi sectoral response.

All key decision-makers, including parliamentarians, high level government officials, media, and social and religious leaders at national and local levels have a vital role to play in the implementation of the policy goal of eliminating violence against women and children.

The key first step is for a dedicated body to be formed to enable government coordination of a national response to the study findings and to work to achieve gender equality.

The ‘Division for Women’s Development and Gender Equality’ would be responsible for policy as well as resourcing MISA and other ministries to engage in key interventions under the National Action Plan. It will also serve as a monitor and implementer for the ESGBVP and Gender Policies of the government.

The Government through the newly established Women Division at the Ministry of Internal and Social Affairs also seeks researching of the best position and office of a Senior Parliamentary Advisor in the near future to assist in the process of Policy Dialogue and Implementation between Parliament and Civil Society. These tasks, however, will still be carried out by the Women Division’s Gender Advisor. The creation of such a position is aligned with international efforts to accelerate achievement of the Millennium Development Goals.

Commitment Two:***Strengthen Legal frameworks, Law enforcement and the Justice system***

This policy recognises that legislation, legal frameworks, law enforcement and the justice system play a critical role in eliminating violence against women. It also acknowledges that the law can be a powerful and potent force of positive change and that the link between the law and gender justice is both causal and mutually reinforcing.

Access to justice for women who have experienced gender-based violence has three dimensions:

1. *protecting women by improving laws and policies and raising awareness of women's rights;*
2. *providing redress by strengthening institutional responses to gender-based violence; and*
3. *raising the cost to men of engaging in gender-based violence by establishing or increasing criminal sanctions and mandating participation in treatment programmes.*

Legislation on violence against women must prevent violence against women, ensure investigation, prosecution and punishment of perpetrators, and provide protection and support for complainants/survivors of violence. Criminal law must prohibit, punish and deter violence against women. Protective laws must help to prevent ongoing violence. Information and education about changes to law and must also be widely available.

This policy recognises that changes are necessary to the justice system. These are based on the findings from the Study which include the following:

- *Women's access to the formal justice system is a major problem.*
- *The enabling environment through the existence of policies and legislation which effectively address violence against women are either lacking or weak.*
- *The level of knowledge amongst community members regarding laws on violence against women and human rights remains very low.*
- *There is need to review national civil and criminal penal codes.*
- *Police or prosecutor reluctance and unwillingness or inability of the judiciary to enforce the laws is frequently due to lack of awareness, resources and specialised knowledge.*
- *Initiatives to improve institutional responses to gender-based violence have included training professionals, reorganising police or courts, and providing a more comprehensive and supportive response to survivors.*

Several initiatives since the research and dissemination of findings indicate potential for improvement. These include:

- Following training conducted by the Pacific Prevention of Domestic Violence Programme (PPDVP), all South Tarawa stations are staffed with one police official dealing solely with domestic violence and sexual abuse offences. The role of each police official in Betio, Bairiki, Bikenibeu and Bonriki are tasked with the following :
 - Receive domestic violence cases
 - Keep detailed recording of all DV/VAW cases
- Higher Reporting of Domestic Violence and Sexual Offence Cases noted by the *Domestic Violence and Sexual Offence Unit*.

- Innovative action by some police officers – eg. A Police Officer on Abaiang had developed a drama program on domestic violence to educate members of the community that it is a crime
- It has also been demonstrated regionally by RRRT and other organizations working in VAW legislation and justice, that when judiciary are sensitized and trained and are able to use the law in the most effective fashion to provide protective justice for women and children, greater success in penalizing perpetrators and protecting survivors is achieved.

Formal, religious and customary legal systems are important for addressing violence against women and gender justice, and positively shaping and influencing all these legal systems is vital. It is not enough to amend legislation, and train the implementers of that legal system if the parallel religious or customary law system remains untouched. This may require a close examination of ways in which traditional justice systems may be strengthened to ensure improved justice for women and children subjected to violence.

Commitment Three:

Build Institutional and Community Capacity

The successful elimination of violence against women will require strengthened government institutions, effective networks between civil society actors, joint advocacy and shared learning.

Capacity development has been defined as *“a process of developing competencies and capabilities in individuals, groups, organisations, sectors or countries which will lead to sustained and self-generating performance improvement”*.

This policy recognises that capacity building is a long-term process that requires a major commitment and the investment of significant resources. The implementation of capacity development support depends tremendously on the relationships forged between government, civil society and donor organisations.

There is a need to ensure that capacity building approaches are informed by the specific context within which programs are to be designed and delivered. This is particularly significant in the Outer Islands. This may require a shift away from traditional training activities to more holistic capacity development initiatives.

In Kiribati, capacity building for GBV support must combine organisational and technical skills and address the attitudes and beliefs that could help or hinder service provision. Creating a culture supportive of women’s right to live free of violence requires long-term, sustained efforts in a

community that address the root causes of violence against women. It means moving beyond programs that work with one sector (e.g., health, police, education, judiciary, etc) or one group (e.g., policy makers, battered women, youth, etc) because societal change requires building a critical mass of individuals and institutions who believe in and live these beliefs.

This Policy recognises the significant social and economic capital and wisdom that already exists in relation to addressing and eliminating violence against women. Resilience approaches identify the resources and adaptive capacity that a community can utilise to overcome the problems that may result from change. The approach builds upon the inherent capacities of a community, rather than relying only on external interventions to overcome vulnerabilities and challenges.

To achieve effective, integrated, and coordinated action, there must be collaboration, skill, knowledge, training, coordination, and high level support and commitment within all sectors of Kiribati society. There are several levels of capacity building in relation to the goal of eliminating violence against women that can occur.

a) Public sector capacity development with a focus on :

- (i) supporting sector ministries to identify sound strategies and approaches for sector development and to implement programmes efficiently and cost effectively,
- (ii) strengthening and supporting the significant role that Local government leadership or councilors can play
- (iii) cross-sector systems such as public financial management. In this context, non-state actors such as the private sector, community groups, church groups are considered as important stakeholders in the wider system that can play key roles in bringing about improvements in public sector performance, both for service delivery and for accountability.

b) Civil society/NGO sector capacity development:

NGOs can play an important coordinating and facilitative role in community mobilization, yet the effort itself must be owned and ultimately sustained by community members. Activist NGOs can consider playing a catalytic role of inspiring and supporting others to take action.

(i) Church participation: Church leaders can be trained and empowered to understand the impacts of violence on the rights of women and girls and also as a development issue for Kiribati, training which can then be translated into church policy and direction from church leaders in their weekly interaction with their congregations, parishes and communities.

(ii) Unimane participation: These male leaders are still very influential and when tasked by their national government to assist on a nation-wide problem of import, they assist and have wide influence. Village based rules, punishments and rewards relating to DV will enable whole communities to follow clearly defined village rules that outlaw violence against women and children but which does not breach human rights of perpetrators.

(iii) Women NGO strengthening – women NGOs also need to be strengthened to break out of traditional thinking that can exacerbate the problems with gender inequality. A rights based approach to gender equality can be passed to the village level by active women NGOs around the country. Further, by assisting Women NGOs to pursue programmes of empowerment and to increase income generation for women in non-traditional outlets, women NGOs can start to strengthen young women to be empowered both economically and socially.

(iv) Local Communities – this can happen through programs such as Family Harmonization which was successfully piloted in other countries in the Pacific. The program involves capacity and skill building for AWSOs in their outer island setting to educate families on leadership by all members of the family so that all can have organized and non violent family life informed by a rights based approach. This programme has a strong gender equality component which has been found by the Kiribati study team to be particularly relevant to the Kiribati context. Ongoing capacity building at relevant regional organizations such as the Fiji Women Crisis Center are also to be tapped to relevant service providers.

The process around the study and the dissemination of the results has already created the beginnings of improved capacity amongst a range of stakeholders. These include capacity building of ASWOs, GBVCA, the Catholic Crisis Center and the AAFR at the FWCC capacity building courses.

These initiatives are highly commended as the Kiribati context for addressing VAW require strong collaboration between Government and Non-Organizational partners.

Commitment Four:

Strengthen and Improve Preventive, Protective, Social and Support services

This policy recognises that women experiencing violence in their homes and/or communities have very few alternatives to turn to for support as support services for survivors are either limited or have insufficient capacity to deal adequately with issues of VAW.

In this context this policy requires the strengthening of existing health and other social services and

facilities, and development of further facilities and targeted support services, particularly in the outer Islands.

Networking is a critical aspect of working in the area of gender-based violence. Very often there is not just one agency that is dealing with any one case at a given time but rather several agencies or organizations. Thus it is important that all agencies work together with the same intention of ensuring that the victim/survivor is empowered through the intervention.

However, there are some instances, in particular in isolated islands where there is only one agency or individual or sometimes up to two (ASWO and Police Officer) working in the area of providing support and intervention. This makes it difficult to provide support to victim/survivors, however there are opportunities that can be utilized in a small island community and the concept of a Network for victim/survivors can be created utilizing some existing social networks.

Discussions during training already delivered showed that ASWO's will be able to identify individuals whom they could work with who would be more sensitive to victim/ survivors. Concerns expressed around advocate safety highlighted that a key element of working in the area of GBV is ensuring that all steps are taken towards ensuring the safety of those intervening. This is an important aspect of minimum standards. The option of getting people in positions of authority (e.g. Local village, island leader) involved is an ideal way of offering protection to the victim and ASWOs as well as when it comes to carrying out future interventions.

Commitment Five:

Eliminate and Prevent GBV through Civic Engagement and Advocacy

The majority of international policy statements on violence against women recognise that in order for violence against women to end, fundamental changes in long-held attitudes and beliefs about the value of women and the roles they are able to play need to change.

The Declaration on the Elimination of all forms of Violence Against Women, for example, calls for states and civil society to develop in a comprehensive way, preventive approaches in all those measures of a legal, political, administrative and cultural nature that promote the protection of women against any form of violence.

A rights-based approach to preventing violence against women and children is empowering to women and the whole community. It uses the broader framework of human rights and challenges community members to examine and assess their value system and empowers them to make meaningful and sustainable change.

Engaging civil society in the prevention of violence against women within the Kiribati context requires a variety of diverse and participatory activities and programs that meaningfully involve

island Councils, Urban and Town Councils, and non-government groups such as the Kiribati Women Federation (AMAK) and all affiliates, the Kiribati Association of NGOs (KANGO), the Kiribati Chamber of Commerce and Industry (KCC&I) the Kiribati Council of Churches and all Faith Based Organisations.

It is also essential that women and organisations working with and for women are actively engaged in the planning, development and implementation of programmes and activities aiming to eliminate violence against women. The active involvement of women at this level is not only empowering but also contributes to the process of challenging traditional views and community attitudes towards them.

Working with men and boys to change their attitudes and behaviour is an important part of any solution to the problem of violence against women. This means encouraging men and boys to examine their assumptions about gender roles and masculinity through sensitisation, training and long term behavioural change programmes. A special effort should be made to encourage men to speak out against violence and challenge its acceptability, providing alternative role models of masculine behaviour.

There is also a need to examine the ways that culture can be used as a source of resistance to violence against women, rather than the location and justification for it.

- *Churches should be involved in championing positive, empowering cultural practices that are also in keeping with church teachings, and that promote the dignity and rights of women and condemn violence against women.*
- *Substantial efforts must be made to help people, especially the younger generation, better understand contemporary Kiribati culture and not use culture as a reason or excuse for perpetuating violence against women and children.*

This policy recognises that changing attitudes that condone or tolerate violence against women is challenging and requires a long-term commitment to promoting human rights.

Resource Mobilisation

Additional resources will be needed for action programmes directed to responding and preventing gender based violence.

The Kiribati Government supports the project through provision of in-kind contributions and assets of the previous GBVCA project have all been transferred to the MISA as part of the project's Exit Strategy.

It will also be important that opportunities are identified to enable donor partners as well as regional and international organizations to be aware of the capacity development actions needed to be taken by the government and the people of Kiribati so that they will be able to support the various interventions identified in both the NAP and the funding proposal.

SECTION 3: Institutional Framework for the implementation of the Policy

3.1 INSTITUTIONAL FRAMEWORK

Preventing and responding to SGBV requires effective and consistent interagency and multi-sector collaboration, communication and coordination. The strategy will be cross cutting, with Ministries, NGOs and civil society working collaboratively to maximise opportunity and outcome.

This policy will be operationalised through a ten year **National Action Plan (NAP)** that provides a detailed framework of strategies. Interventions under the NAP will include a wide range of activities across sectors that will begin the key work of preventing violence and in assuring that survivors are treated with respect and given care and treatment and service as needed.

Systematic implementation of the NAP will be required to ensure the overarching objectives of eliminating GBV are met. International research and experience suggests a national-level body, with a strong mandate, should drive a coordinated, integrated and multi sectoral approach to the implementation and further development of the National Plan.

3.2 ESTABLISHMENT OF AN AUTONOMOUS WOMEN DIVISION AT MINISTRY OF INTERNAL & SOCIAL AFFAIRS

The establishment of an autonomous Division for Women is proposed as the logical next step in strengthening government response and attention to matters of women and with the goal to eliminate violence against women that is largely resultant from gender inequality.

The national body must be adequately funded to drive national reform in a transparent manner, with a lead role in policy and planning, operating as a single point of national accountability.

There is a critical need however to ensure that the Division is staffed by personnel who have the appropriate training, expertise, authority or capacity to influence policies or events.

3.3 POSITION OF COORDINATOR, ELIMINATION OF SEXUAL & GENDER BASED VIOLENCE (ESGBV)

To ensure the Action Plan is well implemented, a position of Coordinator for the ESGBV is to be established at the autonomous Women Division, Ministry of Internal and Social Affairs. The objective of this position is to ensure the appropriate policy and institutional environment for the successful implementation of the National Policy and National Action Plan through involvement of parliamentarians and councilors who have the mandate to make laws and influence in communities. The Coordinator will specifically assist the process of Policy Dialogue and Implementation between Parliament and Civil Society.

The Coordinator will have high level expertise in the area of sexual and gender based violence and be able to provide strategic guidance and coherent technical support. She or He also should be able to share the knowledge of good practices and lessons learned from the research process and its implementation.

3.4 NATIONAL TASK FORCE

The work of the Women Division and the Coordinator of the ESGBV will be strengthened by a new National Task Force (NTF) which will be comprised of Secretaries of all key ministries that are involved in the NAP (Health, Education, Police, Judiciary, AG, PSO). The chair for the NTF will be the Secretary of the Ministry of Internal and Social Affairs or his / her assigned technical officer from the Division of Women.

The NTF will promote a multi-sectoral response for the elimination of sexual and gender based violence, and will provide important political and leadership support to the Division of Women Development around its key tasks of coordinating policy implementation, participatory monitoring, evaluation and reviews.

3.5 MONITORING

The National Task Force will meet quarterly to assist the Division with the coordination of implementation of the NAP as well as implementation of the ESGBVP and to provide guidance and advice as necessary. At such meetings, the Secretary or assigned key personnel of the Division where the project is based will report on progress of implementation in terms of the work plan, activities done or in progress and budgetary expenditure to date.

The NAP is designed to present a plan of activities; this time period coincides with Ministries' corporate plans. In parallel with those plans, the NAP includes monitoring and evaluation processes, and will use participatory processes to help stakeholders understand and commit to getting the work done.

Section 4: National Action Plan

4.1 RATIONALE FOR NATIONAL ACTION PLAN

The rationale behind developing a comprehensive National Action Plan is to consolidate and to map out the various projects and activities being implemented or planned into a cohesive and integrated national approach to eliminating sexual and gender based violence.

This can bring together key government departments, civil society organisations, private sector interests and other stakeholders to associate issues related to sexual and gender based violence and gender equality directly with socio-economic development planning and policies, increasing opportunities for more evident political commitment and sustained action.

Such a strategic approach with harmonised policies has a number of advantages for all stakeholders, but in *particular for governments*. This approach:

- *Enables better coordination and management,*
- *Improves the efficiency of resource allocation and utilisation through clearly defined objectives, activities and outputs in one integrated programme,*
- *Builds monitoring and evaluation for a large number of projects and related activities into an overarching and consistent framework and programme with a single executing organisation within government being accountable,*
- *Enables multi-donor, multi-year funding, with several implementing partners placed under single management control within relevant ministries, and*
- *Contributes to common understanding, knowledge, awareness and appreciation of gender based violence and its impact for all involved actors within Kiribati*

4.2 PURPOSE

The National Action Plan (NAP) has been developed to facilitate implementation of the Eliminating of Sexual and Gender Based Violence Policy.

The National Action Plan (NAP) to Address Sexual and Gender-based violence in Kiribati provides the framework within which all major activities related to prevention and response of violence against women and children are outlined.

The goal of the National Action Plan is to eliminate sexual and gender-based violence (SGBV) in holistic, systematic, complementary and comprehensive manner through a multi-sectoral, and multi-dimensional approach.

4.3 OBJECTIVE OF THE PLAN

The objective of the plan is to clearly show all the necessary measures and joint responsibilities by all the relevant stakeholders, that are required to eliminate all forms of gender based violence in Kiribati by 2020. The plan is based on the results of the *Kiribati Family Health Support Study: A study on violence against women and children*.

This Plan of Action sets out strategies and specific activities that aim to facilitate widespread awareness for the prevention of gender based violence, to develop and strengthen prevention initiatives and service provision, and to ensure that there is a strategic and coordinated response to gender based violence in Kiribati.

The NAP is a `living` document created through a participatory, inclusive and consultative bottom-up process. It is not exhaustive but allows for the identification and addressing of additional needs outside the identified priorities highlighted within the document.

The Plan sets direction for the ensuing ten years and it will be reviewed and updated every five years.

The implementation period is designed to include short, medium and long-term outcomes to cater to the requirements of Kiribati context and the needs and concerns of a multiplicity of actors.

The underlying approach to the development of the Policy and Plan recognises that the struggle to end SGBV entails a combined effort of men, women, boys and girls, and all state institutions and thus calls upon different parties / stakeholders to jointly work together to eradicate all forms of gender-based violence and to take appropriate measures for empowerment and equal representation of women and girls.

The National Action Plan demands a broad multi-sectorial approach at all stages - formulation, implementation, and monitoring - and will be implemented within the context of Kiribati's present socio-economic, cultural, political and environmental situation.

4.4 ASSUMPTIONS

The principles underpinning the Policy and NAP are based on the following assumptions:

- That gender-based violence inhibits women's and men's ability to realize full and equal citizenship, economic opportunities and health outcomes;
- The experience of gender-based violence, whether early in life, in adolescence, or as an adult, can severely constrain an individual's ability to fully participate in political processes, earn a living, and enjoy good health;
- The roots of gender-based violence are in unequal relations of power and discrimination within a society that reinforce subordinate roles within the household and community;
- Men's participation is crucial: preventing and responding to GBV is a social responsibility shared by both women and men;

4.5 KEY FEATURES OF THE ACTION PLAN

This Plan incorporates a multi-sector, multi-level and interdisciplinary approach and a long-term vision to eliminate sexual and gender based violence and promote gender equality.

Overall, the National Action Plan:

- Reflects shared strategic and pragmatic vision;
- Builds on existing processes and strategies and is nationally owned and driven;
- Is spearheaded by a senior representative of an institution;
- Ensures the widest possible participation;
- Anchors the development and tasks of the platform in sound technical analysis;
- Is integrated and balanced across sectors and territories;
- Links national and local priorities and actions;
- Build mechanisms for monitoring, follow up, evaluation and feedback;
- Give priority to prevention; and
- Ensures continuity of the process towards the goal of eliminating sexual and gender based violence.

The National Action Plan strengthens efforts to advance Gender Equality, including Millennium Development Goal 3.

The National Action Plan can be used in many different and strategic ways to effectively respond and prevent gender based violence and advance gender equality, including those listed below.

- ▶ **Monitoring and evaluation:** The NAP is in itself a monitoring tool for the Government and its partners to assess the progress of the Policy and Plan's objectives of eliminating sexual and gender based violence. It contains suggested outputs, progress indicators and an extensive list of stakeholders.
- ▶ **Strengthen coordination:** In order to coordinate, advise, facilitate and monitor effectively, the capacity of the Division for Women will need to be strengthened, especially in research, data collection and analysis capacity.
- ▶ **Promote partnerships and strategic linkages:** The NAP can be used to promote strategic linkages and partnerships between the different stakeholders listed. Ministries can partner with Non-Governmental Organizations of various types as well as with other ministries. Creative solutions can often solve seemingly insurmountable problems.
- ▶ **Data collection, storage and analysis:** The NAP can catalyze the Institutions responsible for the collection, storage and analysis of accurate and reliable data. Policy implementation often faces a number of challenges that include addressing the interests of different stakeholders and the setting up of administrative structures to achieve timelines as well as the accessibility of reliable data. The challenge is both in the **collection** of the data which

requires specific methodologies and trained enumerators, and the **analysis** of such data which requires technical expertise.

- ▶ **Enhance donor commitment to Kiribati:** The NAP can be used as a fundraising tool to enhance donor commitments to eliminating and preventing gender based violence and progressing gender equality. While some donors such as the United Nations Fund for Women (UNIFEM), the United Nations Development Fund (UNDP) and the United Nations Population Fund (UNFPA) are already providing funding, the mobilization of adequate resources will be one of the significant challenges to implementation. To address this challenge, the ten-year NAP incorporates strategies for resource mobilization using opportunities to create linkages with donors and others who may wish to support the goals and objectives of the Policy and NAP.
- ▶ **Strengthen monitoring and watchdog role of civil society:** Civil society, especially women’s groups can play a critical role in monitoring the implementation process from the perspectives of civil society and women’s groups.
- ▶ **Accountability and ownership:** Responsibility and guidance for the implementation of the NAP must rest at the highest levels of Government Ministries and Agencies and include mechanisms for ensuring compliance

4.6 STRATEGIC AREAS OF FOCUS

The national policy for eliminating violence against women includes five key strategic areas:

1. Develop National Leadership and Commitments to Eliminate Gender Based Violence
2. Strengthen Legal frameworks, Law enforcement and the Justice system
3. Build Institutional and Community Capacity
4. Strengthen & Improve Preventive, Protective, Social and Support services
5. Eliminate and Prevent GBV through Civic Engagement and Advocacy

Each of these key strategic areas leads to a series of specific activities with a particular emphasis on the overarching objective of the foundational document, the National Policy to Eliminate Gender Based Violence:

‘To eliminate gender based violence.’

4.7 ACTIVITIES AND MILESTONES

The NAP is a 'living' document created through a participatory, inclusive and consultative bottom-up process. It is not exhaustive but allows for the identification and addressing of additional needs outside the identified priorities highlighted within the document.

The activities described here are a reflection of the priorities agreed to throughout an extensive consultative and participatory process. The activities reflect a range of short-term programs, while creating mechanisms that enable the Government of Kiribati and other key stakeholders to prepare and implement detailed programmes and projects that will lead to clear action within a ten-year timeframe.

Key Strategic Area 1: <i>Develop National Leadership and Commitments to Eliminate Gender Based Violence</i>	
<p>Outcome: Mechanisms of collaboration and cooperation established between all stakeholders and Civil Society Organisations (CSO) for effective commitment and response to GBV, whether those commitment and responses are sector specific, multi-sectoral, or cross-sectoral. This includes the establishment of a dedicated (revived) National Division for Women's Development and Gender Equality which will have high level staff employed, with formal support by the recognised National Task Force. <i>(Note : A terms of reference is to be prepared to explain the role of this task force)</i></p>	<p>Actions:</p> <p>1.1 Plan, organize and establish a dedicated (revived) Division for Women's Development and Gender Equality to enable government coordination of a national response to the study findings and to work to achieve gender equality. The Division will be staffed by high level qualified and experienced gender advisors that can serve as the government's primary mechanism to address gender inequality and work towards the elimination of gender based violence in Kiribati.</p> <p>1.2 Explore and strengthen across Government the range of mechanisms for women's equal participation and representation at all levels of the political process and public life, to eliminate all practices that discriminate against women, to promote women's economic security and to eliminate violence against women.</p> <p>1.3 Promote the perspective across government that good governance is about the appropriate allocation and proper management of financial and human resources and the promotion of gender equality and equity.</p>

- 1.4 Conduct a nation-wide advocacy campaign, targeting key decision-makers, including parliamentarians, high-level government officials, media, and social and religious leaders at national and local levels, particularly in the outer Islands, to secure national support and commitment to the issues of GBV.
- 1.5 Build on the motion adopted by Parliament in December 2009 and progress Parliamentary support for the ongoing process of reforming national legislation to incorporate GBV-related national, regional and international commitments such as the CEDAW.
- 1.6 Develop appropriate mechanisms at all levels for effective implementation, monitoring, evaluation and review of the GBV policy mechanisms. This includes the establishment of the National Task Force (NTF) which will be under MISA but comprised of Secretaries of all Key ministries that are involved in the NAP (Health, Education, Police, Judiciary, AG, PSO). The chair for the NTF will be the Secretary Ministry of Internal and Social Affairs.

Performance Outputs

- Mechanisms, linked to the GBV Policy are in place for high level collaboration and cooperation between governments, donors, CSOs, including the establishment of a dedicated (revived) Women's Unit with 3 high level staff employed assisting MISA paid staff. Oversight is undertaken by the National Task Force chaired by Secretary of MISA and supported by all Key Ministries.
- National Leaders and policy makers are aware of gender based violence issues in the country, and are providing high level support through public awareness raising, and directing interventions through informed policy and action plan from whole of government approach.
- A nation-wide advocacy plan that secures national commitment, support and response is approved and initiated.
- There is visible government promotion of equal participation of men and women in family and household responsibilities, sexual reproductive health through IEC, legislation and fostering an enabling environment.
- Strategies to promote women's participation in parliament and at local council levels are identified and acted upon.

- Decision-makers in Government institutions develop and implement policies and programmes to support survivors of violence and bring perpetrators of violence to account.
- National legislation is reformed to incorporate national, regional and international commitments.
- Mechanisms are in place for effective and participatory implementation, monitoring, evaluation and review of the ESGBV policy.
- Ministries have allocated sufficient resources to implement ESGBV and NAP.
- There is increased capacity within the ESGBV mechanism to implement ESGBV policy and its NAP.
- Establishment of a Parliament Advisor to work closely with parliamentarians and civil society
- ESGBV policy and NAP are reviewed and updated as needed

Key Strategic Area 2: *Strengthen Legal Frameworks, Law Enforcement and the Justice System*

Outcome:

A Justice system that prohibits VAW and works towards the elimination of gender based violence.

Actions:

- 2.1 Strengthen mechanisms for dialogue between government actors and Gender Equality Advocates on how to develop constitutions/ legal frameworks/ processes that promote and protect women’s human rights.
- 2.2 Review legislation specific to VAW (eg. Penal Code and Criminal Procedure Code) and make recommendations for the Attorney General and Cabinet (eg. options might include stand alone DV legislation or as part of reform of criminal law).

The RRRT has begun a three year project with a planned country focal point to review legislation specific to VAW

and draft suggested legislation.

- 2.3 Review Constitution and assess options to eliminate all discriminatory clauses, languages and to provide equal protection to women.
- 2.4 Establish separate Family Court and dedicated Family Court times and days and address issues relating to limited or no circuit court availability in outer islands.
- 2.5 Provide training and education for police, prosecutors, magistrates and judges about current laws, policies and practices (eg. training for front line officers on ESGBV and any related DV Policy).
- 2.6 Provide timely access to justice in a survivor-friendly environment that treats survivors with dignity and does not re traumatize them in contact with perpetrator.
- 2.7 Provide information and education to communities about existing laws, and changes to laws through a legal empowerment framework.
- 2.8 Explore options for strengthening traditional justice systems on OIs with Unimane.

Performance Outputs

- **Penal Code and Criminal Procedure Code are reviewed, recommendations for reform made (in the form of draft legislation) to Attorney General and Cabinet. Police respond quickly and appropriately to all reported cases of VAW.**
- **Constitution is revised to eliminate all discriminatory clauses, language and to provide equal protection to women.**
- **Separate Family Court and dedicated Family Court times and days are established.**
- **Police, prosecutors, magistrates and judges are sensitized to ESGBV and CSA and respond effectively and in a caring manner to survivors.**
- **Women have assistance when dealing with the legal system (eg, People’s lawyer).**
- **Increased prosecution and rates of conviction of cases involving violence against**

women are evident.

- Violence in some villages is banned by Unimane.

Key Strategic Area 3: *Build Institutional and Community Capacity*

Outcome:

Enhanced institutional and community capacity to respond effectively to VAW with the ultimate objective of eliminating violence against women and children.

Actions:

- 3.1 Integrate gender into national systems for measuring welfare, monitoring the MDGs, and strengthening civil society capacity for MDGs advocacy, planning, and implementation.
- 3.2 Continue dissemination of the Study findings.
- 3.3 Incorporate gender equality, prevention of violence against women, women’s human rights material, and conflict resolution approaches into PSO training programmes as part of ongoing public sector capacity building.
- 3.4 Develop bank of gender specialists to continue progressing initial work of the ministry through specific and specialized training to MISA officers and other Ministry gender focal points.
- 3.5 Enhance the knowledge and capacity of multi-sectoral professionals and solicit their commitment to decreasing violence against women.
- 3.6 Create and implement partnerships with the Church Executive to build Church Leadership skills through training and development of Church Policy.
- 3.7 Strengthening women’s advocacy through education, improved data collection and public policy.
- 3.8 Strengthen capacity of women NGOs (such as Women

Activists Network (K-WAN etc).

3.9 Continue support for the implementation of Family Harmonisation programs aimed at building capacity for AWSOs in their outer island setting to educate families on non violent family life using a rights based approach.

3.10 Develop South Tarawa learning on VAW.

Performance Outputs

- Strengthened government institutions through effective networks between civil society actors, joint advocacy and shared learning.
- Continued dissemination of the Study findings occurs nation-wide.
- Capacity of MISA is strengthened to be able to staff and run a revived Women’s Unit.
- Training and sensitisation of all public employees has been achieved through induction training and refresher training.
- Women’s advocacy is strengthened through education, improved data collection and public policy.
- Appropriate and sustainable interventions are successfully implemented at the community level.
- Systems and processes are improved.

Key Strategic Area 4:

Strengthen and Improve Preventive, Protective Social and Support Services

Outcome:

Improved access to preventive, protective, health, and multi-sectoral

Actions:

4.1 Strengthen existing services such as those of the Ministry of Health, the Catholic Crisis Centre, ASWO etc.

support services for women and their families who experience violence.

- 4.2 Establish a formal referral network of service providers for women¹ who have experienced violence on South Tarawa (SAFENET).
- 4.2 Establish a Hot line to activate SAFENET.
- 4.3 Train ASWO in the skills to network with the other agencies / stakeholders to establish safe net on their OI village.
- 4.4 Provide training and sensitisation programs for health professionals to equip them with qualifications, enhance sensitivity to GBV and ability to develop clear protocols.
- 4.5 Train outer island health workers, in human rights awareness, and provide financial support to respond to GBV.
- 4.6 Provide financial support for, training and upgrading of informal shelters / networks. (Target Town councils, Island councils and Church women’s groups).
- 4.7 Strengthen informal traditional support networks through training for priests, ministers and other church leaders, women’s NGOs, other NGOS and youth groups.
- 4.8 Develop systems to collect information on effectiveness of programs. Use information to evaluate and provide evidence on whether these programs reduce violence against women.

Performance Outputs

- Memorandum of Understanding is signed between all service providers on their Standard Operating Procedures towards victims of violence
- SAFENET or CAVAW is established on outer islands.
- Hotline number is widely distributed in South Tarawa
- All OI agencies are working together to assist OI survivors
- All front line health care workers, reproductive health workers and mental health workers

¹ Recommendation 13 Ibid

are trained and able to demonstrate competencies in their work.

- Protocols are developed and being adhered to.
- Health records and forensic evidence is available.
- Detailed hospital records and victim impact statements are being collected and recorded.
- Health information resources on how women and victims can access help are available in all clinics (eg pamphlets in vernacular).
- Treatment is provided for PTSS² and other trauma conditions of survivors.
- Shelters are operating and being accessed. Women are confident of ability to access help.

Key Strategic Area 5: *Eliminate and Prevent VAW through Civic Engagement and Advocacy*

Outcome:

Attitudes and behaviours that perpetuate and support violence against women are eradicated.

Actions:

- 5.1 Extend a public awareness campaign of women’s human rights (Celebrate IWD and White Ribbon Day, Protestant day for women and other days specified in consultations).
- 5.2 Conduct forums on all outer islands for Unimane, women’s groups, church and civil society. Provide fact sheets and easy to use guides for women seeking help.
- 5.3 Utilise the influence and respect the church has in Kiribati as a platform for behaviour change.
- 5.4 Establish and support partnerships between men’s and women’s groups that engage men as vital contributors to collective action to change perceptions, attitudes, and behaviours of men and as champions in ending VAW.
- 5.5 Develop and extend a Male Advocacy network across Kiribati.

² Recommendation 19 Ibid

5.6 Provide life skills courses within non-formal education programs to educate families. Also provide youth Courses such as Virtues and youth empowerment programs.

5.7 Support social marketing research and data collection that will improve the effectiveness of EVAW advocacy and awareness activities.

Performance Outputs

- Increased number of men and women are informed on ways to eliminate VAW.
- Increased community/group awareness is visible on the consequences of VAW and how to intervene to prevent or stop VAW.
- Increased numbers of young people are informed on the consequences of VAW in relation to culture, violent behaviour and unhealthy relationships.
- Increased partnerships between men and women’s groups aimed at ending VAW are in place.
- Male advocacy programs are running and active in South Tarawa and OIs.
- Youth are playing a leadership role and demonstrating changed mindset, attitudes and behaviour in society.

4.8 PRIORITY INTERVENTIONS

Strategic Key Area	Priority Intervention
<p>Priority Theme 1:</p> <p>Develop National Leadership and Commitments to Eliminate Gender Based Violence</p>	<p>Activity 1.1 Establish and resource autonomous Division for Women’s Development and Gender Equality</p> <p>Activity 1.2 Recruit a Coordinator, Eliminating Sexual and Gender Based Violence with expertise on SGBV issues to implement the Policy and NAP priority interventions.</p> <p>Activity 1.3 Enhance the technical and institutional capacity of the Division</p> <p>Activity 1.4 Develop and implement a Women’s Leadership Program</p> <p><i>The program covers:</i></p> <ul style="list-style-type: none"> - <i>information and training for women who wish to enter public life at all levels including village administrations, local government, public boards and committees and national government</i> - <i>training and capacity building for women in decision-making positions including in parliamentary procedures and good governance</i>
<p>Priority Theme 2:</p> <p>Strengthen Legal Frameworks, Law Enforcement and the Justice System</p>	<p>Activity 2.1 Implement a consultative and participatory process towards the creation of a specific Gender Based Violence Act.</p> <p><i>Support the A-G’s interest in inviting Judicial Officers from Australia to work with A-G to develop a Framework in relation to a Gender Based Legislative Reform Project.</i></p> <p>Activity 2.2 Develop and implement Judicial Awareness Program</p> <ul style="list-style-type: none"> - <i>The program will draw on the support of relevant regional organizations, including the Australasian Institute of Judicial Administration and will note the Australian Government’s Pacific Legal Framework.</i>
<p>Priority Theme 3:</p> <p>Build Institutional and Community Capacity</p>	<p>Activity 3.1 Continue Dissemination of Study Findings with a focus on remote Outer Islands that are high risk.</p> <ul style="list-style-type: none"> - <i>Dissemination of findings includes translated fact sheets and an easy to use guide for women seeking help.</i>

	<p>Activity 3.2 Strengthen Health Response to Gender Based Violence</p> <ul style="list-style-type: none"> - <i>This activity will include seeking input from the Pacific Human Resources for Health Alliance (PHRHA) for training health professionals on violence against women.</i> <p>Activity 3.3 Incorporate Gender Equality and Prevention of GBV core competencies into PSO Induction Programs</p>
<p>Priority Theme 4:</p> <p>Strengthen and Improve Protective, Social and Support Services</p>	<p>Activity 4.1 Strengthen capacity of ASWOs to respond more effectively to GBV</p> <ul style="list-style-type: none"> - <i>This activity includes identifying and implementing greater skills development opportunities, particularly in relation to stronger networking with influential leaders, counseling skills and delivery of community educational packages that promote stop violence in families .</i> <p>Activity 4.2 Provide ongoing funding for shelters in each main area</p> <ul style="list-style-type: none"> - <i>Financial support allows for training to be provided, informal shelters / networks to be upgraded and vehicles to be purchased for transporting to hospital women with injuries suffered as a result of family violence.</i> <p>Activity 4.3 Enhance SAFENET and CAVAW</p> <ul style="list-style-type: none"> - <i>Strengthen informal traditional support networks in counselling skills through CAVAW system</i>
<p>Priority Theme 5:</p> <p>Eliminate and Prevent GBV through Civil Society Engagement and Advocacy</p>	<p>Activity 5.1 Develop and utilize Family Harmonisation model from Bougainville to promote better family communication and conflict resolution</p> <ul style="list-style-type: none"> - <i>In partnership with ASWO, run a two week pilot on South Tarawa and one high risk island.</i> <p>Activity 5.2 Develop and implement a Transformative Leadership Program</p> <ul style="list-style-type: none"> - <i>Investigate opportunity for funding through the Ford Foundation</i> <p>Activity 5.3 Develop and Implement Kiribati Men Against Gender Based Violence Project</p> <ul style="list-style-type: none"> - <i>This is a primary prevention program targeting men and boys</i>

and can link into the White Ribbon Campaign. Consideration will be given to running a national event featuring Australian media personality and White Ribbon Campaigner Andrew O’Keefe.

Activity 5.4 Establish capacity building programs targeting NGOs/Civil Society

- *Address the financial sustainability of AMAK through an audit of funding programs to identify resource gaps and develop recommendations on addressing these.*
- *Provide technical assistance to NGOs in relation to program planning, strategic communications and policy advocacy.*

Activity 5.5 Develop and implement a broad based social marketing campaign aimed at the community as a whole

- *Utilize ‘Change Champions’ particularly parliamentarians and community leaders as part of the campaign.*

Activity 5.6 Develop and Implement Respectful Relationships and Violence Prevention Education Package in schools

- *Packages will include Sports focused Initiatives to positively engage youth*

Activity 5.7 Develop and Implement Prevention Education Package for faith-based organisations and leaders

Activity 5.8 Implement a Media Promoting Gender Equality Project

- *Engage with local media organizations to encourage their support for initiatives relating to GBV and Gender Equality*
- *Assess the feasibility of engaging the Global Media Monitoring Project group to deliver workshops for media in Kiribati*

	<p>Activity 5.9 Create a strengthened Health Response to Gender Based Violence</p> <ul style="list-style-type: none"> - <i>seek input from the Pacific Human Resources for Health Alliance (PHRHA) re training health professionals on violence against women;</i> <p>Activity 5.10 Incorporate Gender Equality and Prevention of GBV core competencies into PSO Induction Programs</p>
<p>Overarching</p>	<p>Develop a monitoring and evaluation framework</p> <ul style="list-style-type: none"> - Throughout all activities, ensure there is an underlying emphasis on collecting gender statistics - This will be supported by the development of process indicators at a national level to enable better tracking of progress towards achieving the goals of the EGBV Policy.

Section 5: Coordination and Implementation of the National Action Plan

The implementation of this Action Plan will be coordinated by the Division for Women, however, the NAP is underpinned by a whole of government approach and will involve a range of diverse stakeholders including NGOs, the private sector, civil society and communities.

The Women Division will work closely with development partners who are supporting programmes on SGBV to ensure programme success. The Division will also spearhead the mobilization of resources for implementation of the NAP.

The Women Division does not currently have the resources and leverage to bring changes on all fronts. To achieve success, the Women Division will need to concentrate on attainable targets and to build capacity.

It is essential that adequate resources are made available and directed towards building up the capacity of the Women Division.

COORDINATOR, ELIMINATING SEXUAL AND GENDER BASED VIOLENCE

A Coordinator will be appointed to work with the Division. The Coordinator has the task of assisting the Women Division to become a functioning, independent yet integrated structure in MISA and oversee implementation of the Policy and National Action Plan on ESGBV.

TASKFORCE

The establishment of the Taskforce will play a critical role in supporting the Division to coordinate the Plan of Action. The Taskforce will comprise of representatives from relevant Ministries and Departments, multilateral agencies and NGOs.

CHALLENGES TO IMPLEMENTATION

Some of the anticipated challenges to the implementation of this Action Plan include:

- Availability of funding
- Appropriate Political will
- Strengthened Coordination for Implementation
- Appropriate Capacity for Implementation
- Institutional Monitoring and Evaluation

Section 6: Monitoring and evaluation

Monitoring and evaluation systems are management tools that can be used by government agencies for accountability and transparency purposes, as well as to show results. They can also help strengthen coherence among policies, plans and projects.

A highly consultative and participatory performance based monitoring and evaluation process will be adopted for the National Action Plan.

The monitoring and evaluation (M&E) plan will be prepared at the inception of the Action Plan implementation. The general and specific objectives of the action plan and the list of its planned outputs will provide the basis for this M&E plan. It will include provisions for:

- Collecting and reporting data on performance indicators identified for the plan;
- The schedule of planned mid-term reviews, self-evaluations, and end-of implementation plan evaluations;
- A description of how monitoring and evaluation activities will involve participants;
- Resources to be allocated for monitoring and evaluation activities; and
- Monitoring and evaluation results will serve as a guide in achieving action plan objectives.

REVIEW

The NAP will be reviewed each year and a revised plan will be developed in light of new understanding and information.

The plan will be adaptive, allowing for change as new information becomes available.

ACTION PLAN IMPACT

Evaluation of the NAP's success in achieving its outcomes will be monitored continuously through progress reports, mid-term and final evaluation reports.

The full operationalization of the Action Plan (legal system, administrative system, system for monitoring, etc.) will represent the most important tangible output and will be the main target for assessing the plan's success.

The Monitoring and Evaluation plan to be developed at the inception of the project (and updated during the execution of the action plan) will include indicators to measure potential (and success) of replication as well as long-term impact indicators. The logframe matrix provides performance and impact indicators for the action plan implementation along with their corresponding means of verification. This will form the basis on which the M&E system will be built.

Annex: Abbreviations

AAFR	Alcohol Awareness and Family Recovery
ADB	Asian Development Bank
AMAK	Aia Mwaea Ainen Kiribati
AUSAID	Australian Aid Agency
BOP	Business Operational Plan
CEDAW	Convention on Elimination of all forms of Discriminations Against Women
CRC	Convention on the Rights of the Child
CSO	Civil Society Organisations
DVSO	Domestic Violence and Sexual Offences Unit-(Police was FASO)
ECAPAPA	Eastern and Central Africa Programme for Agricultural Policy Analysis
EDF	European Development Fund
ESCAP	Economic and Social Commission for Asia and the Pacific
EU	European Union
FASO	Family Assault and Sexual Offences Unit of the police
FSPI	Foundation of Peoples of South Pacific International
FMIS	Financial Management Information System
FWCC	Fiji Women’s Crisis Centre
GBV	Gender Based Violence
GBVCA	Gender Based Violence and Child Abuse
GDP	Gross Domestic Product
GoK	Government of Kiribati
ILO	International Labour Organization
IMF	International Monetary Fund
KANGO	Kiribati Association of Non-Government Organization
KANI	Kiribati and Australia Nursing Initiative
KAP	Kiribati Adaptation Project
KCA	Kiribati Counsellors Association
KFHSS	Kiribati Family Health and Support Study
KPA	Key Policy Area
KPS	Kiribati Police Service
MDG	Millennium Development Goals
MFAI	Ministry of Foreign Affairs and Immigration
MFED	Ministry of Finance and Economic Development
MHMS	Ministry of Health and Medical Services
MISA	Ministry of Internal Affairs and Social Affairs
NGO	Non-government Organisation
NZAID	New Zealand Government Aid Agency
OAG	Office of Attorney General
OB	Office of the Beretitenti (President)
OIs	Outer Islands
OMEI	Otan Marawa Education Institute
PACFAW	Pacific Foundation for Advancement of Women

PICP	Pacific Islands Chief of Police Secretariat
PJDP	Pacific Judicial Development Programme
PPDVP	Pacific Prevention of Domestic Violence Program
PRPI	Pacific Regional Policing Initiative
PSC	Public Service Commission
PSO	Public Service Office
RRRT	Regional Rights Resource Team
SPC	Secretariat of the Pacific Community
TAK	Telecommunication Authority of Kiribati
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organisation
UNFPA	United Nations Fund for Population Activities
UNICEF	United Nations Children Fund
UNIFEM	United Nations Development Fund for Women
USP	University of the South Pacific
VAW	Violence Against Women
WB	The World Bank
WHO	World Health Organization