



**MINISTRY OF WOMEN, COMMUNITY
AND SOCIAL DEVELOPMENT**



NATIONAL POLICY ON GENDER EQUALITY AND RIGHTS OF WOMEN AND GIRLS

2021 - 2031

Foreword



It is my pleasure to present this National Policy on Gender Equality and Rights of Women and Girls. This policy was developed from the review of our First Gender Equality Policy from 2016 and captures an up to date snapshot of all our obligations at a national, regional and international level related to gender equality and the rights of women and girls.

Government of Samoa reaffirms its commitment to advance gender equality and the empowerment of all women and girls, as stipulated in the Convention on the Elimination of Discrimination Against Women (CEDAW), the Beijing Declaration and Platform for Action, Convention on the Rights of Persons with Disabilities, and the Sustainable Development Goals.

In pursuit of equality for our people particularly those most vulnerable such as women and girls, Government in collaboration with our network of male & female Village Representatives, Civil Society Organizations, Non-Government Organizations, Organizations for Persons with Disabilities, National Council of Churches, Government Ministries & Agencies, alongside the support of all our development partners, has made significant progress over the past years.

However we are also acutely aware of the implementation gaps and challenges that remain. The direct and socio-economic impacts on women and girls is exacerbated by natural disasters, the 2019 measles epidemic and the ongoing COVID-19 pandemic. With the worsening impacts of climate change on our small island developing states, these add to the ongoing challenges we have to factor in as we continue to invest in the achievement of gender equality, tackling gender based violence and advancing women's empowerment.

This policy document underwent a comprehensive process of review and validation with consultation workshops with government agencies, NGO's, CSO, FBO's and with community leaders and community representatives from all over Samoa and was approved by the National Policy Coordination Committee in March 2021. I would like to thank all our partners and stakeholders for engaging in this process, as it has resulted in a stronger and more robust policy document.

Hon. Tuitama Dr Talalelei Tuitama

Minister for Women, Community and Social Development

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Preamble

Equality is enshrined in Article 15 of the Constitution of Samoa and the country has long recognised the importance of equality for all men and women. In 1992, Samoa became the first Pacific Island country to sign the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) and established a dedicated Ministry for Women in 1994.

The Ministry for Women, Community and Social Development continues to be the focal point for gender equality and the rights of women, girls and other vulnerable populations including children, people with disabilities and youth.

Samoa has shown improvement in global assessments of gender inequality in recent years. In 2015, the UN Gender Inequality Index ranked Samoa 97 out of 159 countries, with a Gender Inequality Index of 0.439, and by 2018 it was ranked 80 out of 162 countries, with an index of 0.364. Samoa submitted its second Voluntary National Review (VNR) on the implementation of the Sustainable Development Goals in 2020. The VNR noted that Samoa's efforts to improve gender equality have yielded positive results, but a lot more remains to be done.

Achievements over the past years have included the implementation of the temporary special measure during the 2016 National Elections to increase the representation of women in Parliament to 10% and appointment of the first female Deputy Prime Minister.¹ The number of women in public sector leadership roles is 57% including 30% of Chief Executives Officers². However, men still outnumber women at other public leadership roles including Parliament, Land and Titles Court, Village Councils and boards of state-owned enterprises.

Girls continue to outperform the boys at primary and secondary school with regards to both participation and educational outcomes. However, these academic achievements are not translating into workforce participation with more men employed in the formal sector while 75% of working age women are reported to be economically inactive. A dearth of gender related data means that the economic contributions of women through the informal sector or unpaid labour within homes and communities is largely invisible and not valued.

Health outcomes for Samoa have largely improved over the last 30 years however, half of all adults are at high risk of developing non-communicable diseases which until the 2019 measles outbreak was the highest cause of deaths for Samoans. More women than men are obese due to poor nutrition and limited physical activity.

Samoa women are also highly vulnerable to family and gender-based violence with more than 60% of women reporting experiences of intimate partner violence in their life-times. A Public Inquiry into Family Violence highlighted many areas of concern and the implementation of its recommendations and a coherent national response to GBV remains challenging.

Common across all sectors is the limited incorporation of gender data, analysis and mainstreaming into their work underscored by widespread lack of understanding of systemic inequalities and rights based approaches.

This Policy and its implementation Plan consolidates gains made under the previous Policy with special focus on the basics, including growing knowledge and building institutional capacity in the fundamentals of gender equality work. The ability of the MWCSD to competently lead and coordinate the national work for gender equality will be critical to the outcomes of this Policy. Investment in building its capacity and those of other partners to construct and embed gender transformation approaches and systems for progressing gender equality and the rights of women and girls is long term work. Thus, at the outset, innovative arrangements are needed to mobilize the required gender equality expertise to support the Ministry and its partners.

¹ Honourable Fiame Naomi Mataafa resigned as Deputy PM and Cabinet Minister in September 2020.

² VNR Samoa (2020). Government of Samoa: Apia

Policy Linkage

Global	Regional	National
<p>Sustainable Development Goals</p> <p>Goal 5 : Achieve gender equality and empower all women and girls</p>	<p>Pacific Roadmap for Sustainable Development 2018</p> <p>The planning, implementation, monitoring and accountability for sustainable development is a country-led endeavor.</p>	<p>Strategy for the Development of Samoa 2016-2020</p> <p>Outcome 8 and 11: Social Institutions Strengthened</p> <p>Empowering Communities to lead inclusive development for all.</p>
<p>SIDS – Accelerated Modality Of Actions (SAMOA) Pathway</p> <p>27(h) – Promoting and enhancing gender equality and women’s equal participation including in policies and programs in the public and private sectors in small island developing states</p>	<p>Pacific Leaders Declaration on Gender Equality 2012</p> <p>Gender responsive government policies and programs</p> <p>Increased women’s representation in decision-making and leadership</p> <p>Economic empowerment of women</p> <p>Ending violence against women</p> <p>Improved health and education outcomes</p>	<p>Community Sector Plan 2016-2021</p> <p>Vision : Communities leading inclusive development for all</p> <p>Outcomes :</p> <p>(i) Inclusive Governance</p> <p>(ii) Improved health, education, safety and access to justice for women and girls</p> <p>(iii) Increased economic empowerment of women</p>
<p>UN Convention on the Elimination of Discrimination Against Women and Girls</p> <p>UN Convention on the Rights of Persons with Disabilities</p> <p>UN Convention on the Rights of the Child</p> <p>Beijing Declaration and Platform for Action</p> <p>Beijing+25</p>	<p>Biketawa Declaration - commits Forum members to fundamental values of human rights and good governance, inter alia, a “belief in the liberty of the individual under the law, equal rights for all citizens regardless of gender, race, colour, creed or political belief” and “upholding democratic processes and institutions which reflect national and local circumstances..”</p> <p>Pacific Platform for Action for Gender Equality and Women’s Human Rights 2018-2030</p>	<p>National Gender Equality Policy 2016-2020</p> <p>Goal</p> <p>All women and girls have equal access to opportunities that guarantee their full participation in, and benefit from, the sustainable development of Samoa</p> <p>National Disability Policy 2011-2016</p> <p>Objective 1.a. Empower people with disabilities to promote and advocate for their human rights</p>
	<p>Pacific Platform for the Rights of Persons with Disabilities 2016</p> <p>-Mainstreaming : Ensure the rights of PWDs are included in the development strategies, national and local policies and community services</p> <p>-Leadership & Enabling Environment : develop leadership and enabling environment for rights-based disability inclusive development</p> <p>Pacific Youth Development Framework 2014-2023</p>	

Introduction

The National Policy for Gender Equality and Rights of Women and Girls 2021-2031 Goal;

“By 2030, to Achieve Gender Equality and Empower all Women and Girls of Samoa”

The Policy is a living document, influenced by its context and will evolve as circumstances change and early investment in research generate new knowledge to inform grounded and enhanced initiatives over the period to 2030.

Purpose

This National Policy sets out the commitments of the Government of Samoa and its partners to gender equality and provides a common framework to guide, coordinate, monitor and account for all work and investments to realize gender equality and empower all women and girls of Samoa.

Guiding Principles

Human Rights – everyone, regardless of sex, descent, age, language, religion, political or other opinion, social origin, place of birth, family status or sexual orientation and gender identity, is entitled to all basic rights and freedoms including participation in decisions affecting them. A human rights approach seeks to empower people to know and claim their rights and increasing the ability and accountability of individuals and institutions who are responsible for respecting, promoting and fulfilling rights.

Human rights principles include ‘universality and inalienability’, ‘indivisibility’, interdependence and interrelatedness, non-discrimination and equality, participation and inclusion, accountability and the rule of law.

Non-discrimination – everyone is equal before the law, entitled to equal protection under the law and to be free from discrimination based on sex, age, descent, language, religion, political or other opinion, social origin, place of birth, or family status.

Leave no one behind and help first those who it need it most – aligned to the approaches and principles for the SDGs

Fa’aSamoa – principles and values of:

- alofa (love)
- fa’aaloalo (respect and dignity)
- fai-nuu/fai-aiga lelei (good village/ family governance and leadership)
- tautua (service and responsibility)
- va fealoa’i or va tapuia (sacred relationships between people)
- soalaupule (sharing the burden of decision-making through dialogue)
- tofa tatata/ fetala’i (wisdom to change that which needs changing, embracing change)
- faimeatonu ma le fa’aituau (honest and impartial–doing the right thing and treating all equally)
- fa’asinomaga (identity–where you belong)
- finagalo autasi (consensus)
- spirituality

Christian values – the Constitution of Samoa provides that it is a Christian country.

Conceptual Approach

Different approaches have been developed and adopted over the years in the promotion, advocacy and realization of the rights of traditionally marginalized populations. Gender and rights mainstreaming is the common approach not only in Samoa but also the wider region. The mainstreaming approach entails the consideration and inclusion of the needs and interests of women, PWDs, children and other vulnerable group's perspectives in all government policy-making, programming and budgeting to ensure that a clear picture exists of the differing needs, experiences and perspectives of women and men, people of different ages, abilities and sexual orientation. It also involves properly and equally addressing those differences, and supporting members of vulnerable groups in particular areas where they have traditionally been marginalized.

The National Gender Equality and Advancement of Women Policy 2016-2021 adopted both a gender mainstreaming and gender transformational approach (GTA). The latter recognizes that while it is important to identify and address the needs or support the contributions of marginalized groups and address the symptoms of inequality, it is equally important to tackle the underlying systems of unequal power structures, societal relations, beliefs and attitudes to bring about lasting changes. In this policy, the consolidated gender mainstreaming and transformational approach features prominently underscoring the importance of simultaneously tackling the visible and technical challenges of gender inequalities and changing the power structures and systems of beliefs and norms which keep the injustices and inequalities in place.

A GTA approach also entails a conceptual shift to recognising collective responsibility and the need for political engagement with the structures that shape people's lives. For example, a GTA to gender-based violence will focus at least in part on a critical examination of gender norms and expectations (particularly those regarding masculinity) and on increasing gender-equitable attitudes and behaviours.³ GTA's emphasis on uncovering and challenging underlying power relations also increases the likelihood that such approaches will identify and address various intersecting inequalities including class, sexuality, and disability, rather than targeting women as a homogeneous group. GTA also emphasizes 'intersectionality', or different forms of social differences or inequality. In Samoa, gender intersects with rank, kinship relations, social status, level of formal education, and access to resources including land to shape the responses of women – and indeed all people – to development opportunities.⁴

Policy Statements

POLICY GOAL – *By 2030, to Achieve Gender Equality and Empower all Women and Girls*

The three overarching policy statements outline the commitments already made by Samoa at the international, regional and national level.

- 1. In line with its commitment to the 2030 Agenda including Goal 5, the achievement of gender equality and empowerment of all women and girls will be pursued across all sectors of government and at all levels of governance by all partners including development partners.**

Improving gender equality and realising the rights of women and girls will be pursued across all 14 sectors of government in line with SDGs and the priorities under the Strategy for the Development of Samoa. All sectors are encouraged to review their capacities and develop gender mainstreaming and transformational guidelines and plans to guide their work to realize the context specific rights of women and girls. The underlying norms and structures which have shaped and con-

³ Casey E, Carlson J, Two Bulls S, Yager A. 2018. 'Gender Transformative Approaches to Engaging Men in Gender-Based Violence Prevention: A Review and Conceptual Model' *Trauma, Violence and Abuse* 19(2): 231-246

⁴ Eg Stewart-Withers R. 2011. 'Contesting a Third World Development Category: Female-headed households in Samoa' *Women's Studies International Forum* 34: 171-184

tribute to existing realities will also be examined and reviewed. All three branches of government - parliament, executive and judiciary have enormous contributions to make and most critically, vil-lages, church leaders, communities, private sector and civil society are needed to collaborate with public sector and take the lead in identified areas to progress the changes required for gender equality.

2. The specific goals and priorities to be pursued is guided by the aspirations of women and girls, with specific focus on women and girls facing multiple and intersecting barriers and different forms of discrimination. Government policy commitments and obligations under human rights conventions and available evidence including data are also instrumental.

This Policy recognizes that while women and girls of Samoa have much in common, they are not a homogenous group. Women who face multiple and intersecting barriers and forms of discrimination are particularly vulnerable, including women and girls with disabilities, women and girls from low income households, rural areas, older women, women and girls with diverse sexual orientation, identity and expression. In line with the principle of 'help first those who need it most', the needs and aspirations of the most vulnerable will be prioritized.

While a number of national surveys and international reporting and accountability processes over the years have provided sound recommendations for advancing gender equality in Samoa, much is unknown regarding "HOW" to remove and address the barriers to realizing the rights of all women and girls in Samoa. This is an acute challenge in relation to our most vulnerable women and girls, underscoring the need to meaningfully engage them in work to grow knowledge and design fit-for-purpose programs and investments.

Contextualization is key, thus it is important that efforts to achieve gender equality across all priority areas begins with careful analysis of barriers for women and girls, paying special attention to the most vulnerable and careful planning. Selection of approaches best suited to the realization of the rights of the different groups will also be critical. Poorly designed and insufficient interventions can lead to 'token' involvement of vulnerable populations and neglect of their self-determination, agency and equality if not carried out well.

3. A parallel twin-track approach of mainstreaming, group inclusive development alongside group-specific support will be adopted.

Given the complex, multi-layered nature of the challenges to increasing gender equality a dual track approach will continue to be adopted. This includes mainstreaming the rights of women and girls across all sectors as well as providing and advocating for specific support including temporary special measures for women and girls to address the specific barriers they face, leveling the playing field and accelerating the achievement of equality.

Strategic Policy Priorities

Samoa has committed to key international conventions and platforms for actions including CEDAW, CRC, CRPD, Beijing+ and the 2030 Sustainable Development agenda. It is also a part of the regional plan, the Framework for Action for Advancing Gender Equality and the Rights of Women 2018-2030. To translate these global and regional aspirations into meaningful national actions and accelerate progress, Samoa is also preparing its Samoa 2040 vision document and the next Strategy for the Development of Samoa. This Policy and Action Plan draws on all of the above and seeks to provide a practical framework to facilitate implementation of prioritized initiatives. It follows the structure of the SDS and seeks to cover all the areas of the SDG agenda. The recommended actions draws on the Concluding Comments from the CEDAW Committee of Experts of 2018, the report of the Working Group on Discrimination in Women in Law and Practice and the Samoa Country Gender Profile document prepared by the ADB and Government of Samoa in 2020.

PRIORITY AREA 1: ECONOMIC

1. Outcome Statement

Increased economic empowerment of all women and girls, especially women and girls facing multiple and intersecting barriers and forms of discrimination

Women in Samoa bear the ‘triple burden’ of unpaid household labour, paid and unpaid livelihood activities, and community work. This work is largely invisible in official data, and may not be fully recognized by families and communities. While women and girls outperform men and boys in every level of educational participation and attainment, this has not flowed through to gender parity in workforce participation.⁵

1.1. Increased Visibility of Gender Roles and Women’s Triple Burden

- Consider incorporating a contextualized gender transformative approach across economic empowerment initiatives. This would include;
 - Moving beyond approaches that see women as an untapped “development resource” to addressing existing power relations and social norms that constrain women’s agency.
 - Promoting discussion of gender-related employment pathways and the norms underpinning them.
 - Addressing the ways in which economic empowerment initiatives intersect with existing structures and norms governing social difference, including rank, sexual orientation, level of education, and location (urban/rural)
- Investing in research to better understand the barriers to women’s financial inclusion, with a focus on women facing multiple, intersecting barriers including women with disabilities, women in the informal sector, rural women;
- Strengthen monitoring and evaluation, including through data collection, of unpaid care work done by women and take appropriate measures to promote the equal sharing of the responsibilities for unpaid household work and childcare between men and women.
 - -consider revising existing templates used for Household Income and Expenditure Survey to determine numbers of unpaid care workers.
- Conduct time-use surveys on unpaid work (including caring, domestic duties, subsistence farming, community work) to support evidence-based policy such as affordable childcare, efficient technologies to reduce the burden on women, and strengthened strategies to promote the visibility of women’s labour and change attitudes with respect to domestic responsibilities.
- Promote visibility and understanding of unpaid labour, including through analysis of data collected through the 2017 Labour Force Survey and improved data production on unpaid family business work (for example in agriculture and fisheries);
- Promote the visibility, understanding and discussion of gender norms and beliefs, including the gender division of labour, for example through the school curricula and the media;
- Increasing data collection and other measures to ensure that women are recognised for the work they are doing and the contributions they make;
- Ensuring that women are not overburdened by multiple economic, reproductive and care responsibilities;

⁵ ADB and Government of Samoa (MWCSO), 2021, Samoa Country Gender Profile (Draft)

- Monitor and assess the impact of the accession of Samoa to the World Trade Organization and other trade and investment agreements on the enjoyment by women and girls of their rights;
- Intensify adequate vocational training programmes for women, targeting the light manufacturing and financial services sectors, and implement programs to increase their employment opportunities in those sectors;
- Adopt a variety of evidence-based approaches to strengthen financial inclusion, for example women-led, local savings organizations;
- Identify and implement strategies to support diverse forms of paid carer's leave, including birth-related parental leave, placement-related parental leave (eg following adoptions, foster care or guardianship), primary carer leave, supporting partner leave, and elder care;
- Develop an accessible system to track gender pay gaps in Samoa;
- Commission intergenerational research for data on changes in education or career outcomes for young women and men, in order to inform evidence-based policy and programming;
- Undertake research and systematic gender analysis of experiences and impacts of seasonal worker schemes on workers and their households, families and communities, including the gendered distribution of employment, and the distribution and use of remittances.

1.2. Employment

- Adopt effective measures, including the provision of vocational training, and temporary special measures, such as incentives for women to work in non-traditional fields, and eliminate horizontal and vertical occupational segregation in the public and private spheres;
- Undertake research, including tracer studies to identify the barriers (including social norms) for women and girls in transitioning from high participation and achievement in education to formal/paid employment;
- Revise section 44 of the Labour and Employment Relations Act to extend maternity leave in the private sector to 12 weeks, in line with ILO Convention No. 103, and take appropriate measures to implement other types of maternity protection, such as a compulsory insurance scheme, increase the period of mandatory paternity leave and introduce parental leave to promote the sharing of child-rearing responsibilities between men and women;
- Establish effective mechanisms for monitoring and regulating employment, including regular labour inspections, to ensure the enforcement in all sectors of the principle of equal pay for work of equal value entrenched in the Labour and Employment Relations Act;
- Increase the number of affordable childcare facilities, including public childcare facilities, throughout Samoa to ensure the equal participation of women in the labour market;
- Adopt a specific policy to protect workers, in particular female workers, from dismissals from employment due to pregnancies and other discriminatory practices;
- Intensify adequate vocational training programmes for women, targeting the light manufacturing and financial services sectors, and increase their employment opportunities in those sectors;
- Introduce the same regulations regarding sexual harassment in the public and private sectors, including a clear definition of sexual harassment, establish effective complaint mechanisms and ensure that perpetrators are prosecuted and adequately punished.
- Review the Public Service Act 2004 to expand the provision on the prohibition of direct and indirect discrimination and the right to equality

1.3. Social Protection

- Establish a countrywide State-sponsored social welfare system to provide social protection guarantees to all, including those working in the informal sector and those living in rural areas;
- Increase access for women to the social security system and develop coordinated social protection and compensation programmes, including unemployment benefits, for women, in line with ILO Recommendation No. 202 concerning national floors of social protection

1.4.Land Tenure

- Ministry of Natural Resources and Environment to consider conducting a gender audit of freehold land titles
- Establishing a research agenda to improve the quantitative and qualitative evidence base regarding current trends in customary land tenure.

PRIORITY AREA 2 : HEALTH

2. *Outcome Statement*

Improved health outcomes for all women and girls, especially women and girls facing multiple and intersecting barriers and discrimination

2.1.Strengthen collection and disaggregation of health data by sex and gender, including data on *fa'afafine* and *fa'atama*

2.2.Revitalisation of Womens committees, village based organisations, churches at village level

- Adequately resource and sustain the national revitalization of women's committees in their public health and NCD roles, ensuring that it does not exasperate the multiple burdens of village-based women.
- Support village-based organisations, church-based organisations and NGOs to deliver improved knowledge and access to resources addressing respectful relationships, gender-based violence, reproductive health, nutrition and healthy eating, and physical activity.

2.3.Consider incorporating a gender transformative approach in all health initiatives. This would include:

- Moving beyond approaches that see women and their cultural roles in public health as an untapped resource that can be mobilised for improved public health, to addressing existing power relations and social norms that constrain women's agency, leadership and participation in decision-making; and
- Promoting discussion of gender roles and ongoing monitoring to ensure that initiatives do not increase women's time poverty, and encourage discussion of masculine roles and responsibilities with respect to health care.
- Improve access to health care, particularly for women in rural areas;
- Ensure the adequate provision of medical services, including by allocating extra remuneration and incentives to qualified medical and health staff in rural areas;

2.4.Communication strategies for information and behaviour change at all levels

- Develop and invest in social media strategies to address key health issues among youth, such as bullying, mental health, and sexual health.
- Ensure that health interventions (eg regarding nutrition, sexual and reproductive health, physical activity, tobacco, suicide) are appropriately targeted to different audiences, including different messages for women, men, and people of gender identity and expression.

- Extend current approaches to the promotion of healthy eating (e.g. a ‘delicious and affordable’ campaign) and increased physical activity, including targeting school children, churches, and women’s groups, and linking strategies to a return to traditional offerings to meet church and village obligations.

2.5. Conduct research into maternal mortality and other key areas

- Conduct research to identify the root causes of the increase in the maternal mortality rate and take appropriate measures to address them, including by strengthening continuing efforts in antenatal care and providing training for health-care workers;
- Invest in comprehensive prevention strategies, including data collection and monitoring of women’s health issues, such as the prevalence of breast and cervical cancer

2.6. Improved access to SRH and other basic services

- Develop and strengthen life skills in doctors and nurses to support women, men, and people of diverse sexual orientation, gender identity and expression on contraceptive decisions, and ensure ready access to contraceptives.
- Improve access for women, in particular those living in rural areas, to early treatment for cancer and promote partnerships between the Ministry of Health and relevant civil society organizations to establish medical clinics and train pathologists to provide specialized services in rural areas;
- Strengthen the systems through which pregnant women who test positive for HIV and other sexually transmitted infections are referred to appropriate medical or treatment services and ensure access for all women and girls, including **victims of sexual exploitation**, to testing and treatment services for HIV and other sexually transmitted infections;
- Promote education in sexual and reproductive health rights for adolescent girls and boys, including through the encouragement of the use of contraceptives and youth-friendly services, to prevent unwanted early pregnancy and sexually transmitted infections and ensure that all women and girls have access to high-quality sexual and reproductive health-care services and sufficient knowledge of the services available;
- Provide age-appropriate, comprehensive and inclusive sexuality education or family life education based on scientific evidence and human rights, for girls and boys before entering puberty, as part of mandatory school programmes.
 - Ensure that family life education pays particular attention to gender equality, sexuality, relationships, gender identity, including non-conforming gender identities, responsible parenthood and sexual behaviour to prevent early pregnancies and sexually transmitted infections;
- Commission a study on the health and wellbeing of poor rural families living as social outcasts, including intergenerational implications.
- Ensure that modern contraceptives are accessible, affordable and available without a requirement for third-party consent.

2.7. Strengthen partnerships to address NCD’s

- Strengthen the partnership between the Ministry of Health and relevant entities in order to improve the prevention, early detection and treatment of non-communicable diseases, including obesity and diabetes, among women and girls
- Augment current approaches for healthy eating and increasing physical activity, including targeting school children, churches, and women’s groups, and linking strategies to a return to traditional offering for obligations.

2.8. Prioritise health needs of women & girls with disabilities

- Prioritize the health needs of women with disabilities, and develop the in-country professional capacity for mental health

2.9. Monitoring and assisting traditional healers and their roles

- Introduce measures among health providers aimed at addressing gender-based violence, including domestic violence, and provide them with training in gender-sensitive protocols for interacting with women and girls who are victims of gender-based violence
- Establish a licensing regime for traditional healers and adequately train them in the special needs of women who are victims of gender-based violence;

PRIORITY AREA 3: EDUCATION

3. Outcome Statement

Enhanced access, opportunities for life-long learning and educational outcomes for women and girls, especially those facing multiple and intersecting barriers and forms of discrimination

3.1. Strengthened research into gender related learning pathways

- Commission studies or establish a working group to identify gender-related learning pathways and obstacles, and develop strategies to diversify learning pathways for all students. Priority areas may include
 - a. increasing engagement of girls with vocational training and STEM,
 - b. engagement of boys with secondary schooling and
 - c. reducing high drop out rates especially in rural areas
- Commission a study to analyse access (including rural/urban divides) and affordability issues with respect to secondary education, in order to inform evidence-based policy.

3.2. Improve collection of data on educational participation and attainment, in particular by people living with a disability, young parents, and rural communities.

3.3. Incorporate a gender transformative approach into efforts to increase technical capacity and human resources in the education sector ;

- increase number of women in management, number of male teachers
- development of policies to address gender disparities in career teachers, recruitment practices, need for more male teacher role models

3.4. Incorporate school and tertiary curriculum with topics of life skills, GBV, SRH, food security & nutrition and human rights.

- Develop and incorporate culturally-appropriate curriculum on life skills, gender-based violence, sexual health, food security and nutrition, and human rights. The curriculum should support discussion of beliefs regarding gender norms and gender relations, respectful relationships, consent, informed decision-making and the distribution of labour within households.
- Ensure the inclusion in school curricula of mandatory, universal, age-appropriate, comprehensive sexuality and reproductive health and rights education addressing the issues of power and responsible sexual behaviour, with special attention given to the prevention of early pregnancy, and strengthen continuing efforts towards awareness-raising in order to change cultural resistance to sexual and reproductive health education;

- Include human rights and gender studies in teacher training curricula to ensure the elimination of all discriminatory gender stereotypes against women and girls;
- Promote gender and human rights education at theological institutions and introduce temporary special measures to ensure the ordination of women as priests.

3.5.Safe school policy is strengthened and monitored

- Enforce the implementation of the national safe schools policy to ensure that pregnant girls and young mothers continue their education and take appropriate measures to eliminate negative attitudes towards them, including through continuous awareness-raising programmes;
- Ensure collection and reporting of data disaggregated by gender, age and other relevant factors, on the number of reported cases of sexual violence in schools and the sanctions imposed on the perpetrators, as well as on rates of dropout owing to early pregnancy and of re-entry into school after childbirth among girls.
- Repeal section 14 of the Infants Ordinance to prohibit corporal punishment at school explicitly and ensure that its prohibition is adequately monitored and enforced and strengthen teacher training to promote non-violent forms discipline;
- Include specific provisions for the protection of girls against sexual violence in schools in the National Safe School Policy and ensure countrywide dissemination and implementation of the policy with an effective monitoring mechanism in place.

3.6.Rapid investigation and prosecuting of cases of abuse by teachers on students

- Investigate and prosecute cases of sexual violence and abuse by teachers, and ensure that perpetrators are adequately punished and victims are provided with rehabilitation and redress;

3.7.Communication Strategies for behaviour change related to learning opportunities and elimination of all forms of discrimination in the education sector.

- Continue to develop and adopt measures to increase the number of men enrolled in teaching training programs, and redress gender imbalances at all level of education.
- Review and consider increased investment in long-distance learning modalities to increase access for under-represented groups including people in rural areas, and women with caring responsibilities. This may include consideration of the impacts of synchronous and asynchronous learning on access to education by these groups, and education costs (eg books).

PRIORITY AREA 4: LEADERSHIP AND DECISION-MAKING

4. Outcome Statement:

Improved gender balance in leadership, governance and public life.

4.1. Participation in Leadership, decision-making, political and public life

- Review and identify measures to increase participation of women in all areas of political leadership, including at the village level. Consistent with a gender transformative approach, measures to advance women's political participation must:
 - include identifying and addressing underlying belief systems about the roles and responsibilities of men, women and people of diverse gender identity and gender expression; and
 - acknowledge that gender intersects with other forms of social difference including age, marital status and rank to marginalise some people more than others. For example, a gender transformative approach might prioritise discussion of the status and roles of *nofotane*, and their ability to participate in decisions concerning their husband's village, as well as their own village.
- Review and identify measures to increase participation of women in other public leadership roles including the Judiciary (Land and Titles Courts and judges and assessors), Chairs and Directors of state-owned enterprises, CEOs of government agencies and private entities
- Adopt temporary special measures, including the adoption of quotas, to achieve substantive equality between women and men in all areas, at the national and local levels;
- Ensure that the inclusive governance policy and strategy include specific measures to increase the number of female village representatives and continue its efforts to ensure equality in the representation of matai men and women as village representatives;
- Develop mentoring programs and experiential leadership and management development programs which are co-designed by all participants. These could be multi-generational, for example linking girls and young women with mid-career women leaders, and senior or retired leaders.
- Intensify efforts to raise awareness among relevant government officials, parliamentarians, non-governmental organizations, employers and the general public on the nature of temporary special measures and their importance to accelerating the achievement of substantive equality between women and men in all areas in which women are underrepresented or disadvantaged
- Ensure that male religious leaders in decision-making positions in State organs undertake their duties in a way that respects, protects and fulfils women's rights as set out in the Convention and increase the number of women in decision-making positions, including female priests
- Implement and report on specific measures taken, including temporary special measures, to promote the representation of disadvantaged groups of women, including women with disabilities, in decision-making positions;
- Consider further measures for increasing women's representation in the Legislative Assembly, including by revising the quota system in accordance with international standards and supporting women candidates;

- Increase measures for affirmative action, such as encouraging women to apply for director positions on boards in both the public and private sectors, with particular emphasis on enhancing opportunities for women experiencing intersecting inequalities due to class, education, sexual orientation and/or disability. (Leadership and Governance)
- Support the participation of professional women who hold chiefly titles in village councils, including through flexible working arrangements. Amend existing policy to provide for equal pay for women and men village representatives
- Ensure compliance with article 15 of the Constitution by addressing discriminatory acts on the part of some villages, which prohibit women from attaining the title of matai and from participating in village fono.
- Develop additional measures and programmes to enhance the political and economic empowerment of rural women

4.2. Stereotypes and Harmful Practices

- Adopt a comprehensive strategy, including through awareness-raising programmes, aimed at women and men at all levels of society, including religious and traditional leaders, to eliminate discriminatory gender stereotypes regarding the roles and responsibilities of women and men in the family and in society, and regularly monitor and review measures taken in this regard;
- Undertake a massive campaign to raise awareness of the universality of human rights and women's right to equality throughout the country, aimed at changing mindsets
- Promote a public dialogue among the general population to foster an understanding of culture in line with the provisions of the Convention and promote alternative interpretations of the meaning of the Fa'a Samoa (Samoan way);
- Establish a mechanism to promote the use of gender-sensitive interpretations of religious texts by churches and assess the impact of religion on public perceptions that foment discriminatory gender stereotypes and gender Review school curricula and textbooks at all levels of education in order to remove discriminatory gender stereotypes;
- Scale up efforts from within society that have an effect on cultural adaptation, such as the pilot district planning exercise led by the Ministry of Women, Community and Social Development

PRIORITY AREA 5: ACCESS TO LAW AND JUSTICE

5. Outcome Statement:

Increased and improved safety and access to law and justice for women and girls, especially those facing multiple and intersecting barriers and forms of discrimination

5.1. Gender-based Violence

5.1.1. Strengthening policies, laws and plans

- Develop a comprehensive strategy to end gender-based violence, which encompasses measures in all fields, including at the executive, judicial and legislative levels and the regular collection, analysis and publication of data from the justice, social and health sectors, as well as effective cooperation among institutions involved in prevention, protection and remedies;
- Government and partners to ensure adequate resourcing and support for Ending Violence Strategy
- Develop comprehensive legislation to address gender-based violence issues
- Review and amend the Family Safety Act to include economic violence in the definition of violence, in accordance with the Convention and the Committee's general recommendations
- Implement, without delay, the Community Law Centre Act 2015;
- Expedite the implementation of the recommendations adopted by the National Human Rights Institution, in cooperation with other institutions, in particular those included in the report entitled "National Public Inquiry into Family Violence in Samoa
- Review alternative dispute resolution arrangements with a view to ensuring respect for women's rights and access to justice

5.1.2. Improved Knowledge, understanding and awareness

- Undertake a comprehensive study on the social, health, psychosocial and economic costs of gender-based violence against women and girls and accelerate efforts to combat all forms of such violence
- Ensure that studies and policies on gender-based violence include population groups facing multiple forms of discrimination;
- Ensure sustained investment in awareness and education programs
- Increased investment in qualitative and quantitative research and analysis of all aspects of gender-based violence, including the gender norms and beliefs that lie behind it and the structures that enhance or constraint the capacity of people to individually and collectively prevent, challenge and respond to gender-based violence.
- Ensure that gender transformative approaches to gender based violence promote discussion of dominant models of femininity and masculinity, and roles associated with a variety of factors including gender, age, rank and marital status. Priorities may include discussion of the status and expectations of children, daughters, and nofotane.

5.1.3. Improving services

- Consider advancing the establishment of the Community Law Centre in conjunction with sustained investment in the Samoa Victim Support Group and other organisations with demonstrated capacity to respond effectively to gender-based violence, including by exposing and challenging the beliefs, norms and practices that underpin it.

- Ensure that perpetrators of domestic violence are prosecuted and adequately punished and that victims of such violence are compensated, and collect data on the number of prosecutions, convictions and sentences imposed on perpetrators and on remedies provided to victims;
- Strengthen the capacity of all agencies, including the police, the health-care system, village fono and inter-agency and church task forces, develop protocols to address violence against women and establish a mechanism to monitor their enforcement by these agencies.
- Work with church leaders to facilitate their positive contribution to combat gender-based violence given their influential role
- Ensure the independent functioning of the courts by stopping the practice of testifying to the morality or good character of the perpetrator of violence against women by the moral authorities of the community, as such a practice unavoidably shifts the blame onto the women victim;
- Strengthen the Police's Domestic Violence Unit, including through continuous training, and establish an effective system for data collection
- Train judges and prison officials on the Bangkok Rules and review sentencing policy according to those Rules
- Provide adequate training for members of the judiciary, law enforcement officers and health-care professionals in the provision of gender-sensitive procedures, establish accessible shelters and psychosocial services in rural areas for women who are victims of violence and raise awareness among such women and girls of their rights and the remedies available to them;

5.2. Transnational crime, Trafficking, Exploitation of Prostitution

- Incorporate increased gender sensitivity in all aspects of transnational crime prevention, law enforcement responses and services rendered, particularly in relation to human trafficking. This should include attention to the special needs and situation of men, women, and people with diverse sexual orientation, gender identity and expression.
- Strengthen collection and disaggregation of data on transnational crime by sex and gender, including gender-disaggregated data on different forms of human trafficking, noting that gender is increasingly recognized as an important factor in the form that human trafficking takes, as well as in the response.
- Accede to the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime;
- Undertake a study on the prevalence of trafficking in and sexual exploitation of women and girls in the State party and regularly collect data on such cases, disaggregated by age, region and relationship between victim and perpetrator, as recommended by the Samoa Law Reform Commission;
- Provide health services and design adequate protection and rehabilitation services for women and girls who are victims and survivors of sexual exploitation.

5.3. Access to Justice

- Establish community law centres to enhance access for women to justice, in rural areas in particular, taking into account the needs of disadvantaged groups of women, including maupaolo women
- Ensure that mediation is not mandatory in cases of violence against women and girls, including domestic violence, and that victims have access to effective remedies and redress.

- Continue to develop alternative sentencing and custodial strategies for women, pregnant women and women with children in particular, who are convicted of minor offences under the charge of “theft by a servant”.
- Identify and remove barriers facing women and girls with disabilities in accessing the justice system.

5.4. Social Protection

- Increased data and analysis, including gender analysis, of seasonal worker schemes and their impact on all Samoans, including any intersection with human trafficking.
- Promote gender research, analysis and public debate regarding informal means of social protection and transformations in those systems. Findings could be incorporated into priority areas such as the school curriculum and whole-of-government gender training.

PRIORITY AREA 6: INFRASTRUCTURE

6. Outcome Statement:

Increased gender sensitivity and social inclusion in all infrastructure developments and governance including transport, energy, WASH, communications.

Understanding of gender relations, gender equality, and a gender transformative approach is fairly limited among senior public servants in Samoa, including those responsible for urban planning, infrastructure and technology. Women are under-represented at many levels of discussion and decision-making regarding urban planning and transport infrastructure, and there is limited integration of gender considerations in many infrastructure investment plans. Existing data shows that poor urban households are experiencing deeper disadvantage vis-à-vis urban households, particularly with respect to meeting their basic needs, and that gender-based inequality is stronger in urban than rural areas.

The entry points are focused on challenging some social norms such as perceived roles of men and women. In order for infrastructure investments to contribute to women’s empowerment, the underlying social norms requires challenging (through both changing attitudes, and providing resources and services to reduce the burden of unpaid care on women); amplify women’s collective voice to demand services and enable them to engage in the design and management of investments; and ensure effective governance and coordination between implementing agencies.

6.1. Transport and Infrastructure

- Ensure that all transport and infrastructure planning incorporates gender analysis, including with respects to the interests, needs and experiences of women, people living with disabilities, and people of diverse sexual orientation, gender identity and expression. Sample priority areas may include rural water supply, gender-safe evacuation centres, gender-sensitive transport, and informal settlements in urban areas.
- Develop specific mechanisms for stronger engagement of women in consultation and decision-making regarding all aspects of infrastructure (including urban) planning and development.
- Strengthen gender inclusiveness in all infrastructure projects – including transport, waste management, clean water and sanitation – and continue to reinforce through contractual obligation of contractors.
- Ensure that programs are designed with the safety of women and others (including children, and people with disabilities) in mind, uncovering norms regarding unpaid work in order to ensure that all people affected by infrastructure projects are able to meaningfully

participate in all stages of planning and development, and more fundamentally, challenge those norms

6.2. Water, Sanitation and Hygiene (WaSH)

- Strengthen collection of gender-disaggregated data on water, sanitation and hygiene; on the ways in which women, men, and people of diverse gender identity and gender expression access, use and manage water; and on participation in decision-making regarding water, sanitation and hygiene.
- Incorporate a gender transformative approach in the Water for Life Sector Plan, particularly with respect to increasing women's leadership and meaningful participation in water governance and management at all levels (household, community, national) and challenging norms regarding unpaid work, leadership, and gender-based violence.
- Consider research on the success of the Samoa Water Authority in achieving gender parity in its recruitment of engineers, and the lessons that may be learned from this for sharing.

6.3. Waste management and clean energy

- Ensure that all waste management and clean energy projects incorporate gender analysis, including analysis of women's needs, interests and experiences in relation to waste management and energy consumption, and analysis of the role of women's village committees.
- Develop gender targets for women's participation in planning and capacity building for waste management and clean energy.
- Incorporate a gender transformative approach into all aspects of waste management and clean energy projects. This should include:
 - increased attention to gender impacts;
 - steps to amplify women's collective voice to demand services and ensure that they are engaged in the design and management of investments;
 - measures
 - facilitate discussion regarding the systems that allocate particular roles (eg waste management) to women;
 - components that contribute to challenging and shifting the norms that constrain women's work choices and promote collective responsibility for waste management; and
 - steps to reduce the burden of unpaid waste management on women.

6.4. Urban

- Increase data collection and analysis of urbanization and disadvantage in urban areas. Particular priorities could include households experiencing difficulties meeting basic needs, the possible emergence of landlessness, and informal settlements.

6.5. Connectivity

- Strengthen collection of gender disaggregated data and analysis into studies of the impact of information communication technologies, for example with respect to service provision (eg health, or disaster warning systems).
- Undertake gender analysis of cybercrime, cyberbullying and cyber-safety in Samoa with a view to identifying the experiences, needs and wants of Samoan women, girls and people with diverse sexual orientation, gender identity and expression.
- Ensure that a gender transformative approach is incorporated into all cyber-safety interventions, and accounts not only for gendered risks but also opportunities (for example in the use of social media for new enterprises).

PRIORITY AREA 7: ENVIRONMENT

7. Outcome Statement:

Increased visibility, contribution and engagement of women and girls in agriculture, climate change, natural resources management and disaster preparedness and response, especially those facing multiple and intersecting barriers and forms of discrimination

The people of Samoa are very dependent on natural resources for their livelihoods, a connection to land underpins *fa'a-Samoa*, and Samoa is highly exposed to the impacts of severe weather events and climate change. Samoa has a number of strategic frameworks and reports regarding natural resources and climate change, and while these typically acknowledge the need to involve both men and women in consultations, there is a lack of rigorous gender assessment and analysis, and gender specialists are rarely engaged.

A gender transformative approach is central to advancing sustainable agriculture and strengthening food security, and must be incorporated across all aspects of climate change and disaster risk reduction. At present, gender awareness often leads to approaches that build on women's traditional roles (for example with respect to food security, or water and sanitation) or address their vulnerability. These approaches assume that women's exclusion is a technical problem that can be fixed by empowering them and building their capacity to participate in otherwise gender-neutral programs. There is a need for increased gender disaggregated data on resource governance and the impacts of climate change, and increased attention to the norms underpinning gendered work, knowledge and leadership, led by specialists familiar with a gender transformative approach.

7.1. Sustainable Agriculture

- Promote visibility and understanding of women's engagement in agriculture, including through collection and analysis of gender data, time use surveys, and analysis of the gender division of labour.
- Ensure that all future agricultural surveys and censuses collect data disaggregated by sex and preferably gender, and by the level of agricultural related activity
- Promote discussion of the variety of roles that women can and do play in agriculture.

7.2. Food Security

- Promote discussion of the intersection of climate change, agricultural activity, migration, reliance on imported foods – local and global connections – in order to promote discussion of and interest in food security, nutrition and poverty alleviation.
- Strengthen existing efforts to promote food security and food sovereignty, including understanding of health and cultural heritage through food.
- Incorporate a gender transformative approach into all initiatives targeting food security, in order to build upon women's accepted roles in food sovereignty and also ensure that women are not overburdened with multiple economic, reproductive and care responsibilities.
- Promote discussion of female contributions to food security.

7.3. Climate Change and Natural Resources Management

- Strengthen collection and disaggregation of data by sex and gender, and ensure analysis consistent with a gender transformative approach.
- Noting that there is currently relatively little gender analysis of climate change in Samoa, consider establishing a research agenda to improve the quantitative and qualitative evi-

dence base regarding the intersection of climate change and disasters with gender and other forms of social difference, including in relation to agricultural change, migration, and remittances.

- Ensure that a gender transformative approach is incorporated into all aspects of climate change and natural resource management. This requires:
 - a stronger evidence base, in particular sex-disaggregated data including time use surveys on the ways in which people engage with their changing environment, the impacts of climate change on their resource use and management, and their capacity to respond to changes and participate in decisions-making at the household, community and national level;
 - leveraging an improved evidence-base to promote discussion of gender norms and their intersection with climate change, natural resource management, and the capacity of people to respond to adverse events and participate in decisions, at the household, community and national level;
 - ensuring that women and other groups which may be marginalized (such as the elderly, people living with a disability, people with diverse sexual orientation, gender expression and gender identity) are at the centre of all planning and implementation activities, particularly at the community level.
- Include women in all climate change-related planning and consultations, and integrate gender differentiated aspects into planning and implementation including communication.
- Ensure that women's knowledge and expertise is included in Community Integrated Management Plans, for example by referring to the need to collaborate with female village representatives.
- Strengthen gender analysis and mainstream the concerns and rights of women by ensuring their participation in decision-making with regard to policy development and the implementation of disaster prevention and management programmes, in particular those relating to climate change adaptation and mitigation.
- Encourage women and girls, including through the use of temporary special measures, to take courses in the fields of disaster risk management and climate change, including in climatology, fishery and water management

7.4. Disaster Risk Reduction, Management and Response

- Ensure collection and analysis of sex and age disaggregated data to continually improve disaster response and management.
- Ensure that women and other groups which may be marginalized (such as the elderly, people living with a disability, youth, people with diverse sexual orientation, gender expression and gender identity) are at the centre of all planning, preparedness and response activities, particularly (but not exclusively) at the community level.
- Ensure that disaster plans in each sector integrate gender in vulnerability, risk and capacity assessments.
- Ensure that disaster risk reduction planning and activities acknowledge the diverse roles and experiences of women, and that women are not just conceptualized as a vulnerable group, but as also having particular roles, responsibilities and expertise relevant to all phases of disaster risk reduction.

7.5. Life Below Water and On Land

- Strengthen collection of gender-related data on the management of marine and coastal resources, with a view to supporting gender equality, ecosystem conservation, sustainable livelihoods and climate resilience.

- Promote visibility and understanding of women's engagement with marine resources, including through collection and analysis of gender data, time use surveys, and analysis of the gender division of labour, knowledge and expertise.
- Consider measures to ensure that the needs and roles of women in the management of marine resources are acknowledged, and to increase involvement of women specialists in marine scientific fields.
- Monitor the impact on commercial fishers including women, and the large informal fishing sector which is likely to be largely women, on declining fish stock including household incomes and nutrition.

SUPPORTING OUTCOME

8. Outcome Statement:

Increased capacity to support the achievement of primary outcomes (1-7) of the Gender Equality Policy and Plan 2021-2030

8.1. Strengthen constitutional, legislative and policy framework

- Accelerate efforts to incorporate the Convention fully into national legislation and adopt and adhere to a clear timetable for the completion of the legislative review
- Review village by-laws within the framework of the constitutional guarantee of non-discrimination;
- Undertake a gender audit of existing legislation, including with respect to the impact upon people with disabilities, people of diverse sexual orientation, and to incorporate gendered definitions of direct and indirect discrimination;
- Adopt a comprehensive definition of discrimination against women, covering all prohibited grounds of discrimination and encompassing direct and indirect discrimination in the public and private spheres, to incorporate into the Constitution and other national legislation, in line with article 1 of CEDAW;
- Review legal and policy documents with a view to repealing the remaining discriminatory provisions and ensuring that women occupy an explicit and central place and are not simply treated as another vulnerable group;
- Broaden the legislative definition of gender-based violence to include emotional and financial abuse, and review gender-based violence protection orders to enable speedy prosecution;
- Consider amendments to the Land and Titles Act 1981 to protect women and children affected by the banishment of their husbands and fathers from their village of residence;
- Prioritize the advancement of the Community Law Centre to improve access to legal services and provide legal assistance to people who cannot afford a private lawyers
- Enact necessary legislative amendments to prohibit intersecting forms of discrimination against such disadvantaged groups of women and girls, conduct awareness-raising activities to address their stigmatization in society and adopt measures to address obstacles that they face.

8.2. Enhance institutional arrangements and national women's machinery

8.2.1. Strengthening capacity

- Prioritize the design and delivery of training/bespoke courses for all sectors, implementing partners and communities on gender equality, social inclusion, human rights, gender mainstreaming, gender transformational approach etc.
- Government (MOF and MWCSO) to consider embedding a gender transformative approach in the existing reviews of the SDS and the CSP III.
- Progress gender sensitive budgeting, including integration of gender-disaggregated data into all national policies, Sector Plans and government agency corporate plans and their budgets.
- MWCSO to consider establishing a working group on developing and implementing a gender transformative approach. The working group may have:
 - Cross-cutting membership across government, the private sector, non-government sectors, Samoan gender specialists, and development partners;
- MWCSO to consider developing a roster of Samoan experts with confirmed gender analytical expertise and experience to support the 14 sectors in embedding a gender transformative approach.
- Government and all development partners to consider incorporating into future National and Sector Plans, Policies approaches to gender analysis that ;
 - includes people of diverse sexual orientation, gender identity and expression; and
 - emphasizes marginalised perspectives, acknowledges and validates different forms of knowledge and expertise, and promotes examination and discussion of gender beliefs, attitudes and practices among all stakeholders.
- Ensure that the restructuring of the MWCSO does not weaken its mandate of promoting gender equality and gender mainstreaming across all sectors and at all levels of government, by having a clear plan for gender mainstreaming, increase the budget and strengthen the capacity of the Ministry;
- Strengthen the capacity of the National Human Rights Institution to monitor, promote and protect women's rights by allocating adequate human, technical and financial resources to it;
- Prioritize the allocation of human and financial resources to institutions that play a key role in women's rights, particularly the Ministry of Women, Community and Social Development and the national human rights institution;
- Build institutional capacity of staff of the NRHI, MWCSO and other institutions to protect the human rights of people of diverse sexual orientation, particularly through capacity building and sensitization activities;
- Government and development partners to increase investment in capacity building and institutional strengthening initiatives recommended especially in the areas of sensitization, growing awareness and changing mindsets on gender equality, social inclusion, leadership and good governance.
- Intensify training and capacity-building programmes on CEDAW for judges, other legal practitioners, parliamentarians and policymakers. Increase investment in the development and delivery of gender awareness training across the public service.
 - This should include increased awareness and understanding of gender data, gender analysis, and gender transformative approaches to the design of policies and programs.

- o Training programs should be co-designed by participants to ensure that approaches reflect the needs and aspirations of Samoa and are valid and effective in Samoan contexts.
- Consider measures to support civil society including village-based CBOs and faith-based organizations, to promote discussion of gender roles and responsibilities, and the importance of including all people and perspectives in decision-making as well as the development of measures to achieve increased inclusion. A possible priority area may include natural resource management and climate change, as this is an area in which men and women have different roles and responsibilities, and therefore different knowledge and expertise that may be deployed for the benefit of the community as a whole.

8.2.2. Strengthening research, data and knowledge

- MWCSD and SBS to consider publishing a national consolidated report annually, across all sectors, to highlight progress and gaps, and guide further strategy development. As part of this:
 - o Develop a national set of indicators of gender transformative change;
 - o Integrate gender into all aspects of the work undertaken by the Samoa Bureau of Statistics and develop a full range of data disaggregated by sex and gender (as appropriate) with consistent definitions across government;
 - o Reprocess existing data sources to produce them and develop a guide to sex and gender statistics which identify sex and gender as two distinct concepts;
 - o Initiate a consolidated report from investment partners on their gender data and analysis across all their investments and work in Samoa, including details of the conceptual approach guiding their gender equality work;
 - o Achieve the required sex-disaggregated data to assess SDG progress by 2022, and develop a Samoa inequality adjusted HDI.
- SBS to consider ensuring sex-disaggregated data in all national surveys and other data collection from agricultural surveys, to census, to climate change work.
- All 14 Sectors to increase awareness and understanding of gender data, research and analysis across government and to start collecting sex-disaggregated data.
- Government and partners to consider providing targeted training on the production, use and analysis of qualitative and quantitative data, participatory methods, and gender analysis with a particular emphasis on gender transformative approaches.
- Development partners to consider ensuring that the design and delivery of all technical assistance be co-produced with Samoans to ensure that the planning, production, dissemination and use of data is valid, effective and appropriate to Samoa.
- Government and development partners to consider increased investment in gender-related research and analysis, with particular emphasis on gender transformative approaches undertaken by experts in Samoan culture, in order to identify priorities for investment.
- Consider expansion of partnerships to research and academic institutions for increased research and contextualized knowledge on Samoa and gender equality, and specific skills training and qualifications on Human Rights, gender equality, inclusive governance and development etc.
- Consider the creation of a centralized web-based database or repository on gender and social inclusion data, research, reports and resources to support access and use of such data. Encourage producers of gender-related research and data to make it publicly available via a government website (for example housed in MWCSD).
- Collect and report data and information on women facing intersecting forms of discrimination, including women and girls with disabilities, female heads of household and older women, in all areas covered by the SDGs

Policy Implementation

Governance and Implementation Arrangements

> Governance Oversight Body – Community Sector Steering Committee

The oversight for monitoring progress of work under this Policy vests in the Steering Committee for the Community Sector. The CSSC provides strategic guidance, policy management, and leadership for the progress of the National Policy on Gender Equality.

> Operational Leadership, Management and Coordination – MWCS D

The MWCS D has operational leadership, management and coordination role for the National Policy on Gender Equality and Rights of Women and Girls in support of the work of the CSSC.

The MWCS D is also responsible through their membership of all Steering Committees for the other 13 sectors, CSSP and programs administered by development partners, that there is alignment between the work envisaged under this Policy and the work of all other sectors.

It is important that MWCS D sets its future direction for coordination and responsibility for operationalization of the National Gender Equality Policy within its current restructured set-up. The absence of gender specialist within the Ministry requires the prioritization of strategies in the Implementation Plan to source relevant expertise to support the ongoing work of the Ministry until it has developed and built capacity in the area.

> Gender Equality Advisory Support

Gender equality and social inclusion is a specialized field of knowledge and expertise. The development of a cadre of gender equality specialist was envisaged under the previous National Policy on Gender Equality, but was not achieved due to limited resources. This had flow-on effects and consequences for the rest of the planned work to achieve gender equality. It is critical that specialist knowledge and expertise in gender equality be mobilized to support the MWCS D in its leadership and coordinating role for this Policy to ensure implementation, monitoring and evaluation processes are robust.

Monitoring and Evaluation

The Monitoring and Evaluation Framework needs to be closely aligned to the Action Plan for this Policy and will also be subject to the Government of Samoa, MWCS D and relevant development partners M&E policies and processes.

M&E processes may include:

- Annual Plan and Budget
- Annual Reviews of the Sector and Policy
- Mid-Term and Final Review
- Monthly meetings of Steering Committees of 14 Sectors
- Quarterly Progress Reports either to the National Coordinating Committee on CEDAW or a similar body
- Quarterly meetings of Sector Coordinators Forum

Monitoring at Outcomes Level - Targets and Indicators

For efficiency MWCS D may consider consolidating its M&E processes for Gender Equality with the rest of its community development work under the Community Sector Plan. For the targets and indicators at the Outcomes level, for example – increased number of women in leadership roles, these can reported on annually from lead agencies like PSC, MPE, MJCA (for judiciary). An annual audit can also be held to monitor the extent to which Sector Plans and Policies have incorporated gender and sex disaggregated data and analyzed for evidence-based interventions.

Monitoring at Activity Level

The MWCS D is a member of the steering/governing committee of the majority of sectors. As per its mandate, MWCS D may use its presence in these monthly or quarterly forums to advocate for, provide advise on and monitor the implementation by different sectors of initiatives outlined in this Policy and others to include and realize the rights of vulnerable groups.

Alternatively, it may seek the endorsement of the Ministry of Finance to use the quarterly Sector Coordinators Forum to monitor progress on the activities mapped out in the Action Plan. It may develop an integrated monitoring tool under the new Community Sector Plan to help all other sectors in reporting the required data in realizing and progressing the rights of vulnerable groups.

Implementing Agencies and Roles

Agencies	Role
MWCS D	Lead agency for Community Sector and National Womens Machinery
OAG	Legal Adviser to Government
SLRC	Responsible for Law Reform
PSC	Lead agency for Public Administration Sector
MPE	Oversight of State owned enterprises
MCIL	Lead agency for the TCM Sector
MCIT	Lead agency for Communications Sector
MESC	Lead agency for Education, Sports and Culture Sector
MFAT	Chair – SDGs Taskforce
MRC	Responsible for Revenue and Customs
MOF	Responsible for national planning, fiscal policy and budget
MJCA	Lead agency for Law and Justice Sector
MOH	Lead agency for Health Sector
MNRE	Lead agency for Environment Sector
MPCS	Law enforcement and correctional services
MPMC	Policy adviser to Cabinet and PM
MWCS D	Lead agency for Community Sector
MWTI	Lead agency for Transport and Infrastructure Sector
NUS	Samoa's national university including a Centre for Samoan Studies

CBOs/NGOs/FBOs	
Women	Community/Village-based organisations, national non-government organisations, faith-based groups registered with the MWCSO representing, advocating and progressing women and girls rights and interests.
PWDs	Organizations representing, advocating and progressing rights of people with disabilities and registered with MWCSO
Youth	Organizations representing, advocating and progressing rights of young women and men and registered with MWCSO
Diverse sexual orientation	Organizations representing, advocating and progressing rights of people with disabilities and registered with MWCSO
Private Sector	Organizations in the business sector outside of government registered with the MWCSO
Development Partners	As defined by the Ministry of Foreign Affairs and Trade
Other Organisations	As defined by MWCSO and Government of Samoa

Appendices

Acknowledgements

The Ministry of Women Community and Social Development acknowledges with gratitude the support given by the following individuals and organisations during the review and development of this policy.

✿ **Technical Consultant – Fuimapoao Beth Onesemo Tuilaepa**

- ✿ Electric Power Corporation
- ✿ Ministry for Customs & Revenue
- ✿ Ministry of Agriculture and Fisheries
- ✿ Ministry of Commerce, Industry & Labour
- ✿ Ministry of Communication Information & Technology
- ✿ Ministry of Education Sports and Culture
- ✿ Ministry of Foreign Affairs & Trade
- ✿ Ministry of Health
- ✿ Ministry of Justice Court and Administration
- ✿ Ministry of Natural Resources & Environment
- ✿ Ministry of Police, Prisons and Correction Services
- ✿ Ministry of Prime Minister & Cabinet
- ✿ Ministry of Public Enterprise
- ✿ Ministry of Women Community & Social Development
- ✿ National Human Rights Institutions
- ✿ Office of Attorney General
- ✿ Office of the Regulator
- ✿ Public Service Commission
- ✿ Samoa Bureau Statistics
- ✿ Samoa Law Reform Commission
- ✿ Samoa Water Authority
- ✿ Deaf Association of Samoa
- ✿ Loto Taumafai School
- ✿ Nuanua o le Alofa
- ✿ Samoa Association of Sign Language Interpreters
- ✿ Samoa Blind Persons Association
- ✿ SENESE
- ✿ Adventist Disaster Relief Agency
- ✿ Faataua le Ola
- ✿ Goshen Trust
- ✿ National Council of Churches
- ✿ National Council of Women
- ✿ Salvation Army
- ✿ Samoa Faafafine Association
- ✿ Samoa Family Health Association
- ✿ Samoa Nurses Association
- ✿ Samoa Victim Support Group
- ✿ Samoa Workers Congress
- ✿ Teen Challenge
- ✿ Samoa Business Hub
- ✿ Samoa Chamber of Commerce Industry Inc
- ✿ The National University of Samoa
- ✿ Malua Theological College
- ✿ Piula Theological College
- ✿ Village Representatives
- ✿ Australia Government – Department of Foreign Affairs and Trade
- ✿ UN Women
- ✿ United Nation Development Programme
- ✿ World Health Organization

Faafetai tele lava

Abbreviations and Terms

Acronym	Explanation	Acronym	Explanation
ADB	Asia Development Bank	MPMC	Ministry of Prime Minister & Cabinet
AG	Attorney General	MWTI	Ministry of Works, Transport & Infrastructure
APTC	Australia Pacific Technical College	MWCSD	Ministry of Women, Community & Social Development
CBOs	Community Based Organizations	NCC	National Council of Churches
CoC	Chamber of Commerce	NGOs	Non Government Organisations
CEDAW	Convention on the Elimination of Discrimination Against Women	NHRI	National Human Rights Institute
CRC	Convention on the Rights of the Child	NOLA	Nuanua o le Alofa
CRPD	Convention on the Rights of People with Disabilities	NUS	National University of Samoa
CS	Community Sector		
CSP	Community Sector Plan	OCLA	Office of the Clerk of the Legislative Assembly
CSSP	Civil Society Support Program	OEC	Office of the Electoral Commissioner
DP	Development Partners	OECD	Office of Economic Cooperation and Development
DPOs	Disability Persons Organizations	PSC	Public Service Commission
FBOs	Faith-based Organizations	PWD	People with disability
GESI	Gender Equity and Social Inclusion	SBS	Samoa Bureau of Statistics
GMT	Gender Mainstreaming and Transformation	SBH	Samoa Business Hub
IPPWS	Increasing Political Participation of Women in Samoa	ROS	Rogers of Samoa
LGBTIQ	Lesbian, gay, bi-sexual, transgender, intersex, queer/questioning	SDGs	Sustainable Development Goals
NGOs	Non-Government Organizations	SDS	Strategy for the Development of Samoa
MAF	Ministry of Agriculture and Fisheries	SFA	Samoa Faafafine Association
MCIL	Ministry of Commerce, Industry and Labour	SIDS	Small Island Developing States
MCIT	Ministry of Communication and Information Technology	SLRC	Samoa Law Reform Commission
MESC	Ministry of Education, Sports and Culture		
MFAT	Ministry of Foreign Affairs and Trade	SWA	Samoa Water Authority
MFRC	Ministry for Revenue and Customs	TOR	Terms of Reference
MOF	Ministry of Finance	TSM	Temporary Special Measures
MJCA	Ministry of Justice & Courts Administration	WaSH	Water, Sanitation and Hygiene
MNRE	Ministry of Natural Resources and Environment	WILS	Women in Leadership Samoa
MPE	Ministry of Public Enterprises	MPCS	Ministry of Police and Correctional Services

Definitions

Term	Definition
Gender	A social and cultural construct which distinguishes differences in the attributes of men and women, girls and boys and accordingly refers to the roles and responsibilities of men and women. Gender-based roles and other attributes therefore change over time and vary with different cultural contexts. The concept of gender includes the expectations held about the characteristics, aptitudes and likely behaviours of both women and men (femininity and masculinity). This concept is useful in analyzing how commonly shared practices legitimize discrepancies between sexes.
Gender Analysis	Refers to the systematic critical assessment of how differences in gender roles, activities, needs and opportunities and rights/entitlements affect men, women, girls and boys in certain situations or contexts. Gender analysis examines the relationship between females and males and their access to and control of resources and the constraints they face relative to each other. A gender analysis should be integrated into needs assessment and in all sector assessments or situational analyses to ensure that gender-based injustices and inequalities are not exacerbated by interventions and where possible, greater equality and justice in gender relations are promoted.
Gender Discrimination	Any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status on the basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. Discrimination can stem from both law (de jure) and practice (de facto).
Gender-based constraints	Constraints that men or women face that are as a result of their gender.
Gender Equality	The concept that men and women, girls and boys have equal conditions, treatment and opportunities for realizing their full potential, human rights and dignity and for contributing to (and benefitting from) economic, social, cultural and political development. Gender equality is therefore the equal valuing by society of the similarities and differences of women and men and the roles they play. It is based on women and men being full partners in the home, community and society. Equality does not mean that women and men will become the same but that women and men's rights, responsibilities and opportunities will not depend on whether they are born male or female.
Gender Equity	The process of being fair to men and women, boys and girls and importantly the equality of outcomes and results. Gender equality may involve the use of temporary special measures to compensate for historical or systemic bias or discrimination. It refers to differential treatment that is fair and positively addresses a bias or disadvantage that is due to gender roles or norms or differences between the sexes. Equity ensures that women, men, boys and girls have an equal chance not only at the starting point, but also when reaching the finishing line. It is about the fair and just treatment of both sexes that take into account the different needs of men and women, cultural barriers and (past) discrimination of the specific group

Gender Equality and Social Inclusion	Is a concept that addresses improving access to livelihood assets and services for ALL, including women, poor and excluded. It supports more inclusive policies , mindsets and increases the voice and influence of all including of the women, poor and excluded.
Gender Mainstreaming	A strategy to accelerate progress on women and girls rights and equality in relation to men and boys. It is the chosen approach of the UN system and international community towards implementation of women and girls rights, as a subset of human rights to which the United Nations dedicates itself. Gender equality is the goal. Gender Mainstreaming is the process of assessing the implications for boys and girls, men and women of any planned actions, including legislation, policies and programmes. It is a strategy for making girl's and women's, as well as men's and boy's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes so that girls and boys, women and men benefit equally and inequality is not perpetuated.
Gender Transformation Approach	Programming and policies that transform gender relations and social norms to achieve gender equality
Human Rights approach	Is about empowering people to know and claim their rights and increasingly the ability and accountability of individuals and institutions who are responsible for respecting, protecting and fulfilling rights
Marginalized populations	Are groups and communities that experience discrimination and exclusion (social, political and economic) because of unequal power relationships across economic, political, social and cultural dimensions
Sex disaggregated data	Data that is cross-classified by sex, presenting information separately for men and women, boys and girls. When data is not disaggregated by sex, it is more difficult to identify real and potential inequalities. Sex-disaggregated data is necessary for effective gender analysis
Sustainable development	Development that meets the needs of the present without compromising the ability of future generations to meet their own needs.
Strengths-based approach	Also referred to as assets-based approach. A social work practice theory that emphasizes peoples self-determination and focus on their strengths (including personal strengths, social and community networks) and not on their deficits.
Vulnerable Populations	Are groups and communities at a higher risk of being disadvantaged because of the barriers they face and experience to access social, economic, political and environmental resources as well as limitations due to illness or disability. In Samoa, these groups have been defined to include low income households, women, children, people with disabilities, rural households, elderly, LGBTIQ, youth.

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Implementation Plan

Please see separate document

MINISTRY OF WOMEN, COMMUNITY AND SOCIAL DEVELOPMENT

SAMOA NATIONAL POLICY ON

Gender Equality and Rights of Women and Girls

2021 - 2031

Photos: AV unit & Research, Planning and Policy Division

Printing: Government Printing

Appreciation to UNDP and Spotlight Initiative for printing this document

