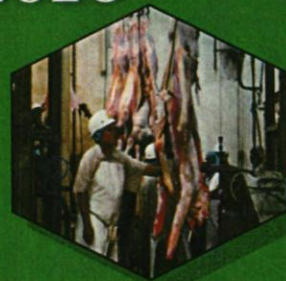




MALFFB GENDER EQUALITY ACTION PLAN 2023 – 2026



Transforming primary production in Vanuatu through
Gender Equality and the empowerment of Women



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MINISTER'S FOREWORD

Vanuatu is a proudly agricultural nation, producing high-quality crop, livestock, marine and forestry products that are exported around the world. At the same time the majority of ni-Vanuatu continue to live in rural and remote locations. They rely on agriculture, livestock, fisheries and forestry for their food security and livelihoods. In this way the primary productive sector is the basis for a sustainable and healthy agri-food system for Vanuatu. It provides quality produce for local consumption as well supports the county's economy through domestic and export markets.

Primary production in Vanuatu is also a family business, one in which all members of the family contribute in different ways. Women and men work together in farming crops and livestock, fishing and forestry; although at times their activities are different. Women will often take the food crops, livestock, fish and firewood to sell at the local market houses; while men arrange the sale of cash crops, livestock, fish, timber to the international market via exporters. Children, the elderly and people with special needs also provide assistance relative to their abilities and skills.


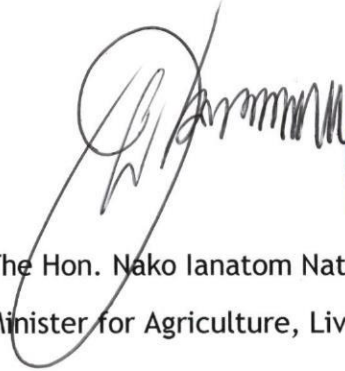
With the increasing numbers of Ni-Vanuatu taking part in labour mobility schemes, some new challenges have arisen for farming families. That it is predominantly men, often heads of households, travelling overseas has meant female heads of households, with the support of remaining family, often have to look after the farm business with limits to agricultural labour. Addressing other challenges to the national food system, such as the increasing impacts of climate change and natural disasters, also require action and engagement from all members of farming families.

This MALFFB Gender Equality Action Plan (GEAP) has been developed in recognition of the whole of family approach to farming in Vanuatu. It serves to identify ways in which to not only grow but also transform the agriculture sector through engagement of all farmers¹, fishers and foresters- women, youth and people with special needs alongside men. Ensuring all members of the farming family have access to training, development of skills in financial literacy and business development, input into decision-making and resources to enable them to contribute to the productive sector will serve to support the transformation of the agriculture sector, shifting from subsistence to commercial agriculture; as well as ensuring its adaptability and resilience in the face of social and environmental change.

With the aim of leaving no one behind, the Plan is orientated to activities focussed both within MALFFB and as well as to our external stakeholders, Vanuatu's farmers, fishers and foresters. The Plan sits under the

¹ All references to farmers in the GEAP are inclusive of crop and livestock farmers

Ministerial Corporate Plan, serving to meet the Ministry's obligations under the National Sustainable Development Plan, Overarching Productive Sector Policy, the National Food Systems Pathway to 2030 and the National Gender Equality Action Plan, as well as sub-sectoral policies and strategies. It will also serve to inform our annual business plans, and our collaborations with external stakeholders and development partners into the future.



The Hon. Nako Ianatom Natuman
Minister for Agriculture, Livestock, Forestry, Fisheries and Biosecurity

INTRODUCTION

“TRANSFORMING PRIMARY PRODUCTION IN VANUATU THROUGH GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN.”

Women in Primary Production

Women and men have traditionally shared roles and responsibilities for primary production (inclusive of agriculture, livestock, forestry and fisheries) and food security in Vanuatu. In agriculture, for example, on average women and men work equally in cash crops, although women tend to work more in labour while men take crops to market. Subsistence production is more heavily weighted towards women. The balance of women's work across subsistence and cash crops changes across the provinces of Vanuatu.

Women fulfil a wide range of roles in the household including as farmers (livestock and crop), fishers and foresters, food producers and nutritionists; however their contribution is often unrecognised, poorly rewarded and unsupported and they receive limited agricultural extension assistance. This negatively impacts on national and household agricultural production, food security and nutrition. Women farmers, fishers and foresters face social/cultural, time and logistical barriers to inputs for primary production - financial services and credit, technology transfers and extension and technical services, information and research, training and farm inputs such as seeds and tools. They also have unequal access to decision-making including primary production priorities, environmental management and land use planning, and access to productive resources. Violence against women, including domestic violence, also has a negative impact on agricultural productivity and food security.

Changing Rural Demographics

Changing rural demographics is also impacting on productivity in the primary production sector. Increasing youth urbanisation and dissatisfaction with the farming life is pulling young people, especially young men, away from the farms where they are food producers, and into the urban areas where they are net food consumers. Outward migration of (mainly) men going off-shore for employment, including seasonal employment schemes, significantly reduces the labour force for primary production, further increasing the burden on women who, in addition to their other roles, are now required to run family farms/businesses. The significant financial and time burden on women is exacerbated by barriers to decision-making around primary production along with increased social pressures, and even sexual and gender-based violence, from male family and community members.

Shifts in international and domestic markets, changes in trade and primary production priorities and policies, new research and technologies and the impact of the climate crisis all impact on primary production,

food security and the livelihoods of ni-Vanuatu women and men. This doesn't just impact on women, it impacts on the resilience, sustainability and productivity of Vanuatu's primary productive sector. Women attempt to manage many of the risks and impacts of climate crisis, natural disasters and food insecurity yet are unable to effectively participate in building resilience, preparedness and responses.

POLICY CONTEXT

The MALFFB Gender Equality Action Plan 2023-2026 represents the MALFFB's continued commitment to achieving gender equality and an inclusive society as contained in the Constitution, incorporated into the Comprehensive Reform Programme of the 1990s and subsequently the Vanuatu 2030: The People's Plan. The MALFFB GEAP serves to identify and implement MALFFB's activities in line with the National Gender Equality Policy 2020-2030.

THE NATIONAL SUSTAINABLE DEVELOPMENT PLAN

PILLAR SOC 4: SOCIAL INCLUSION:

An inclusive society which upholds human dignity and where the rights of all Ni-Vanuatu including women, youth, the elderly and vulnerable groups are supported, protected and promoted in our legislation and institutions

- SOC 4.1 Implement gender responsive planning and budgeting processes
- SOC 4.2 Prevent and eliminate all forms of violence and discrimination against women, children and vulnerable groups

PILLAR ENV 1: FOOD AND NUTRITION SECURITY

A nation that ensures our food and nutrition security needs are adequately met for all people through increasing sustainable food production systems and improving household production.

- ENV 1.1 Increase agricultural and fisheries food production using sustainable practices to ensure sufficient access to affordable and nutritious food
- ENV 1.2 Promote *aelan kaikai* as a key part of a sustainable and nutritionally balanced diet
- ENV 1.4 Improve access to appropriate technology, knowledge and skills in food production, preservation and storage

PILLAR ECO 4: CREATE JOBS AND BUSINESS OPPORTUNITIES

An enabling business environment, creating opportunities and employment for entrepreneurs throughout Vanuatu

- ECO 4.5 Increase the number of decent, productive employment opportunities, particularly for young women and men and people with disabilities

OVERARCHING PRODUCTIVE SECTOR POLICY

The Overarching Productive Sector Policy, which covers the whole of the productive sector, clearly articulates the importance of gender equity in the following theme:

TRANSFORMING AGRICULTURE IN VANUATU THROUGH GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN.

The Government's Vision for the primary productive sector is that *"agricultural² food and cash crops of Vanuatu are sustainably and profitably managed, contributing to sustainable development for the wellbeing of all people in Vanuatu by 2030."*

The Goal is that *"the nation's agricultural resources are managed in an integrated and sustainable manner to provide food and improved incomes as well as contribute to environmental and social services to enhance wellbeing of all people in Vanuatu."* This cannot be achieved without gender equality and empowered, skilled, knowledgeable women with access to productive resources.

MINISTRY OF AGRICULTURE, LIVESTOCK, FORESTRY, FISHERIES AND BIOSECURITY CORPORATE PLAN

GUIDING PRINCIPLE

Program 6. Community Capacity Building with focus on gender and youth

Three distinct aspects of the Ministry's work:

1. Gender and social inclusive mainstreaming policies and practice.
2. Creating an enabling environment for women's meaningful participation in all aspects of the economy.
3. Gender equality in the workspace.

² The term "agriculture" is used interchangeably with "primary productive sector", and employed in a broader sense to include crops, livestock, forestry, fisheries, related government machinery and the private sector involved.

DEFINITIONS

DEFINITION: GENDER EQUALITY WOMEN'S EMPOWERMENT AND GENDER MAINSTREAMING

Gender Equality

For the purpose of this Gender Equality Action Plan, the definition of gender equality³ is:

“The equal enjoyment by men and women of rights, socially valued goods, opportunities, resources and rewards.”

The definition of women's empowerment is:

Women's Empowerment

“Processes where actions are taken to ensure women are aware of and have the ability to exercise their rights, voice their concerns, access opportunities and resources, and make decisions that affect their lives. Women's empowerment is essential step in achieving gender equality as it serves to bring women on an equal playing field with men”.

The definition of gender mainstreaming is:

Gender Mainstreaming

“A process of ensuring that strategies and actions for ending discriminations at all levels of the policy and project cycle, taking into consideration men and women's needs, desires, ambitions when decisions are made and resources are allocated”

MALFFB GENDER EQUALITY ACTION PLAN: PURPOSE & OBJECTIVES

PURPOSE

Primary Production and Gender Equality

The purpose of the MALFFB Gender Equality Action Plan is to enable gender mainstreaming and equal opportunities in all productive sector development.

OBJECTIVES

The Objectives of the Gender Equality Action Plan are:

Equitable Access to Resources, Inputs and Decisions

- ✚ All men, women, youth and vulnerable groups have equitable access to productive resources, farm inputs and appropriate technologies, extension services and skills and information.
- ✚ Enable men, women, youth and vulnerable groups to have the opportunity to influence policies and decisions around primary production and food systems at a family, community and national level.

³ These definitions are taken from Vanuatu's National Gender Equality Policy 2020 - 2030.

- ✦ Better balanced support of female farmers (livestock and crops)/fishers/foresters to increase their productivity and efficiencies while reducing their work and time burden.
- ✦ Strengthen MALFFB's capacity to implement this GEAP in collaboration with other Government Ministries and stakeholders.

STRATEGY

MALFFB has already had some results in mainstreaming gender. Approximately 24% of staff across the Ministry are women. This includes the high proportion of administrative staff who are women. In terms of officers on the ground, the percentage is considerably less; 11% in Agriculture for example. There are a number of gender champions within MALFFB, including men and at a senior level. MALFFB already has activities that target women farmers, fishers and foresters along the value chain, for example market vendors. The GEAP builds on these gains.

The MALFFB GEAP serves to fulfil the Ministries obligations under the National Gender Equality Action Plan 2020-2030 and the National Sustainable Development Plan 2016-2030, and is integrated into the MALFFB annual Business Plans and Corporate Plan. MALFFB will achieve this by:

- ➔ Building MALFFB's capacity to integrate gender equality into its corporate planning and business processes including recruitment, management and decision-making, budgeting, staff training and professional development, M & E and reporting
- ➔ Integrating gender equality and the empowerment of women into its programmes, policies, activities and service delivery
- ➔ Supporting activities and services that target the needs and roles of female farmers, fishers and foresters, and vulnerable groups

Gender Mainstreaming

THE GENDER EQUALITY ACTION PLAN

MALFFB CAPACITY TO OPERATIONALISE THE GEAP

1. The GEAP be integrated into the MALFFB Corporate Plan and Annual Business Plans including the M & E Framework.
2. All monitoring and data collected within MALFFB be disaggregated by sex where relevant.
3. Ensure all staff have equal opportunities to professional development, training and scholarships.

Building Capacity for Gender Equality

4. Increase gender balance in the MALFFB, especially for technical, extension services and policy officers.
5. Introduce family friendly and safe workplace policies including zero tolerance of sexual harassment and bullying (including physical and verbal violence) in the workplace.

MAINSTREAMING GENDER IN POLICIES, PROGRAMMES AND ACTIVITIES

6. Identify barriers and target women farmers', fishers' and foresters' participation in accessing training, extension services, information dissemination and skills transfer.
7. Increase women farmers', fishers' and foresters' access to agricultural inputs including seeds and planting materials, tools, new technologies and financial services.
8. Identify WEE opportunities in all activities that support agri-business, value-added processing and employment.
9. All new or revised policies, strategies and plans (e.g. MALFFB Corporate Plan, sector strategies, coffee strategy, EDF 11 Technical Working Groups, noni strategy, FSAC SOPs, MALFFB Human Resource Plan etc.) include gender analysis and support female and vulnerable group's participation.
10. MALFFB training providers and service delivery partners include gender awareness and analysis in training courses and modules.
11. All farmers', fishers' and foresters' associations, producer groups and cooperatives promote equitable participation and decision-making for women and men.
12. MALFFB ensures all agreements/project proposals for primary productive sector research, reviews and projects include gender analysis, sex disaggregated data and identify opportunities to empower female farmers, fishers and foresters and support a whole of family approach to farming.

DIRECT SUPPORT FOR FEMALE FARMERS, FISHERS AND FORESTERS

13. Identify, promote and support Female 'Champion Farmers, Fishers and Foresters', to provide leadership and inspiration to other female farmers.
14. Establish a Female Farmers, Fishers and Foresters in Primary Production Forum as a platform to share and disseminate information, good practice and the specific needs of female

Addressing Barriers and Stereotypes

Celebrating Women Farmers, Fishers and Foresters

farmers, fishers and foresters; and promote the contribution of women to primary production and food systems in Vanuatu.

**Communication and
Accountability**

15. MALFFB develop a communication strategy to inform all stakeholders, including female and male farmers, fishers and foresters, about the GEAP; and its focus on supporting female farmers, fishers and foresters and family farms.

MONITORING, REPORTING AND ACCOUNTABILITY

16. Monitoring and reporting on progress in the implementation of the GEAP, be integrated into MALFFB's Business Planning processes.
17. Oversight of the implementation of the GEAP be the responsibility of MALFFB's senior management team.

IMPLEMENTATION MATRIX

ACTIONS: Building capacity for Gender Equality	Alignment with NGEP 2020-2030	Performance Indicator	Target	Budget	Time frame
1. The GEAP be integrated into the MALFFB Corporate Plan and Annual Business Plans including the M & E Framework.	Strategic Area 4	Gender inclusive budgeting is integrated into Corporate Plan, Business Plans and M&E frameworks MALFFB staff to have attended training on gender-mainstreaming	100% 80% of all levels to have attended gender-mainstreaming training	0 2 million Vatu	2024
2. All monitoring and data collected within MALFFB be disaggregated to identify women, youth, and other vulnerable groups (where relevant).	Strategic Area 4	All monitoring and data collected within MALFFB be disaggregated to identify women, youth, and other vulnerable groups (where relevant).	75% 100%	0	2023 2024
3. Ensure all staff have equal opportunities to professional development, training and scholarships.	Strategic Area 2	The relative percentage of female staff of total staff accessing profession development training and scholarships relative to the percentage of females on staff	The percentage of female staff is equal to or greater than the percentage of females on staff	0	2024
4. Increase gender balance in the MALFFB, especially for technical and extension services, senior officers and management.	Strategic Area 3	Increase gender balance in the MALFFB, especially for technical and extension services, senior officers and management.	Increase by 30% on 2021 levels	2 Million Vatu	2025
5. Introduce family friendly and safe workplace policies including zero tolerance of sexual harassment and	Strategic Area 1	All workplace policies include specific family friendly guidelines by 2025	100% of policies	500,000 Vatu	2025

bullying (including physical and verbal violence) in the workplace.		HR policy includes process for recording and reporting sexual harassment and bullying	Process included in policy		2025
ACTIONS: Mainstreaming Gender in Policies, Programmes and Activities	Alignment with NGEF 2020-2030	Performance Indicator	Target	Budget	Time frame
6. Identify barriers and target women farmers', fishers' and foresters' participation in accessing training, extension services, information dissemination and skills transfer.	Strategic area 2	Females participation in training, extension services, information dissemination and skills transfer	A minimum of 30% of all participants in training, extension services, information dissemination and skills transfer to be female	1 million	2025
7. Increase women farmers', fishers' and foresters' access to agricultural inputs including seeds and planting materials, tools, new technologies and financial services.	Strategic area 2	Females recipients of agricultural inputs including seeds and planting materials, tools, new technologies and financial services.	A minimum of 30% of all people accessing agricultural inputs including seeds and planting materials, tools, new technologies and financial services are female	0	2025
8. Identify WEE opportunities in all activities that support agri-business, value-added processing and employment	Strategic Area 2	Identify WEE opportunities in all activities that support agri-business, value-added processing and employment	All activities would have WEE opportunities	0	2025
9. All new or revised policies, strategies and plans include gender analysis and support female and vulnerable group's participation	Strategic Area 4	No of new or revised policies, strategies and plans include gender analysis and support female and vulnerable group's participation	100% of documents listed to meet requirements All documents to include requirement of minimum 30% female participation in all activities	0	2025

<p>10. MALFFB training providers and service delivery partners include gender awareness and analysis in training courses and modules</p>	<p>Strategic Area 2</p>	<p>No of MALFFB training providers and service delivery partners include gender awareness and analysis in training courses and modules</p>	<p>All Training providers and service delivery partners to include gender awareness and analysis in training courses and modules</p> <p>All training programs to include a minimum target of 30% female participation</p>	<p>0</p> <p>0</p>	<p>2025</p>
<p>11. All farmers' and fishers' associations, producer groups and cooperatives promote equitable participation and decision-making for women and men.</p>	<p>Strategic Area 3</p>	<p>Farmers' and fishers' associations, producer groups and cooperatives promote equitable participation and decision-making for women and men.</p>	<p>30% of participants are women</p>	<p>0</p>	<p>2024</p>
<p>12. MALFFB ensures all agreements/project proposals for primary productive sector research, reviews and projects include gender analysis, sex disaggregated data and identify opportunities to empower female farmers, fishers and foresters and family farms.</p>	<p>Strategic Area 4</p>	<p>All new agreements/project proposals for primary productive sector research, reviews and projects include gender analysis, sex disaggregated data and identify opportunities to empower female farmers, fishers and foresters and support a whole of family approach to farming.</p>	<p>100% of all agreements/ proposals must comply with this requirement</p>	<p>0</p>	<p>2023</p>
<p>13. During disaster times, MALFFB ensures the needs of women and vulnerable groups are identified and met through Gender Focal</p>	<p>Strategic Area 5</p>		<p>A designated Gender Focal Points is a member of the FSAC national and related provincial</p>	<p>0</p>	<p>2023</p>

<p>Points and participation of women in FSAC and related committees at provincial levels</p>			<p>committee, and liaises with the Gender Protection Cluster</p> <p>Focal Point travel during times of disaster; undertake assessments; attend meetings</p> <p>Trainings for women's leadership and resilience in disasters and food security (peace time) in collaboration with DWA and UN women WRD programme</p> <p>Increasing community food security through community Profiling and Food Security assessments in hot spot areas with CDCs and TACs/ Area councils (preparedness and response phases)</p> <p>The FSAC and related provincial committees to have minimum 30% members are women</p>	<p>0</p> <p>2 million</p> <p>6 million (1 million each province)</p> <p>10 million</p> <p>0</p>	
<p>ACTIONS: Direct support for female farmers, fishers and foresters</p>	<p>Alignment with NGEP 2020-2030</p>	<p>Performance Indicator</p>	<p>Target</p>	<p>Budget</p>	<p>Time frame</p>
<p>14. Identify, promote and support Female</p>	<p>Strategic</p>	<p>Identification and Promotion of</p>	<p>30% of all champion</p>	<p>1 million Vatu</p>	<p>2023</p>

<p>'Champion Farmers, Fishers and Foresters', to provide leadership and inspiration to other female farmers.</p>	<p>Area 2</p>	<p>Female 'Champion Farmers, Fishers and Foresters', to provide leadership and inspiration to other female farmers.</p>	<p>farmers/lead farmers identified to be female</p> <p>At all events - local, national, regional, and international-where MALFFB promotes champion farmers, 30% of champion farmers must be female</p> <p>Communication and awareness on GEAP at all national events</p>		
<p>15. Establish a Female Farmers, Fishers and Foresters in Primary Production Forum as a platform to share and disseminate information, good practice and the specific needs of female farmers, fishers and foresters; and promote the contribution of women to primary production and food systems in Vanuatu</p>	<p>Strategic Area 2</p>	<p>Establishment of a Female Farmers, Fishers and Foresters in Primary Production Forum</p> <p>Annual meetings in North and South Provinces.</p> <p>National Meetings at each National Week of Agriculture (NWA)</p>	<p>A female, farmers, fishers and foresters forum to be held at the NWA (2023 and 2025)</p> <p>Annual North and South Meetings</p> <p>A minimum 50% of participants to forum are women</p>	<p>7 million (2 Million per Annum and communication plan)</p>	<p>2025</p>
<p>16. MALFFB develop a communication strategy to inform all stakeholders, including female and male farmers, fishers and foresters, about the GEAP; and its focus on supporting female farmers, fishers and foresters; and its whole of family approach to</p>	<p>Strategic Area 2</p>	<p>MALFFB to develop Comms Strategy for the GEAP</p>	<p>Strategy Validated</p>	<p>0</p>	<p>2023</p>

farming.					
17. Implementation of Communication Strategy	Strategic Area 2	MALFFB to implement Comms Strategy	Strategy Implemented	2 million	2024
ACTIONS: Monitoring, reporting and accountability	Alignment with NGEP 2020-2030	Performance Indicator	Target	Budget	Time frame
18. Monitoring and reporting on progress in the implementation of the GEAP, be integrated into MALFFB's Business Planning processes.	Strategic Area 2	Monitoring and reporting to include progress on the implementation of the GEAP No of Business Plans to incorporate gender-responsive budgeting	All Departments should have change in monitoring and reporting to include progress on the implementation of the GEAP All BPs	0 0	2024
19. Oversight of the implementation of the GEAP be the responsibility of MALFFB's senior management team.	Strategic Area 4	No of Departments to designate a member of the senior management team to oversee implementation of GEAP and serve as a Gender Focal point at Department level, to be included in JD No of senior management team at Ministry level to be designated to oversee implementation of GEAP at Ministry level and serve as a Gender Focal Point, to be included in JD	All Departments 1 member of senior management	0	2023

Total				33.5 Million	

BIOSECURITY POLICY

GUIDING PRINCIPLE

Vanuatu enjoys prosperity through agriculture, environmental protection and climate resilience, and it benefits from increased trade which impact positively on the livelihood of its people.

POLICY GOAL

To protect Vanuatu's borders against the introduction and spread of foreign pests and diseases that could affect crops, animals, humans and the environment and, to enhance trade of Vanuatu's products.

THEMATIC AREAS AND SPECIFIC POLICY OBJECTIVES

Thematic Area: WOMEN AND PEOPLE WITH SPECIAL ABILITIES

- Biosecurity Vanuatu to recognise the contribution of women and vulnerable groups in the development of our nation

LIVESTOCK POLICY

GUIDING PRINCIPLE

The livestock sector is modern, sustainably managed to benefit all its stakeholders, contribute to greater socio-economic development, and in its endeavours ensures sound environmental and climate proofing practices, including, achieving a national cattle herd of 500,000 heads by year 2025.

POLICY GOAL

To provide the enabling policy environment and recognises latest technologies and knowledge that increases overall productivity of Vanuatu's Livestock sector and protects it from diverse risks by ensuring that critical services and products are provided equitably to the people of Vanuatu through collaborative arrangements among multiple sectors.

RECOGNITION OF GENDER

Women's efforts must be better appreciated in light of what they are currently contributing to the livestock sector and how they can become more engaged in future activities. Woman have huge

potential to be the drivers in livestock farming, especially with specific livestock species. The government and its stakeholders must develop strategies that attract more young people and other vulnerable groups into livestock farming without exploiting them.

THEMATIC AREAS AND SPECIFIC POLICY OBJECTIVES

Thematic Area: Women and livestock development

- (i) Women are involved in all aspect of livestock business
 - a) Encourage women to actively participate in livestock development in the public sector
 - b. Promote particular livestock species that will appeal to women and women groups to attract them into livestock farming
 - c. Encourage and empower rural women to engage in the livestock industry available land.
 - d. Mainstream gender considerations into all small-scale livestock

FORESTRY POLICY

GUIDING PRINCIPLE

Trees and forests of Vanuatu are equitably, sustainably and profitably managed and conserved, contributing to development for the on-going well-being of all people in Vanuatu in the context of global change.

POLICY GOAL

The nation's forest resources are managed in an integrated and sustainable manner and provide wood and non-wood forest products as well as environmental and social services to contribute *profitably* to income generation, employment opportunities, and social wellbeing for all people in Vanuatu, and thus to sustainable economic growth.

THEMATIC AREAS AND SPECIFIC POLICY OBJECTIVES

Policy Objective W: Equity, Rights, and Benefit Sharing

Policy Directives

62. Consider gender balance and gender equality in all forest operations and activities.

- Improve the gender balance in the employment of forest and environment officers at all levels (DoF, Province, DEPC, Ind, DoWA);
- Involve women in forest industries (Ind);
- Provide extension and awareness programs particularly aimed at women (DoF, MoE, Ind, NGO, Province);
- Involve women in all levels of forestry related decision making (all stakeholders);
- Involve women in village-level forestry discussions and activities (Communities);

- Incorporate views and concerns of women in forest planning (all stakeholders).

FISHERIES POLICY

GUIDING PRINCIPLE

Healthy and sustainable fisheries sector for the long term economic, social and food security for the current and future generations of the Republic of Vanuatu.

POLICY GOAL

To provide an effective, efficient, transparent and accountable service delivery through participatory approach to ensure long term sustainable fisheries management, conservation and development”

THEMATIC AREAS AND SPECIFIC POLICY OBJECTIVES

Strategic Action 6: Provide equal opportunity to all sectors of community

Policy directives:

1. Encourage fair participation of women and girls in all positions in the Fisheries Department.
2. Open training opportunities to all groups of community including vulnerable groups
3. Encourage participation of youth in training opportunities in fisheries, aquaculture and value adding processes.

VANUATU AGRICULTURE SECTOR POLICY 2015 - 2030

GUIDING PRINCIPLE

The agriculture sector is encompassing in that it requires the effective and sustainable management of Vanuatu resources, the maximum utilization of its inherent opportunities and the equitable distribution of its benefits.

POLICY GOAL

The goal of the Vanuatu Agriculture Sector Policy 2015 - 2030 is that “the nation’s agricultural resources are managed in an integrated and sustainable manner to provide food and improved incomes as well as contribute to environmental and social services to enhance wellbeing of all people in Vanuatu.”

THEMATIC AREAS & SPECIFIC POLICY OBJECTIVES

SO 13: Gender and Vulnerable Groups - Equal opportunities in agriculture development.

13.1.1 Encourage and engage participation of women, youths and vulnerable groups in all agriculture practices

(DWA, NGOs, DARD, CSO, Provinces, Development Partners)

13.1.2 Give due recognition to contribution of women, youths and vulnerable groups in development initiatives e.g.

economic empowerment (DWA, NGOs, DARD, CSO, Provinces, Development Partners)

13.1.3 Provide equal opportunities in agriculture workforce (DWA, NGOs, DARD, CSO, Provinces, Development Partners)

13.1.4 Allocate sufficient funds for agriculture activities undertaken by women, youths and vulnerable groups

(DWA, NGOs, DARD, CSO, Provinces, Development Partners)