



We the participants of femLINKPACIFIC's "Peace Talks" consultation and training programme, convened at the Nadi Town Council Chambers (May 24 – 28, 2010) having met during the week of the International Women's Day for Peace and Disarmament (May 24) as representatives of the membership of women's civil society including Nadi Arya Samaj Women's Club, Nadi Muslim Women's League, Nadi Zone Soqosoqo Vakamarama I Taukei, Nadi Women's Council, Nadi Tikina Soqosoqo Vakamarama I Taukei, Sanatan Nari Sabha Nadi, Shub Shanti Women's Club, Sangam Cultural Centre, present our outcomes statement and Women, Peace and Human Security Action Plan as a key outcome and reflection of our commitment to building Peace in our communities and country.

We share a vision of broadening and localizing our understanding and use of Non Violence strategies and deepening our understanding what Peace means to each of us and members of our communities:

We recognise that our collective analysis of human security priorities can strengthen the potential we have as women leaders to influence power structures, from our homes to formal decision making forums;

Women's Civil Society Solidarity:

We are therefore committed to strengthening our work together across ethnic and faith experiences recognizing that our work together builds on a history of women's peace actions which helped develop, nurture and pave the way for a diverse women's civil society and NGO networks dedicated to women's human rights and gender equality;

We also recognise that positive partnerships with government, including with the Department for Women and other policy makers will enable us to communicate the priorities for gender equality, peace and development from the local to the national level.

Reaffirming Commitments:

Noting that United Nations Security Council Resolution 1325 (Women, Peace and Security) is an unprecedented and enabling framework which requires governments, regional organisations and multilateral bodies to respect and uphold women's rights and to support our participation at all stages in Peacebuilding particular conflict prevention and post conflict transformation;

Acknowledging that Resolution 1325 builds on a number of other international and regional commitments to gender equality and the advancement of women including CEDAW, the Beijing Platform for Action, and the Pacific Platform for Action for the Advancement of Women

Reaffirm that women's full participation in decision-making including the integration of our perspectives in national, divisional and local level development planning and implementation is critical to ensure compliance with these international global policy commitments, conventions and resolutions.

Recommendations

Building on the recommendations contained in FemLINKPACIFIC policy publications (2007 – 2009) as well as Fiji Women, Peace and Human Security (WPHS) reports, including the first quarter report of 2010, which are based on information and data drawn from women's experiences including women from our own communities, we present our Nadi Women, Peace and Human Security Action Plan and call on divisional and national policy makers, as well as development agencies and partners to work with us to address these Peace, Human Security and Development priorities:



Nadi Women, Peace and Human Security Action Plan

Human Security Priority	Critical Areas of Concern	Recommendations and Linkages with Women's Human Rights and Gender Equality Policy commitments
Economic	Economic insecurities such as low wages coupled with rising prices means that families cannot balanced meals to their children, medical services, pay bus fares to go school, afford school supplies including uniforms, as well as meet the costs of managing extended families and providing the needs of the elderly; Unemployment for women especially when coupled with the added economic burden of managing household expenses with rising costs, remains a real barrier to women's full	Economic policies, divisional budgets and programmes must include gender analysis so that women's economic realities and experiences are taken into account to ensure gender equity in the allocation of resources; Ensure that investment and economic development practices do not exploit women by ensuring a more equitable minimum wage is set to meet the realities of family budgets and expenditures; Ensure the availability of regulated and safe child care centres as well as child care allowances to support women's participation in the formal work place, recognising that this will boost productivity. CEDAW: Article 2, Policy Measures: <i>States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake:</i> (c) <i>To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;</i>

	enjoyment of life and her full potential to contribute to public life; Women's Peace and Human Security priorities must be reflected in and accounted for in development planning, budget allocation as well as monitoring	<i>(d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;</i> <i>(e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise;</i> <i>(f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;</i> Article 11, Employment: <i>1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights;</i> <i>2. In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:</i> <i>(a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;</i> <i>(b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;</i> <i>(c) To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities;</i> <i>(d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.</i>
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		Article 13, Economic and Social Benefits: <i>States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:</i> <i>(a) The right to family benefits;</i> Article 14, Rural Women: <i>1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of this Convention to women in rural areas.</i> <i>2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:</i> <i>(a) To participate in the elaboration and implementation of development planning at all levels;</i> <i>(b) To have access to adequate health care facilities, including information, counselling and services in family planning;</i> <i>(c) To benefit directly from social security programmes;</i> <i>(d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;</i> <i>(e) To organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self-employment;</i> <i>(f) To participate in all community activities;</i>
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		<i>(g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;</i> <i>(h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.</i> Beijing Platform for Action: Section A, Women and Poverty, Strategic Objective A.1: <i>Review, adopt and maintain macro-economic policies and development strategies that address the needs and efforts of women in poverty (including)</i> <i>(c) pursue and implement sound and stable macroeconomic and sectoral policies that are designed and monitored with the full and equal participation of women, encourage broad based sustained economic growth, address the structural causes of poverty and reducing gender based inequality within the overall framework of achieving people-centred sustainable development</i> Section F, Women and the Economy <i>Strategic Objective, F.1: Promote women's economic rights and independence including access to employment, appropriate working conditions and control over economic resources</i> <i>Strategic Objective, F.2: Facilitate women's equal access to resources, employment, markets and trade</i> <i>Strategic Objective, F.5: Eliminate occupational segregation and all forms of employment discrimination</i>
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		Section H, Institutional Mechanisms for the Advancement of Women <i>Strategic Objective H.2: Integrate gender perspectives in legislation, public policies, programmes and projects</i> <i>Strategic Objective H.3: Generate and disseminate gender-disaggregated data and information for planning and evaluation</i> Millennium Development Goals: <i>(1) Eradicate extreme poverty and hunger</i> <i>(3) Promote gender equality and empower women</i>
Health	Women's maternal health facilities including ante natal and post natal clinic facilities, access to family planning services and products, should be a priority in rural health service delivery; Women's reproductive roles should not be seen as a barrier to equality in decision making, employment and education opportunities	The rights, needs and representation of women should be reflected in local and divisional legislation and regulation and service delivery relating to health, water and electricity, housing and schools CEDAW: Article 12, Health: <i>1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning.</i> <i>2. Notwithstanding the provisions of paragraph 1 of this article, States Parties shall ensure to women appropriate services in connexion with pregnancy, confinement and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation.</i>

		Article 14, Rural Women: 2. <i>States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:</i> (b) <i>To have access to adequate health care facilities, including information, counselling and services in family planning;</i> Beijing Platform for Action: Section C, Women and Health <i>Strategic Objective C.1: Increase women's access throughout the life cycle to appropriate, affordable and quality health care, information and related services</i> <i>Strategic Objective C.2: Strengthen preventive programmes that promote women's health</i> Millennium Development Goals: (3) Promote gender equality and empower women (4) Reduce child mortality (5) Improve maternal health
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Personal	Women's safety is important in the home and community but often because of poor roads and transport problems, including the lack of vehicles, the Police is unable to be responsive to emergencies	Community policing initiatives should be enhanced through regular engagement with women's groups e.g. local club meetings; Increase the number in Neighbourhood /Crime Watch management committees so that women's personal security issues are well accounted for in these programmes. Ensure financial resources for the community police depots so that they can be responsive to any emergency; Improve level of the Fiji Police Force to respond to cases of violence reported by women upholding the No Drop Policy at all times; Improve policing standards to build confidence and trust CEDAW: Article 3, Guarantee of Basic Human Rights and Fundamental Freedoms: <i>States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.</i> Also refer to Article 14, Rural Women Beijing Platform for Action: Section D, Violence against Women <i>Strategic Objective, D1: Take integrated measures to prevent and eliminate violence against women</i> <i>Strategic Objective, D2: Study the causes and consequences of violence against women and the effectiveness of preventive measures</i>
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		Section E, Women and Armed Conflict as well as UN Security Council resolution 1325 have specific references to the participation of women in conflict prevention including at local level Millennium Development Goals: (3) Promote gender equality and empower women
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Political	Women are peace builders in the home, communities and settlements; Women can be supported to communicate a Culture of Peace; Women's groups and clubs serve as an important tool for empowering women in our communities; Women leaders have the capacity to raise their issues at national level forums and need greater support to be able to do this so that national decision making forums are more accountable to local women's information and expertise; Women's issues need to be heard by all government departments contributing to the divisional development plans	Increase the number of women representatives in district advisory councils, divisional planning committees, Tikina and provincial councils to at least 30% of the total membership; Ensure the availability of resources and safe women's spaces to organise dialogue and peace and trust building activities to support women's participation in Peace and Security processes; Support efforts by women's civil society groups and networks to provide community education and training as well as capacity building for women leaders to inform policymaking forums and to also strengthen existing women's networking activities particular focused on conflict prevention initiatives; Improve the resource allocation for the Department of Women, especially the Women's Interest Officers to be able to meet with and work more effectively with local women's groups and networks across Nadi and the greater Western Division; This also requires continuity in the human resource capacity of the Divisional WIO network; Gender equality must be incorporated to all legislative and policy processes especially those relating to family, civil, labour and land reforms CEDAW: Article 7, Political and Public Life <i>"States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:</i> <i>(a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;</i> <i>(b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;</i>
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		<i>(c) To participate in non-governmental organizations and associations concerned with the public and political life of the country.”</i> Also refer to Article 14, Rural Women Beijing Platform for Action: Section B, Education and Training of Women: <i>Strategic objective B1, Ensure equal access to education</i> <i>(80 e) Provide – in collaboration with parents, non governmental organisations, including youth organisations, communities and the private sector – young women with academic and technical training, career planning, leadership and social skills and work experience to prepare them to participate fully in society</i> <i>Strategic objective B.4 Develop non discriminatory education and training</i> <i>(83 h) Develop leadership training and opportunities for all women to encourage them to take leadership roles both as students and as adults in civil society</i> Section G, Women in Power and Decision Making <i>Strategic objective G.1 Take measures to ensure women’s equal access to and full participation in power structures and decision making</i> <i>Strategic objective G.2 Increase women’s capacity to participate in decision making and leadership</i> Section H, Institutional Mechanisms for the Advancement of Women <i>Strategic objective H.1 Create or strengthen national machineries and other governmental bodies</i>
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		<i>Strategic objective H.2 Integrate gender perspectives in legislation, public policies, programmes and projects</i> <i>(204 a) Seek to ensure that before policy decisions are taken, analysis of their impact on women and men, respectively, is carried out</i> Millennium Development Goals: (3) Promote gender equality and empower women
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Environment	Water pollution in particular from an old sewerage system as well as badly managed industrial, commercial and domestic waste is affecting the food security and livelihoods of women and their families who rely on the collection and sale of “kai” and fish from the Nadi river	Urgent action needs to be taken to stop the pollution of the Nadi river. Women from the most affected villages and settlements including Namotomoto, Nakavu, Navoci, Narewa, Navakai, Sikituru, Yavusania, and Saunaka must be involved in all forums addressing the use and management of their natural resources, including the waterways and mangroves. Women from these communities must be involved in all disaster management and response programmes and committees, including the coordination of evacuation centres as they are the most affected during times of natural disasters as they live in flood prone areas. CEDAW: Article 14: Rural Women <i>Article 14. 1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of this Convention to women in rural areas</i> <i>Article 14.2 (h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications</i> Beijing Platform for Action: Section K, Women and the Environment <i>Strategic objective K.1 Involve women actively in environmental decision making at all levels:</i>
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		(253 a) Ensure opportunities for women, including indigenous women, to participate in environmental decision making at all levels, including as managers, designers and planners, and as implementers and evaluators of environmental projects; (253 e) Take measures to integrate a gender perspective in the design and implementation of, among others things, environmentally sound and sustainable resource management mechanisms, production techniques and infrastructure development in rural and urban areas; (253 g) Promote the participation of local communities, particularly women, identification of public service needs, spatial planning and the provision and design of urban infrastructure Strategic objective K.2 Integrate gender concerns and perspectives in policies and programmes for sustainable development (256a) Integrate women, including indigenous women, their perspectives and knowledge, on an equal basis with men, in decision making regarding sustainable resource management and the development of policies and programmes for sustainable development, including in particular those designed to address and prevent environmental degradation of the land; (256b) Evaluate policies and programmes in terms of environmental impact and women's equal access to and use of natural resources; (256d) Integrate rural women's traditional knowledge and practices of sustainable resource use and management in the development of environmental management and extension programmes; (256e) Integrate the results of gender-sensitive research into mainstream policies with a view to developing sustainable human settlements;
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		<i>(256f) Promote knowledge and sponsor research on the role of women, particularly rural and indigenous women, in food gathering and production, soil conservation, irrigation, watershed management, integrated pest management, land use planning, forest conservation and community forestry, fisheries, natural disaster prevention and new and renewable sources of energy, focusing particularly on indigenous women's knowledge and experience;</i> <i>(256g) Develop a strategy for change to eliminate all obstacles to women's full and equal participation in sustainable development and equal access to and control over resources</i> Millennium Development Goals: (3) Promote gender equality and empower women (7) Ensure environmental sustainability
Food	We need to ensure the availability of good quality imported food. Women need better access to information and resources such as seed banks to improve their family's access to healthy vegetables and fruit.	Food security policies and agricultural extension programmes must be responsive to gender equality commitments, including ensuring access to information for and by women. CEDAW: Article 14: Rural Women Beijing Platform for Action: Section A, Women and Poverty, Strategic Objective A.1 <i>Review, adopt and maintain macro-economic policies and development strategies that address the needs and efforts of women in poverty (including)</i>

		<i>(e) Develop agricultural and fishing sectors, where and as necessary, in order to ensure as appropriate, household and national food security and food self-sufficiency, by allocating the necessary financial, technical and human resources</i> Section K, Women and the Environment <i>Strategic objective K.2 Integrate gender concerns and perspectives in policies and programmes for sustainable development</i> <i>(256f) Promote knowledge and sponsor research on the role of women, particularly rural and indigenous women, in food gathering and production, soil conservation, irrigation, watershed management, integrated pest management, land use planning, forest conservation and community forestry, fisheries, natural disaster prevention and new and renewable sources of energy, focusing particularly on indigenous women's knowledge and experience;</i> Millennium Development Goals: (3) Promote gender equality and empower women (7) Ensure environmental sustainability
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Community	Educate our children to understand leadership, good decision making and Peacebuilding Women work across the existing cultural, religious and ethnic divisions through their women's groups and networks to help foster deeper understanding and respect for all Long term disputes including land and title disputes need to be addressed with the inclusion of women from the affected land owning units and communities involved in the dialogue and negotiations.	Review and increase public education funds e.g. scholarships for children from rural and low income in particular addressing the needs of female-headed households and single income families as a way to remove barriers to all levels of education. Ensure school curriculum and programmes promote Peacebuilding, Non Violence and Gender equality. Support the efforts of women's interfaith and Peacebuilding and dialogue programmes Gender equality must be incorporated to all legislative and policy processes especially those relating to family, civil, labour and land reforms CEDAW: <i>See Article 14: Rural Women</i> UN Security Council Resolution 1325: Increase the participation of decision making in all aspects of Peacebuilding and conflict resolution (local and national level); support women's Peacebuilding efforts Millennium Development Goals: (3) Promote gender equality and empower women
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