



MINISTRY OF WOMEN, YOUTH, CHILDREN & FAMILY AFFAIRS

CORPORATE PLAN 2011-2014



“Our Way Forward Through Partnerships”

Summary of Mission-Strategies

Our Vision

Solomon Islands is a peaceful, productive and happy nation that embraces and honours diversity, offers equal opportunity for all women, men, young people, and children to fulfill their potential, and protects their rights and freedoms as enshrined in the Constitution.

Our Mission

In partnership with the people of Solomon Islands to *uphold and promote the rights* of women, young people, children and families to advance the well being of the nation.

Our Values & Principles

Equality before the law and Equity in all spheres of society.

Family is the foundation of society. Women, men, youth and children must be considered equally and equitably within the overarching theme of the family.

- Mainstreaming recognises that the needs and concerns of women, youth and children—and other marginalised groups—are cross-cutting.
- Achieving gender equality is the shared responsibility of women and men, girls and boys.
- Women, youth and children must be central to planning for development so that distributions of resources for development are fair;
- Partnerships between government and NGOs/CSOs and with donor partners can facilitate holistic development.
- A healthy environment is essential for a sustainable future. This includes the human environment: Women, youth and children ‘in harm’s way’ must be protected.

Our Five Strategic Objectives

- Advance gender equality and enhance women's development.
- End all forms of violence against women
- Develop Solomon Islands youth to achieve their full potential.
- Protect and develop the interests and rights of our children.
- Develop & manage MWYCFA's professional and organisational abilities to accomplish the above.

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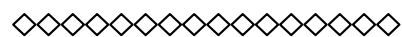
Table of Acronyms

ADRA	Adventist Development & Relief Agency	NGO	Non-Government Organisation (Also see
AusAID	Australian Agency for International	NSC-NYP	National Steering Committee for the National
CBO	Community Based Organisation	NTE	National Task Force
CCC	Christian Care Centre (SI NGO)	NWM	National Women's Machinery
CDD	Children's Development Div'n. (MWYCFA)	NYC	National Youth Congress
CEDAW	UN Convention on the Elimination of all forms of Discrimination Against Women	NYP	National Youth Policy
CRC	UN Convention on the Rights of the Child	NYSC	National Youth Stakeholders Committee
CSO	Civil Society Organisation (Also see NGO)	NZAID	New Zealand's International Aid &
CYP	Commonwealth Youth Programme (SI	OXFAM	International NGO; represented in SI by OXFAM/ Australia and/or OXFAM/NZ
DSE	Development Services Exchange (SI NGO)	RAMSI	Regional Assistance Mission to Solomon
ECF	Early Childhood Education	RSIPF	Royal Solomon Islands Police Force
EU	European Union	SCA	Save the Children Australia (Australian NGO)
EVAW	Elimination of Violence Against Women	SICA	Solomon Islands Christian Association
FSC	Family Support Centre	SIPPA	Solomon Islands Planned Parenthood
GEWD	Gender Equality & Women's Development	SIRCS	SI Red Cross Society
GEWD-NSC	National Steering Committee for the GEWD	SPC	Secretariat of the Pacific Community
GEWD-PCG	Development Partners Group for the GEWD	SWD	Social Welfare Division (MHMS)
MDG	UN Millennium Development Goal(s)	TSM	Temporary Special Measure
MDPAC	Ministry of Development Planning and Aid	TVET	Technical and Vocational Education and
MEHRD	Ministry of Education and Human Resources	UNDP	United Nations Development Program
MFAT	Ministry of Finance and Treasury	UNFPA	UN Fund for Population Activities
MHMS	Ministry of Health & Medical Services	UNICEF	United Nations Children's Program
MJLA	Ministry of Justice and Legal Affairs	UNIFEM	United Nations Fund for Women (now UN- WOMEN)
MOG	RAMSI Machinery of Government	VBM	Voice Blo Mere (SI NGO)
MWYCFA	Ministry of Women, Youth, Children and	WCW	Ward Council of Women
NACC	National Advisory Committee on Children	WDD	Women's Development Div'n. (MWYCFA)
NAPC	National Action Plan for Children (See NCP)	WHO	World Health Organisation
NCP	National Children's Policy	WISDM	Women In Shared Decision Making
NCRA	National Coalition for Rural Advancement (in office since August	WRC	Women's Resource Centre



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ADRA	Adventist Development & Relief Agency	NGO	Non-Government Organisation (Also see
NCW	National Council of Women (SI NGO)	YDD	Youth Development Div'n. (MWYCFA)
NDMO	National Disaster Management Office	YWCA	Young Women's Christian Association (SI
NFE	Non-Formal Education	MIS	Management Information System



Foreword

A portrait of a middle-aged Black man with a mustache, wearing a dark suit, white shirt, and a patterned tie. He is looking directly at the camera with a neutral expression. The background is plain white.

Government recognizes that family is the foundation of all societies, the world over. However the government is concerned that the set up of the family as we understand from a Solomon Islands perspective is rocked from all sides due to development challenges. Consequently, vulnerable groups within society such as women, youth and children are often the first to be affected by such challenges.

Hon. Dickson Mwa, MP
Minister of Women, Youth, Children & Family Affairs



With these policies in place, our corporate plan 2011-2014 focuses on outcomes—what we will achieve through the work that we do. This focus signifies also that the Ministry has now moved into a policy implementation phase that essentially is the second phase of its planning and implementation process. The implementation phase itself is the most challenging phase, given the Ministry's limited technical capacity and finance to implement the plan.

- a strategic plan that presents the setting, and the Vision, Mission, Objectives and the Action matrix for the organisation;
- an investment plan, that indicates the quantity and timing of the resources that we estimate will be needed to undertake the activities set out in the plan; and
- an organisational plan that describes how we will organise ourselves to accomplish the activities we have set for ourselves.

Tagio tumas!

Our Environment

Our Ministry, the Ministry of Women, Youth, Children and Family Affairs, is a young Ministry. We have existed about four years. However the sectoral divisions within the Ministry have been around for three decades or more.

Our work covers many aspects of human development. Human development is that which improves people's lives and their livelihoods, and places *human* at the centre of all development efforts. It includes the process of enlarging the range of people's choices, of increasing their opportunities for education, health care, income and employment. It also covers justice, equity and equality of human choices, from a sound physical environment to economic and political freedoms. It values the accumulation of both material wealth and social capital. Human development promotes development that addresses the root causes of poverty and human deprivation. See the Annex for brief descriptions of some human development challenges in Solomon Islands.

Based on 2007 data, Solomon Islands ranked 135th in the UN's 182-nation Human Development Index (HDI). We were 123rd out of 175 nations on 2001 data.

Achievements During Last Plan

MWYCFA's strengths are perhaps best illustrated through a summary of our recent accomplishments. During our last Corporate Plan we worked with stakeholders to achieve a variety of activities and outcomes. The following is only a *summary* of our achievements.

PLAN: "Activities that lead to increased capacities in women to achieve gender equality and women's empowerment in order for women to equally participate in the development of individuals, families, communities and the nation."

The first Solomon Islands National Policy for Women was approved in 1998. Efforts to update the policy began after SI ratified the Convention for the Elimination of all forms of Discrimination Against Women (CEDAW). Those efforts included consultations around the nation. The stakeholders realised that it was time for the Solomons to move beyond a policy only for women, and on to a policy that helped the nation to work for gender equality while also working for women's development. The result was the Gender Equality and Women's Development (GEWD) Policy that was approved by Cabinet at the end of 2009.

Accompanying the development of those policies, MWYCFA also advised constitutional reform congress and the Law Reform Commission on matters related to gender equality, youths, children and families. MWYCFA supported research on violence against women and children, on the situations of children and on other aspects of life in Solomon Islands for women, youth and children. Research reports published included "Protecting Women's Human Rights in Solomon Islands Law" by UNIFEM-MWYCA, and the "National Survey on Gender Based Violence & Child Abuse". Research that was done as part of the GEWD Policy process found that the nation had a significant problem of gender-based violence. As a result, another policy was developed for the Elimination of Violence Against Women (EVAW) in Solomon Islands. The EVAW policy was approved early in 2010.

The Women in Shared Decision Making Group (WISDM) led the development of a proposal on Temporary Special Measures (TSM) and presented it to Caucus; MWYCFA and WISDM also conducted a national convention on women & decision making, supported training for facilitators, women candidates, election managers during the 2010 General Election. MWYCFA also supported training for women entrepreneurs and for women's community projects and provided skills training to women's groups and organizations.

PLAN: "Conditions enabling young people to actively participate in all aspects of national building and development, including decision making at all levels."



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The nation's first National Youth Policy (NYP) was approved in 2000—in the middle of the national trauma. While many youth development efforts were strengthened or initiated because of that policy (and at a time



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when youth needed such efforts), the review of that first policy found that the needs and wants that were identified in subsequent work on provincial youth policies and action plans meant that the policy be updated. Cabinet approved the updated National Youth Policy 2010-2015 in the middle of 2010.

In addition to working to update the National Youth Policy, we instituted the National Youth Awards to 4 young people annually, the SI Youth Parliament (one young person from each of the nation's 50 constituencies), Solo Icon (resulting in 3 contracts being signed with Australian recording company) and other activities to recognise youths (female and male), to give them chances to participate and to demonstrate some of their many contributions to national development. At the same time, we helped fund existing organisations such as the National Youth Congress (NYC), National Council of Women (NCW), uniformed youth organisations (Guides & Scouts), church youth groups, etc. We also increased our support for the CYP's (Commonwealth Youth Programme's) Pacific Centre from \$100,000 to one million dollars.

PLAN "Activities that acknowledge and strengthen children's rights."

Although Solomon Islands ratified the UN Convention on the Rights of the Child (CRC) in 1995, it had never developed a National Children's Policy (NCP). In working to implement the CRC, it became evident to the government and stakeholders that it would help if there were such a policy. Through quite a number of meetings, stakeholders and government, through the National Advisory Committee for Children (NACC) developed the nation's first NCP. Cabinet approved it during the second quarter of 2010.

Research reports also provided a baseline for future reporting on our accomplishments, and guide us to ways of protecting children with love. MWYCFA has also worked with the Law Reform Commission and other stakeholders to develop legislation to further protect children and families and women. Achievements included CRC training conducted for all provincial governments and 2 communities in Honiara, establishment of networks for children's development in all provinces, celebration of International Children's Day in Honiara, Choiseul, Western, Isabel and Makira provinces, and data collection for children's report.

PLAN: "A responsive, reliable, and effectively coordinated and managed Ministry working in compliance with all government policies and regulations to efficiently address the needs of women, youth and children."

During our previous (our first!) Corporate Plan, MWYCFA continuously assessed its role and how best to achieve it; results included the organisation of the Research, Planning & Information Dissemination Division (RPPID), the development of a Staff Training and Development Plan and occupation of new office premises in the Anthony Saru Building.

Key amongst our achievements was the coordination of our sectoral divisions' work with stakeholders to revise two national policies and to develop two new national policies and escort those policies through to Cabinet approval and launching. Similar work continues this year: The policies' mechanisms are now being finalised and initial plans for their implementation will be completed this year.

The Ministry coordinated a number of training activities and advocacy/informing activities to raise awareness around the nation on health and social issues, particularly as they affect the rights of women, youth and children. MWYCFA also actively supported provincial efforts, both governmental (such as youth and women's policies and action planning) and private sector (such as helping the NCW to develop its network of provincial councils and ward councils of women). We worked with other Ministries to support the development of the National Disability Policy and its subsequent approval by Cabinet.



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The Ministry also worked to develop its own capacities to better meet the needs and aspirations of the nation's women, youth and children. Major challenges during our last plan also included the needs to deal with budget cuts, political instabilities, and staffing (turnover, freezes, long time to fill vacant posts). The Ministry's mandate encompasses sensitive subjects (women's participation, domestic violence, etc.), and that sensitivity can impede sources of support, can require broad actions that are hard to measure, etc. Some of the challenges were more significant than they should have been because the Ministry was new at the time our last plan was developed.



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Mainstreaming Approach

Shortly after the Ministry's new policies were in place, the new (NCRA) government arrived in August of 2010. The NCRA's policy mandated the Ministry to do more for families.

The policy shifts during our previous Corporate Plan require a revised approach to ensure that SIG's policy commitments for women, youth and children are fulfilled with consideration for the family and within the core of government's business rather than on the periphery. These policy shifts demand a change from focusing solely on women's, youths' or children's development towards a mainstreaming approach of women and men, youths and adults, working together to address gender inequality and the development of our nation's children and youths within our national development strategies and priorities.

A key element of the mainstreaming approach is the collection of sex- and age-disaggregated data. However, to make sense of that data—or to apply it to the wide variety of plans and initiatives of the stakeholders, research is needed to help government to see and understand problems. However, that research also needs more and better baselines. For instance, sex- and age-disaggregated data does not exist in most government programs, databases, etc. A major task for the Ministry during this plan will be helping to develop the streams of sex- and age-disaggregated data that do not currently exist.

MWYCFA will also need to identify ways to do more for families. Our first research has shown that this is a complex issue that needs solid planning before any new programs can be designed. In the meantime we will continue to support families through our existing mechanisms.

Continuing its move towards the new role outlined in our first Corporate Plan, where the Ministry is the coordinator and guide for activities for women, youth, children and family, will require continued, reinforced and new partnerships. Partnerships that are more than meetings, where feedback on each partner's work helps to improve the alignment of activities, the quantity and quality of resources available, etc. Thus, capacity- building support for our partners will continue. In moving into this more proactive mode, MWYCFA may also need new mandates for new activities (such as those related to family), programs, new ways of looking at and responding to newly seen problems, etc. This may be true not just within the Ministry but also within our stakeholders.

Our Strategic Plan

Our Vision

Our vision of Solomon Islands is a peaceful, productive and happy nation that embraces and honours diversity, offers equal opportunity for all women, men, young people, and children to fulfill their potential, and protects their rights and freedoms as enshrined in the Constitution.

Our Mission

MWYCFAs mission is to uphold and promote the rights of women, young people, children and families through effective partnership and strong commitment, thereby creating equal opportunities for all to advance the well being of the nation.

Our Values & Principles

Equality and Equity: Equity is the quality of being fair and impartial. All people have the right to equality of opportunities and equitable distribution of services and resources. This includes non-discrimination and attention to vulnerable groups such as women, youth and children. It also recognises that everything that one does is connected to a human right, that a person is responsible for respecting the rights of others —that their right to do something stops when that something harms another person.

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Family is the foundation of society. It is basic to all communities, villages, and tribes. Of course, women, men youth and children must be considered equally and equitably within the overarching theme of the family. At present, the institution of the family is tested by a variety of situations: Globalisation. Modernisation. Religion and politics. Livelihoods and employment. Climate change. Housing. Urbanisation and urban migration. Gender-role changes. And so on. We know these situations are happening, but know little about them. As we improve our understanding of the family in Solomon Islands, MWYCFA and its partners will identify approaches that address the family as the foundation of society, in its different dimensions, helping families to use and adapt their diverse cultures and traditions for dealing with the situations that affect them.

Mainstreaming recognises that the needs and concerns of women, youth and children—and other marginalised groups—are cross-cutting. Mainstreaming recognises that the needs of gender (women and men), youth and children are usually different from each other, especially in their access to and control over resources. This means that those needs must be separately reflected in policies and activities in all sectors. Thus mainstreaming is the same as ‘pulling into the center of public life groups that have been marginalised’. Implicit in this definition is the need to collect data that is disaggregated by age and gender so that it might be possible to measure the effectiveness of policies, budgets and programs on women, youth and children.

Achieving gender equality is the shared responsibility of women and men, girls and boys.

Youth, children and women must be central to planning for development so that distributions of resources for development are fair;

Partnerships between government and NGOs/CSOs and with donor partners can facilitate holistic development. A healthy environment is essential for a sustainable future. This includes the human environment: Women, youth and children ‘in harm’s way’ must be protected.

Our Five Strategic Objectives

Advance gender equality and enhance women's development ensuring the active contribution and meaningful participation of both Solomon Islands women and men in all spheres, and at all levels, of development and decision-making.

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

Promote the development of Solomon Islands youth to achieve their full potential through a range of programs and activities that offer choices and assist them to make informed decisions about their futures and their roles and responsibilities in the political, social and economic development of Solomon Islands.

Protect and develop the interests and rights of our children regardless of age, gender, religion, ethnicity or cultural background; ensure that these rights are acknowledged and promoted, and that children grow into responsible citizens.

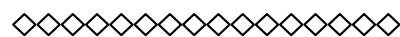
Develop & manage MWYCFA's professional and organisational abilities to achieve the above Strategic Objectives.

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For Gender Equality and Women's Development

The five priority outcomes sought for our women
are:

1. We will improve and ensure equitability in health and education for women, men, girls and boys
2. We will improve the economic status of women



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3. Equal participation of women and men in decision making and leadership
4. Elimination of violence against women.¹ We will work towards the following objectives:
 - Develop national commitments to eliminate violence against women
 - Strengthen legal frameworks, law enforcement and the justice system
 - Eliminate and prevent VAW through public awareness and advocacy
 - Strengthen and improve protective, social and support services
 - Work with men to end violence against women
 - Rehabilitate and treat perpetrators
 - Coordinate policy and services
5. We will increase the nation's capacities for gender mainstreaming

For Youth Development

The six priority policy outcomes for our youth are:

1. We will improve and ensure equitability in access to education, training and employment opportunities for young women and men (Youth and Career Pathways).
2. We will increase and equalise opportunities for young women and men to participate in decision- making and leadership (Youth and Governance).
3. Youth and health will be improved through equitable access to health services for young women and men (Youth and Wellbeing).
4. We will increase the number of young people participating in activities that promote peace building and conflict prevention (*Youth and Peace-building*).
5. We will increase the number of young people promoting sustainable development² (*Youth and Sustainable Development*).
6. We will improve the nation's capacities to implement the policy (*Youth Mainstreaming*).

For Children's Development

The five priority policy outcomes for our children are:

1. We will adhere to, develop and implement laws, Conventions, policies, and related, for children's development and safety from all forms of abuse.
2. We will develop mechanisms to improve the equality of access for our nation's children, without discrimination.
3. We will develop and strengthen mechanisms that help our children survive and develop.
4. We will develop and strengthen mechanisms that help our children to participate in our nation's development efforts.
5. We will develop and support planning and coordination systems that maximise the effectiveness of our

¹ The use of the term women here refers to females of all ages, from girl children to adult women.

² As yet, Solomon Islands has not formally described what it means by 'sustainable development'. For the purposes of this policy, the definition given in the Brundtland Report (Our Common Future, World Commission on Environment and Development, Oxford, 1987), is inferred.



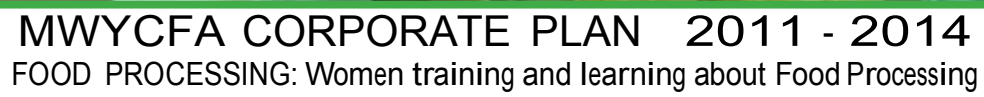
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nation's limited resources for our children's development.

For Our Operations and Development

1. We will oversee the implementation of existing national policies and international commitments affecting our women, youth, children and families, taking a mainstreaming approach to ensure their suitability to our local needs and situations, and identifying the synergies within them so as to maximise their effectiveness. Alongside this, we will contribute to national policy developments and developments in the international arena.
2. Following government's administrative, financial instructions, general orders and code of conduct, etc., we will facilitate the implementation, coordination, monitoring and evaluation of its policy responsibilities and program activities, placing equal emphasis on women, youth, children and the family.
3. In keeping with our valuing partnerships, the Ministry will work with its partners on issues of common interest, such as HIIV/AIDS, disaster management, environmental sustainability and research on related subjects.
4. Based on approved policies, we will develop the capacities of the Divisions of MWYCFA to respond to the current and anticipated needs of women, youth, children and families. In keeping with the outcomes of the four policies we will encourage and/or provide capacity development support for our stakeholders, and
5. We will do the research, planning, and information dissemination on relevant developmental issues and activities and design policies, programs, etc., related to women, youth, children and families (the latter being especially important as little research has yet been done on the family in Solomon Islands).





FOOD PROCESSING: Women training and learning about Food Processing

Organisational Strengths and Assets

Within our environment and its collaborative networks, MWYCFA has its own expertise—and organisational strengths. Key amongst these are: capacity building (provision of financial and technical support), partnerships (with NGOs, schools and other Ministries), and formal networks (for many of our stakeholders to come together to address problems and needs).

MWYCFA's Roles & Functions

The Ministry was established in March 2007 with the transfer from the Ministry of Home Affairs of the three sectoral divisions (Women's Development Division, Youth Development Division and Children's Development Division). The HQ Division and Research, Planning and Information Division (RPPID) undertake cross-cutting tasks for all Divisions. The responsibility of ensuring the protection, survival, participation and development rights of women, youth and children is a responsibility of many parts of government at the national, provincial and local levels, however this Ministry is government's focal point for these efforts. In addition, the Ministry organises national consultations on issues related to the development of women, gender equality, youth and children.

Roles of

WDD

The Women's Development Division was established in the early 1960s as the Women's Interest Section, focusing mainly on domestic areas like cooking, sewing etc. As time passed, Women's Interest grew into the Women's Development Division with a broader perspective in addressing the needs of women. Today, in its efforts to address gender equality and women's development it has the following roles:

- In collaboration with stakeholders, implement, review/formulate and coordinate national policies related to women and gender and our international commitments, especially CEDAW.
- Coordinate national level planning and collaborate in program implementation on gender and women's development and support similar work in provinces.
- Collaborate with other Divisions, organizations and development partners on research, reviews, evaluation and data collection on issues of concern to women, and disseminate information on women and gender to all focal points.
- Provide assistance, skills and training at national, provincial and community levels, including financial and technical assistance to women and women's groups as and when possible.
- Identify needs and support special initiatives for women where existing institutions and agencies are unable to meet.
- Work closely with NCW in promoting issues of concern to women and encourage its roles as a voice and a forum for women and by women.

Roles of

YDD

The Youth Division began in 1993. The overall function of the Division is to manage the government priorities for youth development, which includes:

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- Overseeing the implementation and further development of the National Youth Policy, policy directives related to youth and planning for government youth sector priorities and programs
 - Administering, managing, monitoring and reviewing all grants for youth development.
- Supporting and linking national and provincial effort for youth development, including Provincial Youth Policies, Provincial Youth Councils and other youth activities.
- Consult with CYP, NYC, SIG Ministries, NGOs, FBOs and Youth stakeholders regarding government policies and programs on youth and vice versa.
- Organising, implementing, coordinating and celebrating youth-focused events like International



Youth Day, National Youth Award, Youth Parliament, etc.



YOUTH INTERNATIONAL DAY:
Youths Performing during 2010 International Youth Day Celebrations in Honiara

Roles of CDD

The Children's Development Division's key roles are:

- National focal point for converging policies, plans, activities and information on the UNCRC.
- Oversee the implementation and further development of the National Children's Policy.
- Government's focal point for all child-related issues and programs. The Division works in close partnership with other Ministries, provinces, NGOs and international organisations and donors having mandates focused on children.
- Secretariat for the National Advisory Committee on Children (the NACC, which is mandated to advise Cabinet on issues affecting children, to coordinate the implementation of the CRC) and to develop and disseminate advocacy materials that promote the interests and rights of the child.

Children at the Child Protection Baseline Report Launching at Ocean View

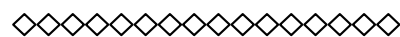
- Responsible for the Ministry's administration and accounts functions, including budget preparations.
- Responsible for the overall management of the Ministry including terms and conditions of staff, recruitment, training, promotion and discipline.
- Responsible for providing administrative and logistic support to the four divisions ensuring their programs are carried out effectively and smoothly, and on schedule.
- Report to Cabinet, facilitate and implement Cabinet Directives.
- Custodian of and administer Public Service guidelines, procedures and regulations in the Ministry.

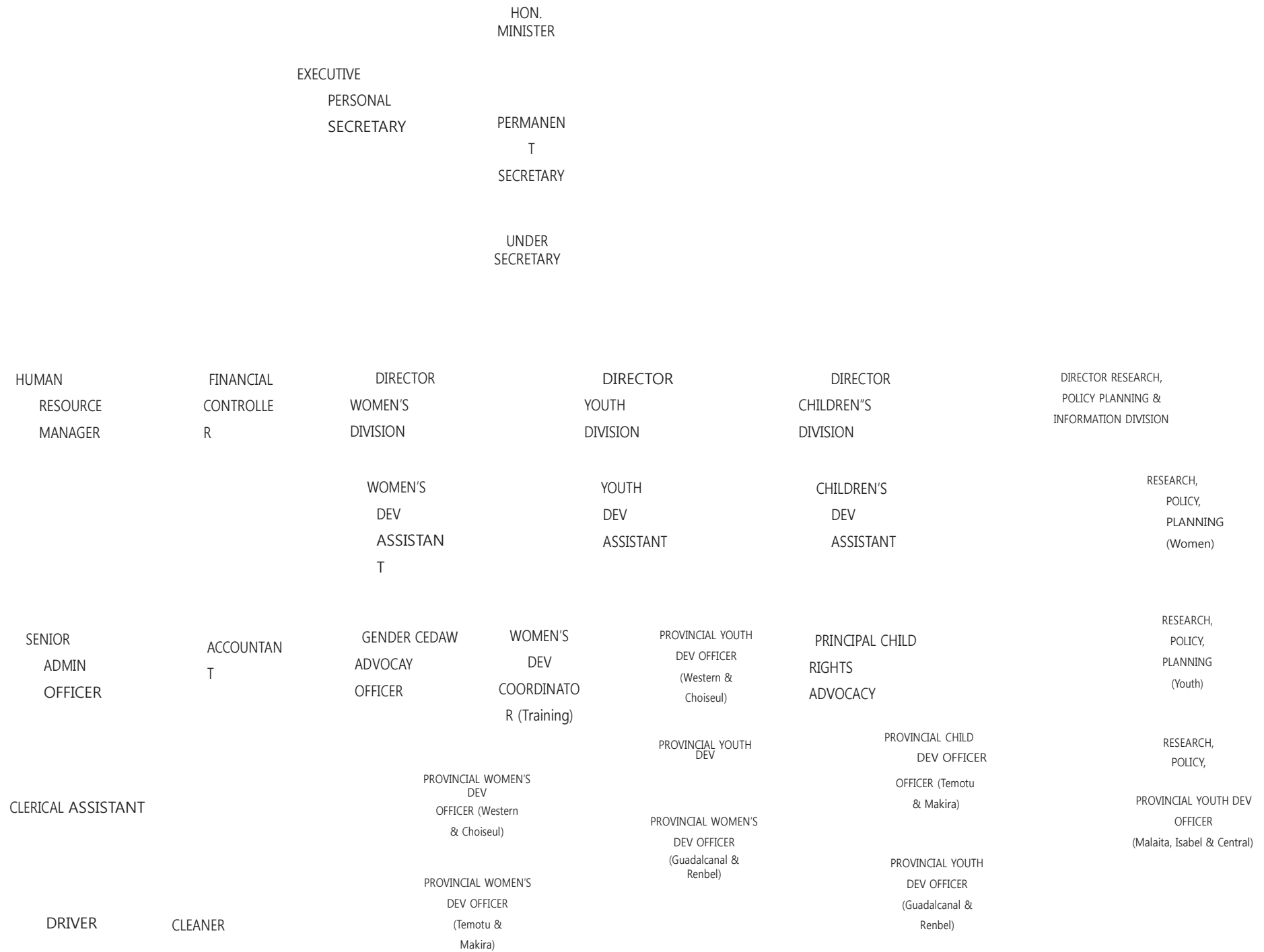
The Research, Policy, Planning & Information Division supports the other Divisions in terms of policy, planning, coordination and “information-education-communications” (IEC). The following are some of the roles played by the division:

- Establish and support effective and reliable communication networks with key stakeholders and back that network up with a reliable information/data system that government can base its policy initiatives upon, and stakeholders can use to coordinate their program assistance.
- Undertake and support research into targeted areas/issues in the Divisions of Women, Youth and Children; and
- Monitor and evaluate the implementation of government policies related to women, youth,

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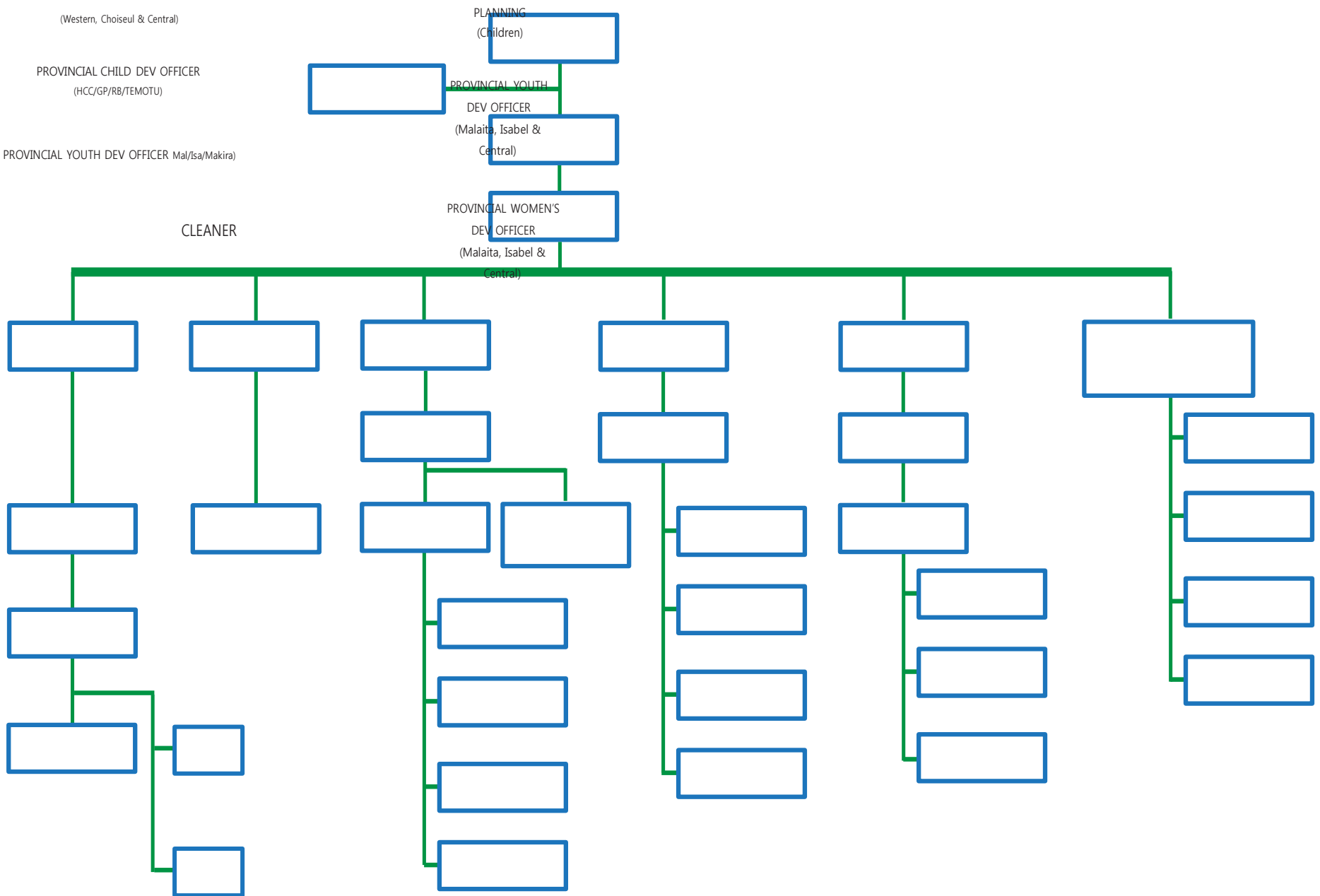
children and families; use the resulting data to advise and assist the other Divisions and stakeholders in the implementation of their policies, programs and activities.





Staffing

Staffing



WDD Staff

Positions/Levels	Responsibilities
Director (L. 12/13)	Performs the overall management and supervision of the Division as the focal point for women's Programming.
Vacant (L. 10/11)	Assist the Director as and when needed. Also looks after all the work to do with CEDAW and Gender generally.
Women's Development Assistant (Projects) L10/11	Performs the functions in relation to MWYCFA's assistance on women's projects and or income generating activities. At the moment, is also supervising CEDAW/Gender Officer.
Women's Development Coordinator (Training) L8/9	Coordinates all the women's trainings both at national and provincial level. Also assist and accompany Provincial Women's Desk Officers with their community trainings as and when
4 Provincial Women's Desk Officers (L6/7)	Responsible for provinces (Western/Choiseul, GUA-RenBel-HIR, Makira-Temotu, Malaita-Central-Isabel) in coordination,

YDD Staff

Positions/Levels	Responsibilities
Director (L. 12/13)	Performs the overall management and supervision of the Division as the focal point for Youth matters.
Deputy Youth Director (L.10/11)	Assist the Director, HCC Youth activities and Coordinates Provincial Youth
4 Provincial Youth Development Officers L6/7	Responsible for planning, coordinating, collaborating, networking, M&E

CDD Staff

Positions/Levels	Responsibilities
Director (L. 12/13)	Performs the overall Supervision of the Division as the focal point for children's Programming and The Secretariat of the National Advisory Committee on Children (NACC). Divisional Focal point for the United Nations Convention on the rights of
CD Assistant (L. 9/10)	Assisting the Director and work as the immediate secretary to the NACC
Principal Child Assistance Officer (L. 8/9)	Performs the functions of Advocacy programs of the UNCRC and being the Senior training officer and also responsible for
3 Provincial Child Desk Officers (L. 6/7)	The function of being responsible for provinces in coordination, collaboration, networking and monitoring of programs and activities within the delineated provinces

RPPID staff

Positions/Levels	Responsibilities
Director- Research, Policy & Planning; Level 12	Overall supervision of the Division and focal point for matters related to
3 Research, Policy & Planning Officers; Level 8/9	Support the Ministry and its sectoral Divisions with research, policy and planning related to their particular specialty (women,



Positions/Levels	Responsibilities
Networking & Information Officer; Level 7/8	Manage Ministry's MIS (including working with Divisions and partners to ensure data input and dissemination) and support all Ministry publications, news releases, etc.

HQ staff

Positions/Levels	Responsibilities
Permanent Secretary (PS); Level SS4	As CEO of the Ministry, execute approved policies; provides leadership, guidance, technical and professional advice to the Minister and staff in regard to the Ministry's strategic planning and management as well as administrative and operational
Executive Personal Secretary: Level 8/9	Personal Secretary for the Minister and PS; assist in other support services for the Ministry.
Under Secretary (US): Level SS2	Deputy to the Permanent Secretary, closely administers the day-to-day operational activities of the Ministry and supervises the Ministry in the absence of the PS.
Human Resources Manager (HRM); Level 12/13	Provides day-to-day management of Administration and the Ministry; responsible for the Ministry establishment and manpower, and budgeting in collaboration with Financial Controller; provides advice and guidance as per Public Service
Sr. Administrative Officer; Level 7/8	Assist the HRM in the general administration and personnel matters of the Ministry; closely supervise Clerical Assistant.
Clerical Assistant; Level 3/4	Manage the Ministry Registry and filing system; receive and dispatch mails and correspondences
Financial Controller (FC); Level 12/13	Responsible for the Ministry's accounts (budgets, committals, reconciliations and updates); provide advice on financial operational matters in regard Financial Instructions Guide.
Accountant; Level 6/7	Assists the FC (committals, accounts reconciliation and updates).
2 Cleaners; Level 2	Ensure offices are kept clean, and to help out in other office duties.
Driver; Level 2	Drive Ministry vehicles on official runs and assist in other duties.

Projected Staff Needs

As the Ministry moves its focus to the new policies, there will be some needs to re-align our staffing, whether by restructuring posts or realigning functions. Currently the Ministry is discussing: an new position for a Child Protection officer with a role similar to the gender-based violence officer, increasing the number of provincial desk officers such that there might be one for each of the three sectors for each province. Also under discussion are the creation of two posts for project, policy and training support within the youth division, the upgrading of a provincial post.

Networking for policy implementation

MWYCFA is the lead ministry to administer and implement the national policies aligned to it. In this respect, it is proper that donor funding for the implementation of those policies is directed by the Ministry. In this regard it is important that the Ministry continues to improve its capacities for receiving funds directly from donor partners rather than through secondary bodies. Government, as member of international forums and signatory to conventions and treaties, should be recognised as



such. We, as a ministry support our partners through training and advocacy on our policies and international conventions and treaties. We keep our partners informed of necessary areas of need.



The Ministry reports to the Minister regarding the policies of the Ministry. To act on these responsibilities, the staff of MWYCF (especially HQ and RPPID) have frequent scheduled and ad hoc meetings with heads of departments, and other planners, and with private sector leaders to collect data, advise on plans, etc. Reports of these meetings are presented in weekly staff meetings. Feedback from other stakeholders is obtained through formal and informal meetings of heads of departments. No formal surveys of our partners' perceptions of our services have been undertaken; none are now planned, but that may change if resources permit.

Developing synergies for Ministry and partner budgets so total resources increase. Mapping of SIG and Donor resources, such as the new Development Assistance Database (DAD) at MPAC, is a good starting point for seeing what programs and activities can be implemented in parallel or jointly, including evaluations. However, the mechanisms for coordinating planning for future budgets will be accomplished through the policy implementation mechanisms described below.

Linking SIG budget processes more closely with partners' budget processes. This is not easy as it sounds because each of our partners is likely to have their own financial period and budgeting planning calendar. However, aid is usually more predictable, so by forecasting ahead for several years our estimates of our recurrent and development budgets, and our developing, publicizing and updating our budgeting/planning calendars can help promote reallocation of financial resources to support under funded programs and activities.

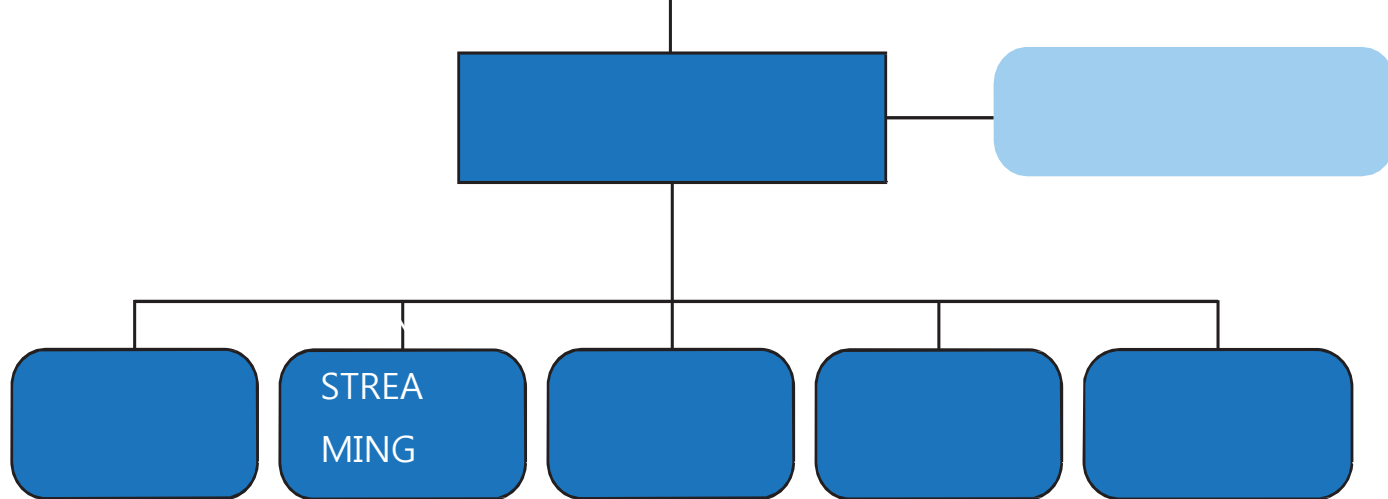
Policy

Networks

Within the above, overall, procedures, each policy that the Ministry is responsible for has its task-specific network. Presented below are summaries of each policy's network. Each network reaches across the nation, from the capital to each province, ward and community. A wide variety of stakeholders is involved at each level.

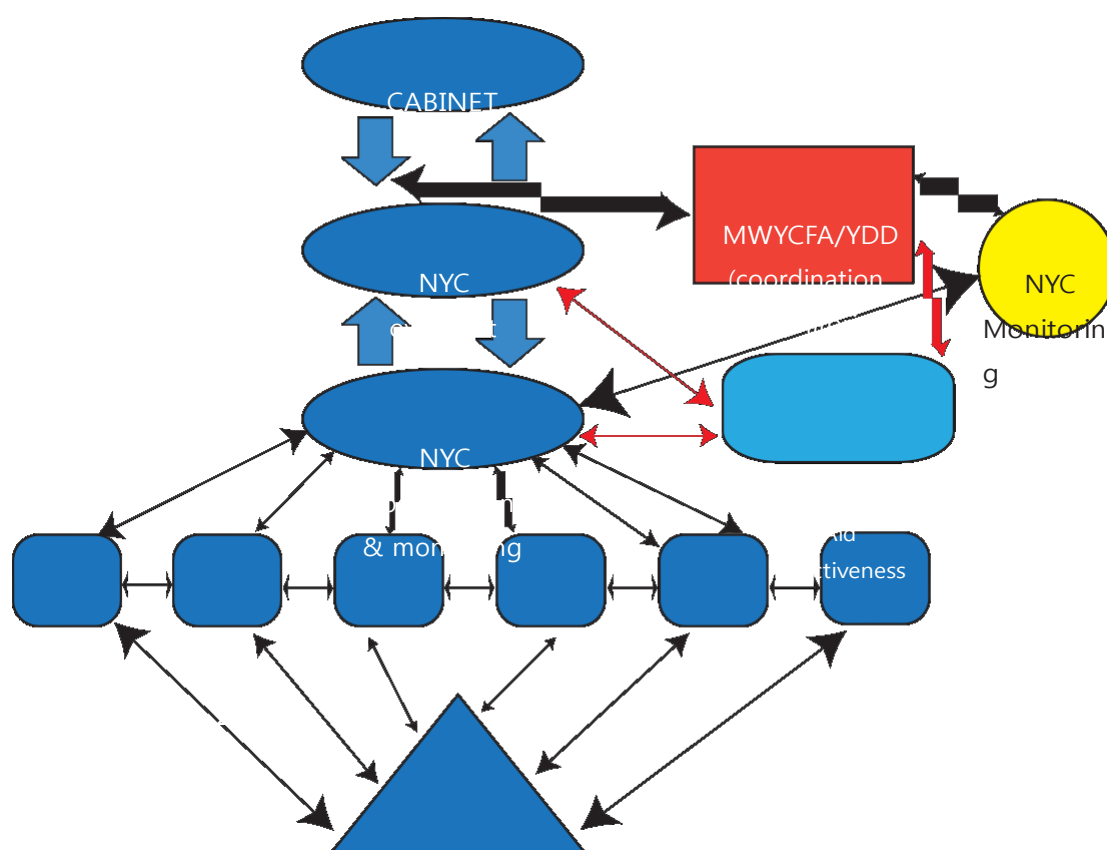
Structure for Implementing Gender Equality & Women's Development Policy

International
Obligations
Sub-
Committee

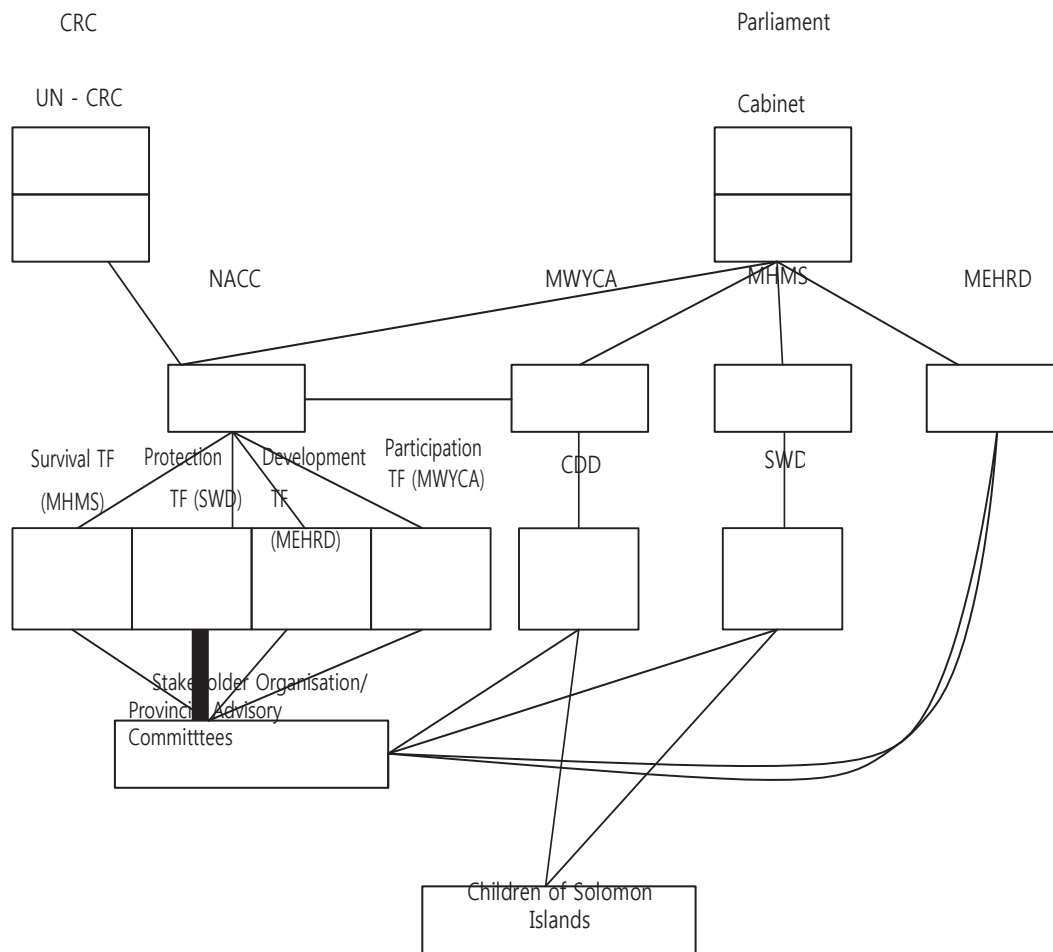


Structure for Implementing National Youth Policy

The National Youth Stakeholders Committee (NYSC) meets quarterly to coordinate cross-sector policies, programs and activities related to youth development, and to receive updates on the implementation of the policy and Strategic National Youth Action Plan. The NYSC will have sub-committees responsible for each of the 6 priority policy outcomes. The YDD and NYC support the NYSC. It is comprised of representatives of the public and private sector agencies involved in developing the nation's youth, and is chaired by the Undersecretary of MWYCFA. The members provide information, and advice on the progress of youth development programs and activities. The NYSC reports to the National Steering Committee for the National Youth Policy (NSC- NYP) at least once a year on the Action Plan as well as their coordination, monitoring and evaluation work. The NSC-NYP is the highest decision-making body for implementing this policy; it meets annually to assess the state of youth development. The NSC-NYP is comprised of the PSs of relevant Ministries—especially the Ministries responsible for Education, Health, Youth and Justice—and chaired by the Permanent Secretary of MWYCA.



Structure for Implementing National Children's Policy



The Children's Development Division (CDD) of MWYCFA works in close partnership with UN Agencies and NGOs whose mandates focus on children. The National Advisory Committee on Children (NACC) advises Cabinet on issues affecting children, coordinates the implementation of the CRC, develops advocacy materials to promote the interests and rights of the child for dissemination to the national and provincial governments, NGOs, development partners and communities. The NACC has four task forces: Survival, Protection, Development, and Participation.

MWYCFA CORPORATE PLAN 2011 - 2014

Our Resources (Our Investments) Plan

The resources needed for each of our outputs will be detailed in our annual budgets. A summary of the current estimates of the investment needs for all of the Ministry's outputs over the next four years are presented in the following table.

MWYCFA	2008 (Actual)	2009 (Actual \$)	2010 (Budget)	2011 (Est. \$)	2012 (Est. \$)	2013 (Est. \$)	2014 (Est.)
Recurrent Budget	5,972,145	5,388,333	7,567,459	9,344,984	9,625,334	9,914,093	10,211,517
Dev't. Budget	497,691	2,200,000	1,846,184	2,000,000	4,960,000	5,108,800	5,262,065
X-B Inputs*	4,780,384	11,207,150	4,326,600	6,803,374	13,676,385	14,299,176	14,933,151
Totals	11,250,220	18,795,483	13,740,243	18,148,358	28,261,719	29,322,069	30,406,733
SIG Annual Revenue Est.	1,377	1,420	1,664	1,969	2,165	2,382	2,620
MWYCFA share of SIG Recurrent budget	0.4%	0.3%	0.5%	0.5%	0.4%	0.4%	0.4%
MWYCFA share of SIG Dev't. budget	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
WDD							
Recurrent Budget	705,765	931,846	1,222,816	1,644,425	1,693,758	1,744,570	1,796,908
Dev't. Budget							
X-B Inputs				4,326,600	7,769,201	8,002,277	8,242,345
YDD							
Recurrent Budget	2,663,594	1,728,641	2,117,482	2,562,536	2,639,412	2,718,594	2,800,152
Dev't. Budget				500,000	515,000	530,450	546,364
X-B Inputs				689,382	1,250,000	1,500,000	1,750,000
CDD							
Recurrent Budget	360,354	487,570	794,560	1,304,623	1,343,762	1,384,075	1,425,597
Dev't. Budget					2,900,000	2,987,000	3,076,610
X-B Inputs					2,816,170	2,900,655	2,987,675
RPPID							
Recurrent Budget	561,105	96,953	511,035	512,029	527,390	543,212	559,508
Dev't. Budget				500,000	515,000	530,450	546,364
X-B Inputs				1,787,392	1,841,014	1,896,244	1,953,131
HQD							
Recurrent Budget	1,681,327	2,143,323	2,921,566	3,321,371	3,421,012	3,523,642	3,629,352
Dev't. Budget				1,000,000	1,030,000	1,060,900	1,092,727
X-B Inputs							

* X-B (Extra-Budgetary) inputs are resources anticipated from development partners.



Our Action Plan

MWYCFA CORPORATE PLAN 2011-2014

Strategy	Outcome/s	Activities/Comments	Indicators/Comments
2.1 Develop policies and programs that in- involve women and men in natural resource development and management, in ways that respond to women's and men's different needs.	<ul style="list-style-type: none"> • Equitable access, legal protection and ownership by women and men of land, • property rights and royalty shares in the • productive sectors 	<ul style="list-style-type: none"> • Liaise with Ministries responsible for various areas of natural resources to mainstream gender in their programs and activities. • Collaborate with NGOs to implement programs for training women in property rights and natural resources development. 	<ul style="list-style-type: none"> • GEWD-NSC reports that gender is mainstreamed in areas of natural resources. • Necessary training convened. • National Action Plan for Women's Economic Empowerment approved by GEWD-NSC.
2.2 Improve access to, and ownership of, resources and land & development opportunities by women in the productive sectors of fisheries, agriculture, forestry and minerals	<ul style="list-style-type: none"> • Full and meaningful participation of women in training & development opportunities in the productive sectors especially in agriculture and fisheries 	<ul style="list-style-type: none"> • Human rights and gender awareness-mainstreaming training for business sectors. • Assist MAL, MFF, KGA and others in training women in livelihood and business skills. • Monitor SICOPSA fund allocations for 	<ul style="list-style-type: none"> • CEDAW reports find legislation and regulations are in place to protect women's ownership rights. • Gender-sensitive training documented in training reports.
2.3 Improve access to, and legal protection and ownership of, financial resources and enterprise development opportunities for women	<ul style="list-style-type: none"> • Access to, and legal protection and ownership of, financial resources and small medium enterprises for women is approximately equal with men's access 	<ul style="list-style-type: none"> • Human rights and legal literacy training and awareness for women resource owners. • Advocate on legislative reforms to ensure women's enterprise development opportunities safeguarded. 	<ul style="list-style-type: none"> • More women know about their ownership rights. • Relevant legislation and regulations in place. • CEDAW reports find legislation and regulations are in place to protect women's ownership
2.4 Improve employment and business opportunities for women in public, private and community sectors	<ul style="list-style-type: none"> • Infrastructure developed that reduces burdens for women 	<ul style="list-style-type: none"> • Support/provide tailored training for current and potential businesswomen and livelihood/life skills training for women. • Make business information more available to & accessible by women. • Identify policy and regulatory reforms that help women in business and women entering business and work for their enactment. • Support WRC's coordinated income-generating activities and market outlets for women. 	<ul style="list-style-type: none"> • Financial literacy & small-business management training conducted. • More employment & business opportunities for women in these sectors. • More women in business. • Planned number of livelihoods and life skills training sessions conducted each year. • WRCs generate at least 80% of their income each year by end of 2014. • SIWIBA's annual reports document increased activity by organisation.

c. The NCRA government recognizes the importance to review legislative provisions to modify the legal basis for the promotion and advancement of women, including the provision of several seats for women to reach the maximum of seventy seats. These efforts will complement the GEWD policy outcome of achieving equal participation of women and men in decision-making and leadership.



MWYCFA CORPORATE PLAN 2011-2014

Strategy	Outcome/s	Activities/Comments	Indicators/Comments
3.1 Increase participation of women in political leadership, decision making, peace building at all levels, responding to women's needs and protecting their rights.	<ul style="list-style-type: none"> Increased representation of women in and as members of parliament and all provincial assemblies [MDG3] 	<ul style="list-style-type: none"> Establish and support GEWD Decision & Leadership NTF. Implement the Women In Shared Decision Making (WISDM) Work Plan (emphasising TSM, leadership training, human rights and civic education through BRIDGE Program). Engage in electoral legislative and policy reforms (including Constitution, Constituency Boundary and political party reforms) that 	<ul style="list-style-type: none"> WISDM work plan implemented and updated as planned. At least 33% female representation on boards, tribunals & other governmental bodies by end 2014. 2014 Election results for women are better than in 2006 and/or 2010.
		<ul style="list-style-type: none"> Educate the public to build community support and acceptance for reserved seats for women at national, provincial—& at community—levels. Educate the public towards voting for women in Parliament and Provincial Assemblies. Implement GEWD and NYD national policies. 	<ul style="list-style-type: none"> All provinces have policies for women. Provinces report developing policies on gender equality. TSMs' Reserved seats provision approved for Parliament and provincial assemblies.
3.2 Strengthen SINCW and MWYCFA, and coordinate donor support, to advance the WISDM program.	<ul style="list-style-type: none"> Roles and responsibilities of NWM (NCW & MWYCFA) aligned to the GEWD Policy and Action Plan. 	<ul style="list-style-type: none"> Review functions and capacity of NWM. Following Review recommendations, strengthen NWM capacity at national, provincial and ward levels. 	<ul style="list-style-type: none"> GEWD-NSC approves Review report. NWM approves new TORs and other processes. Annual reports of GEWD Decision & Leadership NTF confirm increased NWM capacities
3.3 Manage the public sectors at provincial and national levels to reduce gender disparities and bad governance.	<ul style="list-style-type: none"> Increased number of women in public sector management and leadership. 	<ul style="list-style-type: none"> Collaborate with IPAM to mentor & train women for and in senior management positions. Work with Public Service Institutional 	<ul style="list-style-type: none"> Leadership training reports. Equal number s of men and women at all levels of the public service.
3.4 Make available training opportunities for women in leadership development and training at all levels, from their community to their Parliament.	<ul style="list-style-type: none"> Increased proportion of females in administration, management, professional & technical jobs. [MDG3] 	<ul style="list-style-type: none"> With WISDM, do leadership mentoring & development training. Work with educational authorities/institutions to develop leadership development curricula. Support literacy education for women. 	<ul style="list-style-type: none"> GEWD-NSC and NSC NYP report satisfactory progress each year. Training reports document outputs. Increased number of women in administration, management, professional and technical positions.

MWYCFA CORPORATE PLAN 2011-2014

Strategy	Outcome/s	Activities/Comments	Indicators/Comments
		<ul style="list-style-type: none"> Solicit technical support from development partners to conduct leadership training such as CDI and BRIDGE. Work with MEHRD and other educational institutions to increase scholarships and trainings for women in technical areas. 	<ul style="list-style-type: none"> Literacy rates for women at least equal to men's. Gender responsive curricula in place. Increased funding for leadership development training Increased no. of scholarships for females in leadership and technical areas
3.5 Provide gender awareness and training for provincial and national decision makers.	<ul style="list-style-type: none"> CSOs advocate for gender equality, women's development and good governance. 	<ul style="list-style-type: none"> Support CSOs to lobby and help 'push' government to fulfill international obligations (CEDAW, CRC, MDGs, etc.). Coordinate and collaborate with CSOs for gender and good governance awareness and training. 	<ul style="list-style-type: none"> Gender awareness and training convened for provincial and national decision makers. DSE finds that CSOs are empowered to lobby for government to push for fulfillment of international obligations.
		<ul style="list-style-type: none"> Conduct training in gender awareness for decision makers at all levels. 	<ul style="list-style-type: none"> 2 trainings conducted per province. More women & men trained in identified areas
d. The Solomon Islands government will take positive measures to eliminate violence against women.			
4.1 Develop national commitments to eliminate violence against women	<ul style="list-style-type: none"> EVAW policy approved and EVAW NAP implemented, reviewed and updated. 	<ul style="list-style-type: none"> Conduct activities for implementation, review and update of EVAW NAP. Establish mechanisms for collaboration between stakeholders (including development partners), and for M & E and 	<ul style="list-style-type: none"> EVAW NTF makes annual report to GEWD-NSC. Peace and security programs and POA to address sexual violence in conflict situations in place/implemented.
		<ul style="list-style-type: none"> Support EVAW related legislative reform processes (with assistance from RRRT). Build capacities of Gender and EVAW focal points. Collaborate with MNURP, CSOs & other stakeholders to address issues relating to sexual violence in conflict situations. 	<ul style="list-style-type: none"> CEDAW state reports document progress in legislative reform. Reports on capacity-building training. EVAW desk working in MWYCFA. Reviewed and updated EVAW NAP approved by GEWD-NSC.



MWYCFA CORPORATE PLAN 2011-2014

Strategy	Outcome/s	Activities/Comments	Indicators/Comments
4.2 Strengthen legal frameworks, law enforcement and improve justice systems	<ul style="list-style-type: none"> Legislation enacted to improve protection against violence against women. EVAW-effective police & court policies and procedures in place and functioning. 	<ul style="list-style-type: none"> Liaise with Law Reform Commission to strengthen legal framework & law enforcement. Monitor and evaluate police & court policies & procedures. Support stakeholders (CSOs, etc.) to disseminate information & provide educational awareness on changes to the law. Provide training and education for law enforcement on the new laws & their 	<ul style="list-style-type: none"> Recommended changes approved at each level, and implemented after Parliamentary approval. Monitoring & evaluation reports indicate improved police & court protections for women. Reports of training and education indicate progress.
4.3 Conduct public awareness and advocacy	<ul style="list-style-type: none"> Attitudes and behaviours that perpetuate and support violence against women 	<ul style="list-style-type: none"> Support social marketing research and data collection that will improve the effectiveness of EVAW advocacy and awareness activities. <ul style="list-style-type: none"> Prepare and disseminate EVAW information in all provinces, in Honiara, and at community level, about what actions might be taken to reduce or eliminate VAW. Support stakeholders to establish/strengthen data collection on VAW (at all ages) to gauge 	<ul style="list-style-type: none"> An advocacy & awareness-raising action plan developed during 2011 & updated annually. Increased number of men and women informed on ways to eliminate VAW.
4.4 Strengthen and improve protective and support services	<ul style="list-style-type: none"> Improved access to protective, health & multi-sectoral support services for women & their families who experience violence. 	<ul style="list-style-type: none"> Evaluate VAW protective and support services. Support and strengthen capacity of existing VAW services including referral networks/ SafeNet. Develop new services & strengthen faith-based & community-based services for families in crisis. 	<ul style="list-style-type: none"> Social service agencies (RSIPF, MHMS, etc.) reviewed & their abilities to respond to VAW strengthened. Increased no. of trained counselors & advocates including male advocates. Data recording systems established and used in support services. VAW services, including referral services, available in provinces.
4.5 Rehabilitate and treat perpetrators	<ul style="list-style-type: none"> Interventions to change the behavior of perpetrators developed and supported. 	<ul style="list-style-type: none"> Develop behavioural management & rehabilitation programs for perpetrators. Conduct training for men as perpetrator rehabilitation and treatment workers. 	<ul style="list-style-type: none"> Reduction in repeat VAW offending Increased number of perpetrators taking responsibility for their violent behaviour & sustaining behaviour change.

MWYCFA CORPORATE PLAN 2011-2014

Strategy	Outcome/s	Activities/Comments	Indicators/Comments
		<ul style="list-style-type: none"> • Support identified strategies for community- based interventions including traditional practices. • Provide counseling easily accessible sessions & group programs for perpetrators that run in parallel with VAW victims' programs. • Incorporate specific provision for referrals in new legislations. • Work to reform legislation to make specific provision for referral to perpetrator programs, either as part of the protection order process or, in the criminal context, as a condition of sentencing or bail. • Develop information and evaluation systems to provide evidence on reduction of VAW. 	<ul style="list-style-type: none"> • Information & evaluation systems established & used by stakeholders and others. • Increased availability of & access to interventions for perpetrators and others. • Increased numbers of men working in rehabilitation & treatment programs for perpetrators. • Increased number of trained specialist counselors. • Legislation reformed to provide for referral to perpetrator programs and programs for perpetrators in place.
4.6 Work with men to end violence against women	<ul style="list-style-type: none"> • Men are partners with women to end men's violence against women. 	<ul style="list-style-type: none"> • Establish and support partnership between men's & women's groups. • Conduct training for men on gender equality & men's responsibility as role models to eliminate VAW. • Support men's participation in civic education activities such as White Ribbon campaign at all levels. • Ensure more male members in the EVAW NTF. 	<ul style="list-style-type: none"> • Reduced VAW recidivism. • Partnership program established. • Reports to EVAW NTF on training conducted • No. of male participants in education activities increases. • Men comprise at least 30% (and not more than 50%) of EVAW NTF.
<p>e. Provisions in reviewing the present women organisations like the National Council of Women (NCW) and the Young Women's Christian Association (YWCA) will be pursued to be more proactive in initiating development programs that will directly benefit women. Greater emphasis will also be directed at developing and promoting church oriented women's groups like the "Mothers Union", "Dorcas Welfare Society", and similar women organizations so as to direct the focus more on women helping themselves. The NCRA government recognizes that policy consideration for gender balance will focus in increasing institutional strengthening and capacity building in gender development through urban and rural development initiatives. The Solomon Islands government will take positive measures towards increased capacity within the nation for gender mainstreaming.</p>			
5.1 Embed CEDAW articles into legislative and statutory reforms and policy initiatives across governments.	<ul style="list-style-type: none"> • CEDAW articles embedded into legislation and policies. 	<ul style="list-style-type: none"> • Liaise with Law Reform Commission to embed CEDAW into legislation and policies. • Liaise with Ministries to embed CEDAW into their policies. 	<ul style="list-style-type: none"> • CEDAW articles embedded into legislations and policies across governments. • CEDAW articles embedded in policies across all of government by 2014.

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MWYCFA CORPORATE PLAN 2011-2014

Strategy	Outcome/s	Activities/Comments	Indicators/Comments
5.2 Assess capacities and strengthen the National Women's Machinery (NWM) in policy advocacy, gender awareness, gender training and gender analysis.	<ul style="list-style-type: none"> Strengthened, proactive and dynamic National Women's Machinery (MWYCFA/WDD and SINCW). 	<ul style="list-style-type: none"> Training of NWM on policy advocacy, gender awareness, gender advocacy, gender analysis. Review NCW, and YWCA. 	<ul style="list-style-type: none"> Tests/assessments show that NWM's capacity improved and strengthened in service delivery to women & families throughout Solomon Islands. GEWD-NSC approves NCW and YWCA reviews.
5.3 Establish & manage a Gender Management Information System (GMIS) in MWYCFA.	<ul style="list-style-type: none"> Competent gender advocates, gender trainers and gender analysts in MWYCFA & key government offices. 	<ul style="list-style-type: none"> Train the Gender Analysts in MWYCFA & key government offices. Establish Gender MIS in MWYCFA & in key government offices. 	<ul style="list-style-type: none"> Gender analysts trained to GEWD-NSC standards. Gender MIS in MWYCFA and key government offices are operating.
5.4 Establish gender desks as a priority in the MOF (gender budgeting and national statistics), MNPAC (Gender Planner), and the PMO (Gender Policy).	<ul style="list-style-type: none"> Management Information Systems integrated across government agencies to agreed gender statistics and information. 	<ul style="list-style-type: none"> Liaise with key Ministries and PSC to establish Gender Desks. 	<ul style="list-style-type: none"> Gender Desks (Gds) established in MOF, MNPAC & PMO.
5.5 Support women's development, gender awareness, leadership development and livelihood programs at the provincial, community and village levels.	<ul style="list-style-type: none"> Systematic collection of sex disaggregated information across the whole of government, in household surveys & in national census compiled or collated at MWYCFA. 	<ul style="list-style-type: none"> Train women's groups to collect sex-disaggregated information in their own sectors and compile data at MWYCFA. Support CSO activities (including those by FBOs) for women's development. 	<ul style="list-style-type: none"> Sex disaggregated information available at MWYCFA. Reports on and/or evaluations of grants to CSOs/NGOs (including FBOs).
5.6 Conduct a public sector-wide stock-take of capacities for gender mainstreaming.	<ul style="list-style-type: none"> Baseline information for capacity building in gender mainstreaming compiled at MWYCFA. 	<ul style="list-style-type: none"> Conduct public sector wide stock-take of capacities for gender mainstreaming and compile resulting data. 	<ul style="list-style-type: none"> Baseline information for capacity building in gender mainstreaming available at MWYCFA.
f. The Solomon Islands government will take positive measures to effectively monitor and evaluate GEWD policy outcomes.			
6.1 Establish the National Steering Committee on Gender Equality & Women's Development to meet quarterly.	<ul style="list-style-type: none"> National development plans and strategies incorporate GEWD policy outcomes and performance outputs. 	<ul style="list-style-type: none"> Establish GEWD NSC and support its quarterly meetings. Establish and support GEWD NTFs. 	<ul style="list-style-type: none"> NSC on GEWD established and quarterly meetings convened as stipulated in the GEWD Policy.
6.2 Quarterly reports on progress of policy outcomes compiled by MNPAC.	<ul style="list-style-type: none"> Effective monitoring of implementation progress of Policy Outcomes. 	<ul style="list-style-type: none"> Report quarterly to GEWD-NSC on GEWD policy outcomes. 	<ul style="list-style-type: none"> Quarterly Reports.
6.3 Annual Reports to Cabinet on the implementation of the GEWD policy by the NSC and MWYCFA.	<ul style="list-style-type: none"> Systematic and timely reporting across government and parliamentary debate on GEWD Policy. 	<ul style="list-style-type: none"> Prepare MWYCFA's, and help GEWD-NSC to compile its, GEWD Policy annual report. 	<ul style="list-style-type: none"> Annual Reports on the Implementation of the GEWD Policy submitted to cabinet on a timely manner.

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MWYCFA CORPORATE PLAN 2011-2014

Strategy	Outcome/s	Activities/Comments	Indicators/Comments
6.4 Establish GDs to incorporate and monitor policy outcomes in MoF (gender budgeting), in the MDPAC (gender planning) and in the PM's	<ul style="list-style-type: none"> MWYCFA recognised as the primary depository of reliable and accessible information on women's development and gender equality in Solomon islands 	<ul style="list-style-type: none"> Establish Gender Desks in key Ministries. Gender desks monitor implementations of GEWD Policy outcomes in their own sectors. 	<ul style="list-style-type: none"> Gender desks established in key Ministries. MWYCFA's MIS used by CSOs, other Ministries and the public.
6.5 Establish a Parliamentary standing committee to consider and bring before Parliament reports on the GEWD policy, and state treaty obligations on CEDAW.	<ul style="list-style-type: none"> A consultative mechanism for Parliament to make informed decision on Gender and Women's Development. 	<ul style="list-style-type: none"> Work with WISDM & Parliament to establish Parliamentary Standing Committee (PStC) on GEWD & CEDAW. Help PStC to bring before Parliament reports on GEWD Policy & State Obligations on CEDAW. 	<ul style="list-style-type: none"> PStC on GEWD Policy & CEDAW established. Reports on GEWS Policy and State obligations on CEDAW brought before Parliament.
6.6 Compile the UNCSW report & periodic CEDAW reports, with government and CSO inputs for NSC consideration and then submission to Cabinet.	<ul style="list-style-type: none"> Systematic and timely CEDAW reporting across government and parliamentary debate on CEDAW. 	<ul style="list-style-type: none"> Complete government's CEDAW implementation and reporting processes. Support CSOs in preparing CEDAW Reports. 	<ul style="list-style-type: none"> Initial, First and Second Periodic CEDAW reports completed in 2011. Plans for Third Periodic report approved by end 2014.
6.7 Review the implementation of the GEWD Policy and Action Plan in the first quarter of 2012; review completed by end of third quarter of 2012	<ul style="list-style-type: none"> A revised Plan of Action 2013-2015, 	<ul style="list-style-type: none"> Carry out review consultation in national and Provincial level. 	<ul style="list-style-type: none"> Revised GEWD Plan of Action 2013-2015 approved by Cabinet.

<p>Policy Issue 4: Children & Youth Development: The NCRA Government will also strengthen established youth organizations (i.e., Boys Scout, Girls youth scout and church through Institutional strengthening and capacity building in close collaboration with NGO's, Churches and appropriate groups) also government bodies. This would be promotion of recreational facilities like sports. Emphasis will also be directed at encouraging the include t various sporting bodies in the country to organize sporting & er related cultural activities and competition. The National Youth Congress will be revived and the role of the Commonwealth Youth</p>			
<p>Promote the development of Solomon Islands youth to achieve their full potential through a range of programs and activities that offer choices and assist them to make informed decisions about their futures and their roles and responsibilities in the political, social and economic development of Solomon Islands.</p>			
<p>Protect and develop the interests and rights of our children regardless of age, gender, religion, ethnicity or cultural background. Ensure that these rights are acknowledged and promoted, and that children grow into responsible citizens.</p>			
<p>1. Improved and equitable access to education, training and employment opportunities for young women and men. (Youth and Career Pathways)</p>			

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Strategy	Outcome/s	Activities/Comments	Indicators/Comments
1.1 Actively promote gender equitable access to education, training and employment opportunities.	<ul style="list-style-type: none"> Ratio of females to males entering and completing secondary school within 5 percentage points of parity. 	<ul style="list-style-type: none"> Monitor, with RPPID & MEHRD, gender equitable access to education and training. Promote to MEHRD, schools, education authorities and the like, gender equitable access to education & training. Monitor, with NSO, CBSI, MCL and SICCI the ratio of female to male employment 	<ul style="list-style-type: none"> Data received have shown an improved gender equitable access to education and training. CBSI/NSO/ILO data show equitable employment opportunities for women and men.
1.2 Strengthen skills-oriented training in formal and non-formal environments.	<ul style="list-style-type: none"> Ratio of females to males successfully completing scholarships increased. 	<ul style="list-style-type: none"> Monitor with MEHRD (NTU, TVET) ratio of male to females successfully completing scholarships. 	<ul style="list-style-type: none"> MEHRD/NSO shows more females will or successfully complete their scholarships
1.3 Promote initiatives that have a proven track record (i.e., known good practices) for assisting young people to start small business	<ul style="list-style-type: none"> Numbers of young women & men in vocational training increases faster than population. 	<ul style="list-style-type: none"> Monitor with MEHRD and TVET for number young men and women attending vocational training. 	<ul style="list-style-type: none"> MEHRD/NSO data show more young men and women in vocational training.
1.4 Provide special youth entrepreneurship programs for young women and men with disabilities, especially in small-scale income-generating projects.	<ul style="list-style-type: none"> Increased number of young people with disabilities employed, whether in micro-enterprises, agriculture, forestry, fisheries, trading, etc. 	<ul style="list-style-type: none"> Consult and monitor with NSO, MHMS (CBR), SICCI and MCL of number of young people with disabilities whether in micro-enterprises, agriculture, forestry, trading etc. Using the Convention on the Rights of Persons with Disabilities and national policies on disability, sensitise stakeholders to employment needs of youths with special 	<ul style="list-style-type: none"> DPSI/MCII/NSO data show proportion of young people with disabilities in micro-enterprises, agriculture, forestry, trading etc. is equal to their share of population.
1.5 Facilitate the creation of opportunities for youth participation in businesses— especially in agribusiness, fisheries, tourism, the environment & natural	<ul style="list-style-type: none"> Increased number of employed young people, whether in micro-enterprises, agriculture, forestry, trading, etc. 	<ul style="list-style-type: none"> Develop concept paper on youth participation in socio-economic development/income- generating projects. 	<ul style="list-style-type: none"> Concept paper endorsed by MCL and relevant stakeholders.
		<ul style="list-style-type: none"> Consult with provincial & national Ministries, NGO partners, etc., to assess small income generating projects for youth groups in rural communities. 	<ul style="list-style-type: none"> CBSI/NSO data show rural business activity has increased. Such data also indicate an increase in small income activities by rural youth
2. Increased and equal opportunities for young women and men to participate in decision-making and leadership. (Youth and Governance)			



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Strategy	Outcome/s	Activities/Comments	Indicators/Comments
2.1 Create enabling environment for youths to participate in planning, decision-making, implementing, leading, monitoring & evaluating development opportunities.	<ul style="list-style-type: none"> Ratio of females to males in decision-making positions in government and non-government sector improves. 	<ul style="list-style-type: none"> Draft Provincial Youth policies and set up Provincial Youth Councils (PYCs) in 4 remaining provinces (HCC, MUP, RenBel and Malaita). Support implementation of approved PYPs. 	<ul style="list-style-type: none"> Evaluations show that these four function as designed. Independent assessments affirm that PYPs align with the NYP.
2.2 Create and strengthen consultative mechanisms for involving young women and men in planning, leading and implementing programs that contribute to national development	<ul style="list-style-type: none"> Increased numbers of young women & men involved in decision making forums, at national, provincial and community levels. 	<ul style="list-style-type: none"> Support and establish a forum for young women and men at national, provincial and Area council level to contribute to the government, national development plan. 	<ul style="list-style-type: none"> Recorded increase of young women and men in decision making all level.
2.3 Encourage & facilitate equal opportunity access for disabled youths to a wide range of health, education, political, leadership training & employment opportunities.	<ul style="list-style-type: none"> Youth with special needs participate in various opportunities at rates comparable to their proportion of the population. 	<ul style="list-style-type: none"> Promote the equal opportunity access by disabled youths in employment, training, leadership, etc. Work with CBR and other stakeholders to implement and monitor such equal opportunity access. 	<ul style="list-style-type: none"> CBR collects data on youth with special needs. Available data shows improved participation by youth with special needs in a wide range of activities.
2.4 Foster and encourage young women' and men's participation in policy and leadership training, including on-the-job training.	<ul style="list-style-type: none"> Increased number of youth organisations and their membership—in all provinces. 	<ul style="list-style-type: none"> Develop guidelines for supporting youth organisations, groups & communities. <ul style="list-style-type: none"> Provide funding support to youth organizations & groups and communities to promote youth 	<ul style="list-style-type: none"> Number of registered youth organisations increases and their membership increases.
		<ul style="list-style-type: none"> Promote & organize Youth Parliament & mini Youth Assembly (or youth forum) at international, national, provincial and community levels. Support leadership training for employed youths, community workers and advocates. 	<ul style="list-style-type: none"> Increase young people participation in the YP and forum Increase young people's knowledge about Parliamentary standing orders and other procedures. Young people involve

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Strategy	Outcome/s	Activities/Comments	Indicators/Comments
2.5 Facilitate leadership and other opportunities for young people to acquire critical awareness and knowledge of government, business and civil society and their roles in democratic society.	<ul style="list-style-type: none"> National & provincial youth forums (themed or otherwise) are held on a regular basis, reported on regularly, & the minutes of such forums distributed to participants & key stakeholders. 	<ul style="list-style-type: none"> Promote youth leadership through National Youth Award (NYA). Establish association of NYA recipients. Convene national summit for youth leaders and stakeholders. Support uniformed youth organisations in youth leadership training. 	<ul style="list-style-type: none"> Increased nominations received for the award nationwide.
	<ul style="list-style-type: none"> Increase in young Solomon Islanders taking leadership roles in international, national, provincial and community level. 	<ul style="list-style-type: none"> Organise relevant leadership training workshop at different level of the community. Promote and engage youths in JICA –Ship World Youth (SWY) program and CYP-RYC program 	<ul style="list-style-type: none"> Recorded increase number of young women and men participated in the leadership workshop. Number of Youths participating in the SWY and CYP/RYC programs increases
	<ul style="list-style-type: none"> Increased youth involvement and participation in celebrations of community and 	<ul style="list-style-type: none"> Organise and participation of young women and men in memorable events as Youth international Day, Commonwealth Day and 	<ul style="list-style-type: none"> Recorded increased number of young women and men during the events.
3. Youth and health improved through equitable access to health services for young women and men. (Youth and Wellbeing)			
3.1 Develop positive health education programs, partnerships & activities that promote healthy lifestyles among young people, with a focus on mental health & youth well-being, sexual & reproductive health (including STIs, HIV/AIDS) &	<ul style="list-style-type: none"> Increased availability of information on key health themes for youth in all provinces. 	<ul style="list-style-type: none"> With MHMS guidance, liaise with provincial health authorities, NGO stakeholders and organize health awareness programs & activities in provinces. Work with MHMS to mainstream youth health issues within MHMS programs, plans and policies—and their data collection. 	<ul style="list-style-type: none"> MHMS data is sex & age disaggregated.
3.2 Promote healthy families through effective communication, understanding & interaction between young individuals & their families & communities in	<ul style="list-style-type: none"> Improved access to quality health care for young women and men. 	<ul style="list-style-type: none"> Advocate for the availability of health facilities accessible by all youths such as Youth friendly health services in rural clinics & Health Centers. Support MHMS efforts to improve youth health. Support WDD efforts to reduce and eliminate gender-based violence 	<ul style="list-style-type: none"> Quality health services are provided to meet the health needs of young women and men.



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Strategy	Outcome/s	Activities/Comments	Indicators/Comments
4.2 Establish or develop mechanisms at both national and community levels that help prevent conflict and help rehabilitate those young people who have violated the law.	<ul style="list-style-type: none"> The quality of youth rehabilitation programs is improved. 	<ul style="list-style-type: none"> Support and encourage public speech contest in national schools at national and province level. Revisit and initiate signed agreement for the next phase UNDP funded youth and peace project. Work in close collaboration with SWD, FBOs and Prison service to rehabilitate 	<ul style="list-style-type: none"> Tourism data shows increased number of art activities for youth & increasing numbers of youth participating in those activities. Improved participation and involvement of youths of targeted communities in peace building efforts. Re-offending rate for youths
	<ul style="list-style-type: none"> Increased opportunities for youth to participate in peace-building—through sports, arts, business, community work, church work, youth groups etc. 	<ul style="list-style-type: none"> Youths encouraged to participate in organized sports, arts, business, community, church and youth group work. Support Peace Day initiative. 	<ul style="list-style-type: none"> The young people are busy in social activities and peace-building and have no time for criminal activities.
4.3 Complement peace & reconciliation, respect & understanding activities by facilitating young people's creative & innovative expression through	<ul style="list-style-type: none"> Programs for strengthening families that have been proven are scaled up to reach more youths in all provinces. 	<ul style="list-style-type: none"> Support and conduct family life seminars for youths at different level in the community. 	<ul style="list-style-type: none"> Family strengthening program evaluations find them be effective. Funding for such programs increase.
	<ul style="list-style-type: none"> No repeat of social unrest in Solomon Islands. 	<ul style="list-style-type: none"> With RSIPF and MNURP, monitor peace & order situation in SI, with a particular focus on youth as victims or perpetrators and as peace- builders. 	<ul style="list-style-type: none"> Regular P&O report to PS & Minister. RSIPF has sex and age disaggregated database for youth in conflict with the law.
	<ul style="list-style-type: none"> Reduction in youth crime rates 	<ul style="list-style-type: none"> Work with RSIPF to identify ways to help youth resist crime. 	<ul style="list-style-type: none"> Crime rates for people under 20 go down.
	<ul style="list-style-type: none"> Reduced juvenile delinquency 	<ul style="list-style-type: none"> Research ways to reduce juvenile delinquency (JD). Work with businesses and donor partners to design and implement more activities that attract JDs. 	<ul style="list-style-type: none"> Database and programs to reduce JD designed
	<ul style="list-style-type: none"> Increased counseling available to youths, whether due to trauma from the Tensions or from the many pressures that affect youth. 	<ul style="list-style-type: none"> Encourage school and institutions to provide counseling to youths on many pressures that might affects them. 	<ul style="list-style-type: none"> The youths will better cope with stressful events in their life.
5. Increased number of young people promoting sustainable development (SD). (Youth and Sustainable Development)			

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Strategy	Outcome/s	Activities/Comments	Indicators/Comments
5.1 Promote awareness about the need to protect the natural and cultural environments across the Solomon Islands.	<ul style="list-style-type: none"> Increased training of youths in Sustainable Development. 	<ul style="list-style-type: none"> Collaborate with SIDT and other stakeholders to raise awareness on Sustainable Development amongst rural youths. Measure/survey existing sustainable 	<ul style="list-style-type: none"> Increased number of youths trained in SD.
5.2 Establish youth-led actions in environmental conservation in urban & rural areas.	<ul style="list-style-type: none"> New opportunities and increased support for youth-led action on Sustainable Development provided. 	<ul style="list-style-type: none"> Develop and implement a program to support youth groups that advocate for a clean & sustainable environment. 	<ul style="list-style-type: none"> YDD records at least one new opportunity in each province annually.
5.3 Encourage and support youth in taking responsibility for their environment through their own	<ul style="list-style-type: none"> Solomon Islands meets or exceeds environmental aspects of MDGs. 	<ul style="list-style-type: none"> Monitor, with MEC, the nation's progress on MDG 7. 	<ul style="list-style-type: none"> MDG targets being met.
	<ul style="list-style-type: none"> Fishing & logging are done at sustainable rates—this will generally mean a reduction in logging & in some kinds of fishing. 	<ul style="list-style-type: none"> Monitor, with MFF, the sustainable rates of fishing and logging and report in annual report. 	<ul style="list-style-type: none"> Independent assessments show that fishing & logging are occurring at sustainable rates.
6. Improved capacity to implement the National Youth Policy. (Youth Mainstreaming)			
6.1 Assess capacities of the MWYCFA and its Youth Development Division (YDD) and youth stakeholder groups responsible for implementation of this policy.	<ul style="list-style-type: none"> MWYCFA and YDD are able to and do coordinate NYP implementation 	<ul style="list-style-type: none"> Organize & conduct Youth Mainstreaming workshops to align PYPs to the NYP nationwide. Review & assess NYC organisation and situation. 	<ul style="list-style-type: none"> Workshop, survey or other reports show that different stakeholders have incorporated NYP into their plans and programs. NYC assessment accepted by MWYCFA.
6.2 Based on the capacity assessments, build the capacity of YDD and other stakeholders to become more responsive to the needs and aspirations of young women and	<ul style="list-style-type: none"> NYC partnership with YDD in coordinating the implementation of NYP strengthened. 	<ul style="list-style-type: none"> Support and implement the National Youth Policy both national and provincial level. 	<ul style="list-style-type: none"> The NYP was coordinated and implemented as schedule.
	<ul style="list-style-type: none"> Number of other Ministries' plans, programs and policies that support and/ or involve youth increases. 	<ul style="list-style-type: none"> Conduct mainstreaming program for SIG ministries to enhance their knowledge of the concept. 	<ul style="list-style-type: none"> There is a marked cooperation among SIG Ministries once the concept is understood. All Ministries maintain sex and
	<ul style="list-style-type: none"> Regular assessment of private sector youth programs undertaken by the NYSC 	<ul style="list-style-type: none"> Organise meeting with ILO, SICCI, MCL and youth stakeholder for drafting of SI NAPYE. 	<ul style="list-style-type: none"> SI NAPYE approved, funded and implemented.

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Strategy	Outcome/s	Activities/Comments	Indicators/Comments
8.2 The minimum age for criminal responsibility will adhere to internationally accepted standards, and juvenile justice protection will be accorded to all children up to the age of 18.	<ul style="list-style-type: none"> The eligible age for marriage without parental and/or judicial consent will be raised from 15 years to 18 years, and the minimum age for employment will be raised from 12 years to 18 years. 	<ul style="list-style-type: none"> Advocate the establishment of appropriate support for children who are in contact with the law and for the courts to be child friendly. Review criminal, marriage & divorce laws and submit to government recommendations for reforms. Awareness raising on relevant legislation &/or changes to legislation. 	<ul style="list-style-type: none"> Criminal law and marriage/divorce law updated to implement CRC.
8.3 An independent and effective national mechanism will be established to monitor the implementation of the CRC, to investigate and deal with complaints from or regarding children, and to provide remedies for violations under the CRC.	<ul style="list-style-type: none"> Children's Ombudsman, Child Rights Commission or other body monitors, informs, advocates and coordinates actions for children, including child protection. 	<ul style="list-style-type: none"> Obtain NACC endorsement of concept of independent body & type(s) of body(-ies) to be considered. Study options and costs for additional independent mechanisms to monitor child rights in SI. Based on study, recommend new and/or modified body(-ies). Advocate for the Solomon Islands' accession to CRC Optional Protocols. Work with MEHRD and schools to integrate legal literacy and child rights into curricula. Coordinate with NGOs & media for public awareness programs concerning the rights of 	<ul style="list-style-type: none"> Decision by NACC on body(-ies) to be studied. Recommendations by NACC. Appropriate amendments made to relevant laws. "Child Rights Commission" or equivalent established. Children understand their rights and responsibilities as citizens. MOU approved for Inter-Agency Working Group (IAWG) & Task Force Against Commercial Sexual Exploitation on Children (TACSEC). CRC Optional Protocols ratified by Parliament.
8.4 By 2015 all births will be registered.	<ul style="list-style-type: none"> From 2016, all births in Solomon Islands are registered. 	<ul style="list-style-type: none"> Promote registration of all children Support inter-agency collaboration 	<ul style="list-style-type: none"> 80% of births registered. MOU signed between relevant agencies
9. Child Development.			
9.1 Review matrimonial property laws and social security to ensure that particular groups of children with special needs such as those born out of wedlock, neglected, displaced, or deserted, are assisted and their status	<ul style="list-style-type: none"> Updates to Marriage and Divorce and Inheritance legislation enacted. 	<ul style="list-style-type: none"> Desk review of existing matrimonial, property and social security legislation, policies and programs. Advocate for legislative changes recommended by review. 	<ul style="list-style-type: none"> Review recommendations approved by Cabinet.

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Strategy	Outcome/s	Activities/Comments	Indicators/Comments
9.2 Ensure that by 2015 all children in Solomon Islands (girls and boys alike) are able to complete a full course of free primary education.	<ul style="list-style-type: none"> All children are able to complete a full course of free primary education. 	<ul style="list-style-type: none"> Encourage the collection of, and monitor, primary education data by gender, special need and age and inform policy makers. Raise awareness of child right to education in schools and teachers college—including children with disabilities and special needs. 	<ul style="list-style-type: none"> 100% of primary age children enrolled in primary school. Children with special needs enrollments increase. CRC included in school curriculum and teacher training manual.
9.3 Expand and improve the coverage and quality of Early Childhood Education.	<ul style="list-style-type: none"> Early Childhood Education (ECE) available to over 50% of our nation's children. 	<ul style="list-style-type: none"> Advocate to community & provincial decision- makers pre-schools and/or Kindergartens to be available to all. 	<ul style="list-style-type: none"> 90% of pre school age children enrolled and number of facilities increased
9.4 Young girls have equal access to enrol- ment at TVET & NFE centres. Strengthen existing non-formal education and/or training institutions and develop new ones as appropriate to meet emerging needs.	<ul style="list-style-type: none"> TVET/NFE programs are stronger and girls are at least 20% of enrollees on average. 	<ul style="list-style-type: none"> Monitor enrollment & cohort data on age, gender, subject matter (course) and special need of TVET/NFE students. Promote the construction TVET/NFE facilities in provinces 	<ul style="list-style-type: none"> 50% of girls enrolled in TVET/NFE.
9.5 The government will assist right holders (children) and duty bearers (parents or guardians) who have disabilities, and their communities so that they are	<ul style="list-style-type: none"> All disabled children in rural areas are able to access services for people with disabilities. 	<ul style="list-style-type: none"> Through advocacy, networking and lobbying, encourage and support the strengthening of services for people with disabilities. 	<ul style="list-style-type: none"> MOU sign with relevant agencies and donor partners Accessible services for children with disability in provinces.
9.6 Children with disabilities in all commu- nities will be encouraged to integrate into the regular education system.	<ul style="list-style-type: none"> All disabled children who are capable to do so, attend the regular education system. 	<ul style="list-style-type: none"> Work with MEHRD & MHMS to integrate children with disabilities. Promote CRC awareness for child right to education in communities. 	<ul style="list-style-type: none"> Increase number of children with disability attend regular education system.
10. Child Survival			
10.1 All children have the right to basic health care, including improved sanitation in both rural and urban areas. All health-care facilities address the needs of adolescent mothers. Strategies to deal with adolescent health issues are	<ul style="list-style-type: none"> Adolescent reproductive health services available through all health care facilities 	<ul style="list-style-type: none"> Promotion of healthy style of life in communities. Advocate for the strengthening of adolescent reproductive health service. Collaborate with relevant agencies and donor partners to develop plans and programs for child/adolescent friendly 	<ul style="list-style-type: none"> Child and youth friendly clinic establish in provinces % of adolescent mothers access health services

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Strategy	Outcome/s	Activities/Comments	Indicators/Comments
10.2 By 2015 Solomon Islands has achieved the following UN Millennium Development Goals (MDGs): Reduce child mortality &	<ul style="list-style-type: none"> Child mortality reductions and maternal health improvements meet MDG targets. 	<ul style="list-style-type: none"> Advocate and encourage plans and policies to achieve MDGs 4 & 5. 	<ul style="list-style-type: none"> MDGs 4 & 5 met by end of 2015.
10.3 Solomon Islands will develop a poverty-avoidance and -reduction strategy,	<ul style="list-style-type: none"> Solomon Islands poverty policy approved by Cabinet and ready for implementation. 	<ul style="list-style-type: none"> With stakeholders, develop measures to reduce the poverty of disadvantaged children whose families by circumstance are living in poverty. 	<ul style="list-style-type: none"> Poverty avoidance report submitted to cabinet
11. Child Participation.			
11.1 Develop and strengthen systems at different levels to encourage children to express their views and opinions on development issues that are of	<ul style="list-style-type: none"> MWYCFA holds annual children's forum and encourages child clubs at schools and communities. 	<ul style="list-style-type: none"> Through stakeholders, like Save the Children, help children to form Child Clubs at community level and an umbrella bodies at provincial and national level, build their capacities to participate at the matters that affect their 	<ul style="list-style-type: none"> Child clubs in more than one-third of villages by 2014. Children's forum held annually.
11.2 Children will be encouraged to participate in, for examples, creative arts, sports, recreation, and cultural activities, as these activities help them to learn toleration.	<ul style="list-style-type: none"> Child arts, sports and cultural activities expand in all provinces. 	<ul style="list-style-type: none"> Support MEHRD, schools and CSOs (incl. FBOs) programs in arts & culture, sports & recreation for children. Through IEC materials and activities such as Children's International Day, promote sports & recreation and arts & culture to children. 	<ul style="list-style-type: none"> Standard practices for child participation in arts & culture, sports & recreation adopted & applied by at least half of primary schools by 2015. Data from MEHRD, Sports Division of MHA and MC&T show an increase in arts &
11.3 Pursue other meaningful programs for children that will help them to contribute to nation building.	<ul style="list-style-type: none"> Children are able to participate in most school management committees. 	<ul style="list-style-type: none"> Coordinate children's forum/conferences. Promotion of child right to participation initiated in existing organizational structures. 	<ul style="list-style-type: none"> Data from MEHRD show that child participation in school committees increases. Survey shows sustainable systems working at different levels to promote
12. Planning for Children.			

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Strategy	Outcome/s	Activities/Comments	Indicators/Comments
12.1 This policy recognizes the important roles that all Ministries, NGOs, enterprises and individuals provide to protect children and/or to develop children.	<ul style="list-style-type: none"> All partners (and most stakeholders) contribute to NACC's mandate. Partners' plans and programs reflect and complement this policy, and provincial advisory committees on children (PACCs) beginning to operate. 	<ul style="list-style-type: none"> Fund NACC sufficiently for it to advocate & coordinate CRC implementation & issues related to the well-being & welfare of children at all levels of governance. Support the strengthening of professional capacities of those working with children. Support the development of NACC's 	<ul style="list-style-type: none"> Allocation for NACC in MWYCFA budgets increases faster than population growth rate. PACCs working in all provinces by 2014.
12.2 Advocacy, planning and monitoring of policies, programs, and activities are essential to advancing the rights and interests of the child in nation building.	<ul style="list-style-type: none"> Child advocacy and information efforts identify data and program gaps, the reasons for those gaps and ways to fill those gaps. 	<ul style="list-style-type: none"> Develop advocacy materials for dissemination to the general public. Provide briefings & reports on emerging issues to all stakeholders on the situation of children, including those in difficult circumstances. Report to UN-CRC and incorporate feedback from UN-CRC into monitoring, 	<ul style="list-style-type: none"> Reports to NACC on materials disseminated. CRC reports done on time and to UNCRC standards. Reporting on children's issues to NACC done on time and accepted by NACC.
		<ul style="list-style-type: none"> Develop training materials for all professional groups working with children and create IEC materials that promote the CRC. Report regularly or as needed on emerging issues of concern for children. Incorporate Children's Report findings 	



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Strategy	Outcome/s	Activities/Comments	Indicators/Comments
12.3 All development-planning processes will apply the best interests of the child principle. Key to this is the collection and compilation of data related to (or disaggregated for) children and the analysis and sharing of that data to stakeholders.	<ul style="list-style-type: none"> Guidelines on 'the best interests of the child' are applied to all government-funded activities. 	<ul style="list-style-type: none"> Work with NACC to develop guidelines. Work with MOF and MDPAC to include children in national planning and budgeting processes. Coordinate and conduct training of officials and media in the principles of the best interests of the child and in child-friendly media. Monitoring tools applied to all interventions including implementation of the CRC. Report to Cabinet on new issues that 	<ul style="list-style-type: none"> NACC reports annually to Cabinet. Guidelines approved by Cabinet. Budgets for children increase more than the rate of population growth. CRC reports done on time and to UNCRC standards.
<p><u>Policy Issue 5: Family Development:</u> The NCRA government is determined to make a difference. It will address the family as Solomon Islanders different understand it in its environs according to their diverse cultures and traditions. Even women, youth and children must be contextualized family. Our within the overarching theme of the goal is: Family is the foundation of all societies, the world over. It is basic to all communities, villages, groups and tribes. At present, the institution of the family is all quarters. Since independence, successive governments have addressed all issues</p> <p>With long-standing missions for the development of the nation's women, children and youths, and the recently added focus on gender equality, the Ministry supports key aspects of family life. This addition demands a shift from focusing solely on women's, youths' or children's development towards a mainstreaming approach of women and men, youths and adults, working together within families. The Ministry must accomplish the four national policies (GEWD, EVAW, Youth and Children) and continue to develop its human resources, its planning and programming capabilities, and its procedures and organisation.</p>			
1. Taking a mainstreaming approach, MWYCFA/HQ will oversee the implementation of existing national policies & international commitments affecting our women, youth, children	<ul style="list-style-type: none"> Policy goals achieved. International commitments met. 	<ul style="list-style-type: none"> Manage the accomplishment of the four national policies and continue to develop Ministry's human resources, its planning and programming capabilities, and its procedures and organisation. 	<ul style="list-style-type: none"> Successful accomplishment of this Corporate Plan as demonstrated through special and annual reports and annual budget submissions.
2. MWYCFA/HQ will facilitate the implementation, coordination, monitoring & evaluation of its policy responsibilities and program	<ul style="list-style-type: none"> Policies, plans and programs of government incorporate principles of gender, youth and child mainstreaming. 	<ul style="list-style-type: none"> Support the sectoral divisions' efforts to mainstream gender, youth and children in the policies, plans and programs of other Ministries. 	<ul style="list-style-type: none"> GEWD-NSC, NSC-NYP & NACC reports to Cabinet describe successful integration of mainstreaming issues in other Ministries' policies, plans & programs
	<ul style="list-style-type: none"> Formal management information system provides Divisions with needed data for better monitoring. 	<ul style="list-style-type: none"> Improve MWYCFA management information system. Identify data needs. Design, set up MWYCFA database. Test, open, monitor it. 	<ul style="list-style-type: none"> Database elements updated at least annually. Timely availability and dissemination of relevant (disaggregated) data to Directors, etc.



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Strategy	Outcome/s	Activities/Comments	Indicators/Comments
	<ul style="list-style-type: none"> MWYCFA achieves outcomes more effectively and/or efficiently. 	<ul style="list-style-type: none"> Assess progress, effectiveness and efficiencies of MWYFA (e.g., establish Evaluation Framework and evaluate activities according 	
3. MWYCFA/HQ will work with its partners on issues of common	<ul style="list-style-type: none"> Timely recognition and addressing of emerging issues. 	<ul style="list-style-type: none"> Engage with partners as scheduled and as needed. 	<ul style="list-style-type: none"> MWYCFA recognised as leader in its fields—through awards, increased budgets, ...
	<ul style="list-style-type: none"> Stakeholder group 'ownership' of policies, plans, programs. 	<ul style="list-style-type: none"> Involve relevant stakeholders in policy, planning and program development. 	<ul style="list-style-type: none"> Relevant stakeholder participation above 67%.
	<ul style="list-style-type: none"> A National Centre for Women, Youth, Children and Families constructed. 	<ul style="list-style-type: none"> Identify space needs. Identify potential sites and acquire selected site. Design & build 	<ul style="list-style-type: none"> MWYCFA moves into dedicated premises.
4. MWYCFA/HQ will develop the capacities of its Divisions to respond to the current and anticipated needs of women, youth, children and families	<ul style="list-style-type: none"> MWYCFA staff abilities meet or exceed expected needs. 	<ul style="list-style-type: none"> Review job descriptions & specifications of staff. Recruitment and selection for vacancies. Performance appraisals with training and development for staff as indicated by appraisals. Provide training on budgeting, proposal, reporting, project planning & management 	<ul style="list-style-type: none"> Written HRD plan for MWYCFA approved. Annual appraisal conducted to PSC Standards. Description of staff development activities included in MWYCFA's annual report.
	<ul style="list-style-type: none"> Improve PMO-budget-planning & donors perceptions of MWYCFA's capabilities. Enhanced support to sectoral divisions' policy, planning, budgeting & reporting needs. 	<ul style="list-style-type: none"> Manage expenditures and procurement and report on all accounts. (Includes developing guidelines, procedures and regulations.) Oversee budget development and updates. 	<ul style="list-style-type: none"> Corporate plan approved, updated, reported on. Policy reviews conducted on schedule. Annual reports accepted by Cabinet/Parliament. Budget requests & approvals are nearly
5. MWYCFA/RPPID will do the research, planning, and information dissemination on relevant developmental issues	<ul style="list-style-type: none"> Describe "the family" in Solomon Islands, its needs, and possible mechanisms for helping the family. 	<ul style="list-style-type: none"> Identify programs, policies and resources that serve families in SI. Identify SI families' problems and possible support to help families to deal with those problems. Research that describes "family" within the Solomon Islands contexts. 	<ul style="list-style-type: none"> Findings and recommendations incorporated in MWYCFA plans and programs during 2012 or earlier. Research reports accepted by MWYCFA before end of 2012. Reports on findings about the family are published.
	<ul style="list-style-type: none"> MWYCFA has evidence-based policies, programs and activities 	<ul style="list-style-type: none"> Conduct research on selected topics related to women, youth, children and families. 	<ul style="list-style-type: none"> Research reports accepted by relevant bodies.
	<ul style="list-style-type: none"> Improved planning, programming and policy development capabilities. 	<ul style="list-style-type: none"> Research, policy & planning activities. Develop and implement a planning calendar. 	<ul style="list-style-type: none"> RPPID fully staffed & equipped. Evaluation results show improvement.

Strategy	Outcome/s	Activities/Comments	Indicators/Comments
	<ul style="list-style-type: none"> Increase awareness of MWYCFA policies, programs, activities & accomplishments. 	<ul style="list-style-type: none"> Prepare/update printed and other media IEC materials as needed by sectoral divisions. Develop MWYCFA web site (Design the story to be told. Hire a website developer. Identify data available & desired. Produce 	<ul style="list-style-type: none"> IEC materials updated regularly and disseminated. MWYCFA Website up and running—approximately 100 hits/week.

ANNEX: Challenges To Human Development in Solomon

IslandsGlobal

challenges

Solomon Islands is a young nation, and its population is young: The median age is under nineteen. This situation age will remain for some time because our population has been growing at high rates.

The nation contains several thousand islands—only a few hundred of which are inhabited—stretching over more than 2,000 kilometers from west to east, inside an Exclusive Economic Zone (EEZ) that is nearly 50 times the size of our islands. Our islands contain more than 70 languages. Our geography and languages add more challenges to our work.

The Earth is changing—it is getting warmer; sea levels are expected to rise and forever change our lives and livelihoods. The world is also changing in its growing recognition of the need for interaction on the global environment and economy, on food and employment, on water and energy, etc. Solomons, although at the periphery of the world stage, is also experiencing these and more immediate changes

National

Challenges

Progress on our “Millennium Development Goals” (MDGs) has been slow, and most targets will not be met on time. Notable progress has been made towards MDG 3 for gender parity in primary secondary and tertiary education: Primary education enrollment, although increased, will fall short of target unless efforts are increased. Solomon Islands appears to be on track to meet only the MDGs related to Under-5 mortality rate, Infant Mortality Rate and to HIV & TB.

Traditional resource management is changing: Although an olo may retain ownership rights over a block of land and trees, s/he is increasingly not consulted regarding the planting and other uses of the land: the children often exercise effective control over the property they were given to use. When the cash economy is (or appears to be) involved, this change in control is resulting in increased land conflicts. Moreover, population growth means that there are two or three mouths to feed or pairs of hands to work the land where a generation ago there was only one. This increases pressure on natural resources.

Moving to cash-related resources. The Solomons' traditional economy is still knitted by ties of kinship, reciprocal giving, shared work, and some specialised skills in exploiting natural resources that were collectively controlled. The resource base for the family has changed significantly since World War II. More individuals have access to cash jobs. There are also many more stores in or near villages that buy local produce, providing a supplementary cash income for some. The consequences of increased access to money are evident everywhere. Those who earn a cash income are entitled to dispose of it as they wish, but with the expectation that they will share some of their money with others in the extended family group. However, money can be hidden from public knowledge (unlike traditional wealth).

Food resources. In the past, food, the traditional 'ice breaker' for socialisation, was distributed between all members of a family and the others who lived in their area. This situation is disappearing as food is prepared by each smaller household. One reason given for this decline is that much of today's food often has a money cost—it is imported or bought from the market: People seem to feel that foods they have bought are more properly theirs than the fruit of the land, which they will share more readily.

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Challenges to Family

Intra-family behaviour is changing. One characteristic of the traditional family was the clear definition of the status of each individual, along genealogical, age and sex lines. 'Respect behavior' served as a way of marking each person's status in relation to others in the group. There have been a number of gradual changes in this code of 'respect behavior'. Perhaps the most serious breaches of traditional respect behavior today have to do with the relationship between the sexes. Young men often no longer need to move out of the house when they



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reach adolescence, even if they have sisters sleeping in the house. Sometimes they will merely sleep in another room, and often not even bother to do that. Another significant change has come with the introduction of video: All members of a family are exposed to explicit sexual (or violence) scenes in one another's presence.

Challenges to Gender

Traditional gender respect. In our traditional societies there was a fairly clear division between the roles of women and men. Women did weaving and plaiting, cared for children, and looked after the household's functioning, while men did deep-sea fishing, constructed houses and canoes, and engaged in cash production. The vital warfare-cash production role that usually placed men in decision-making or speaking positions with outsiders was significantly reinforced by the colonial moralities. However, it is still obvious that men's and women's traditional roles were always equal yet complementary; men and women had their own respective spheres of influence.

Women are half of our nation, but ... While women's access to health and education has improved, and while more women are in the formal labour force, Solomon Islands women continue to lag behind their male counterparts. In the informal and non-cash labour force, women make substantial contributions to food production and preparation, as well as to home maintenance, school fees, etc. Girls are accessing schools at a lower rate than boys, particularly from junior secondary school onwards, where the gender gap increases. Women are virtually unrepresented in public office in Solomon Islands. Studies find that rates of sexual abuse in Solomon Islands to be the third highest of the countries and regions surveyed.

Modernisation has caused a major upheaval in men's traditional roles. Warfare is gone. An increased dependence on store-bought food items reduces the importance of fishing and farming. Education is generally geared towards the modern, cash-oriented, urban society, rather than to communal livelihoods and village societies. Too, education has begun to treat men and women as equal. These, combined with more available transport, mean that it is common for young men, who traditionally would have been fishing, gardening or cutting copra, to be seen loitering in towns and market places with little to do. Many young men no longer enjoy the satisfaction of knowing that they are making a real contribution to their family and community. This lack manifests itself to some extent in increasing rates of delinquency, alcohol abuse and juvenile delinquency. Meanwhile, women continue to be occupied with much the same domestic chores they have always performed.

Women and men are now competing as well as complementing. There are new roles available to men in the 'modern' world. Indeed, there are a variety of salaried jobs as well as new political positions that offer money and influence. NGOs, including churches, and even athletic associations provide new avenues of status. All these are also attractive alternatives to the traditional roles that men have lost with the beginnings of modern society. But therein lies the problem. Men see women scrambling for many of the same positions and intruding in a domain that they regard as theirs. Women work in government agencies, they drive cars, they play netball and volleyball, and they even occasionally run for elected political office. Hence, women are often (wrongly) perceived as competitors more than as partners. This does not appear, however, to affect rates of marriage.

MWYCFA CORPORATE PLAN 2011 - 2014

Challenges to

Youth

Youth are the leading edge of—and will become—our future. NSO data indicated that in 2010 the youth proportion of the national population (people aged 15-29) was 28.5%; our youth population is expected to continue its rapid growth until at least 2025.

Too few new jobs. Generally, only a fraction of the ~6,000 youths entering the labour market each year will be able to find formal sector employment. Finding employment in the formal sector is becoming ever more difficult. Increasing numbers of young women and men are finding that higher education is not the guarantee of success that many have believed it to be and opportunities for vocational education are only just beginning. Some 75% of our youths will want or need to obtain incomes from the mixed cash and subsistence economies.



Challenges to Children

Children are nearly half of our population, but ... In a week, Solomons' population growth equals more than seven classrooms full of children; this is the size an average primary school. This need for classrooms (and books, teachers, etc.) is not being met. Studies show that children's basic survival needs are often not met and that the legislative environment is not yet fully protective. Children are too often victims of forms of exploitation. Many parents and families keep their children from school because they are not able to pay the required fees.

Child care is becoming a major concern, as families increasingly need two incomes to support themselves in the cash-economy life-style they have been induced into. In urban areas, parents who grew up having traditional extended family support are often ill-equipped to select, monitor, or guide baby-sitters. In the past, raising children was a joint responsibility that involved everyone in the lineage. From their earliest years, children were told that whatever they did would reflect on the entire family and to behave so that the family would enjoy a good reputation. Many islanders could claim several sets of parents when they were young. An important feature of the traditional system was the insurance it offered: A child whose parents were unable to perform their responsibilities would still be cared for. Today, child rearing remains the primary responsibility of the parents, but they are fast losing the benefit of all the help they enjoyed some years ago. As the family in the Pacific becomes more nucleated and dispersed, aunts and uncles have gradually lost much of their traditional responsibilities for helping to raise their nephews and nieces. Parents become more possessive of their children, and for reasons of pride (or shame) do not wish to share (or burden) their extended families with the responsibilities of rearing them.