



# NATIONAL POLICY FOR WOMEN OF TOKELAU



2010 - 2015

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## BACKGROUND

- 1 The women of Tokelau play an important role in the socio-economic development of Tokelau. This important role is realized through the work of each “Fatupaepae” (Women’s Organization at the village level) in the three villages of Tokelau. The term “Fatupaepae” refers to a mother or a young lady, who has clearly understood that she is the cornerstone of the family, village and nation and has been taught about her responsibilities as a Fatupaepae within these various sectors. The term “Fatupaepae” and “Sacred Being” literally translated the notion of active responsibility of women towards the extended family together with the freedom to express one’s self with respect.
- 2 The Constitution of Tokelau offers protection to all the people of Tokelau. The Constitution of Tokelau asserts that “...**the Tokelau way, which includes a commitment to a life of interdependence where the less fortunate are cared for, the inati system of sharing resources, equal opportunity to participate in the life of the community, and the right to live happily.**”

### **Paragraph on the Tokelau National Strategic Plan**

- 3 The Tokelau National Strategic Plan (TNSP) identifies Tokelau’s priorities for development for the next 5 years. Community –based organisations (CBOs) such as Fatupaepae play an important role in the development programme for Tokelau and feature prominently in two of our policy outcome areas of the TNSP – Human Development and Sustainability. The TNSP emphasises the need for formalising and strengthening structures and policies of the Fatupaepae through increased education and training opportunities. The role that the Fatupaepae has in promoting village economic development and small business development is acknowledged in the TNSP and is consistent with the goals as reflected in the National Policy for Women of Tokelau. The overall aim of the National Policy for Women is to improve the quality of life and welfare of the women of Tokelau. A National Plan of Actions has been developed to implement the National Policy for Women. Both the National Policy and the National Plan of Actions are for a period of 5 years hence consistent with the TNSP.
- 4 The Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) and Pacific Plan of Action (PPA) can complement the customary and traditional role of Tokelau women and give guidance to the evolution of the role

of our women. However, this must be handled in a sensitive manner befitting the pace of social development in our small community and the unique social environment of each Fatupaepae and their respective villages.

## **HOW THE WORK ON THE NATIONAL POLICY CAME ABOUT**

- 5 The first gathering of the Tokelau National Women’s Council occurred in 2004, when 30 representatives from the three Fatupaepae attended to discuss issues and concerns which they faced in their villages and to identify a way forward from these. During this gathering the women found out that most of their concerns and issues were similar and felt that these issues and concerns need to be addressed through a National Policy for all the women of Tokelau. A National Policy for Women would not only strengthen the working relationship amongst the women of Tokelau, but also draw attention to the support of the Government of Tokelau and Taupulega necessary towards the advancement of women in Tokelau at all levels. Although the Constitution of Tokelau offers protection for the people, the Women of Tokelau believed that there are issues pertaining to the advancement of the lives of the women of Tokelau that could only be adequately addressed through a National Policy for Women.

## **GEOGRAPHICAL LOCATION OF TOKELAU**

- 6 Tokelau comprises of 3 atolls namely Fakaofu, Nukunonu and Atafu. The 3 atolls are isolated from each other and Tokelau is 500 km north of Samoa. While Tokelau is considered remote, communication and transportation have improved immensely in recent years with the establishment of Teletok, the Government owned Telecommunication Company. Travel links with the outside world is fortnightly and there is passenger service by Tokelau –owned vessel MV Tokelau.

## **POPULATION OF TOKELAU**

- 7 Tokelau had its latest census in 2006 where it recorded a maximum of 1,450 people. In October 2004, there was a General Fono decision that there be a population count in December 2004 and every 3rd year thereafter. This is to enable up to date figures to be available when the number of seats per village are allocated each 3 years to the new General Fono.

Statistics	Men	Women	Total	Source
Population	720	730	1540	National Census 2006
Age distribution 15 yrs 15-65 yrs	15 years and over- 30-49 age group	-fewer females than males present in Tokelau on Census night.		National Census
Fertility rate		4.9		
Maternal mortality		Ratio is 0 per 100 000 live births		
School enrolment -Primary -Secondary -Tertiary	118 66 6	103 42 4		Department of Education
Employment -Wage earners -Self employed -Unemployed	35  low	75 69 Highest (women in Atafu are not permitted to enter the village workforce and also older women who choose not to work)	110	National Census 2006 TOKELAU A Situation Analysis of Children, Women & Youth
Representation in General Fono	17	3	20	Population Count November 2007
Representation on Village Councils or Taupulega	Atafu 25  Nukunonu 31  Fakaofu 15	0  4  1	25  35  16	Taupulega Office of Atafu Taupulega Office of Nukunonu  Taupulega Office of Fakaofu

- 8 There are significant data gaps in relation to many important areas for women, including life expectancy, teenage pregnancy, incidence of cancers and NCDs, and violence against women. Limited or no environmental data are available, including impacts on women during natural disasters. In many cases there are no previous records with which to measure change over time.

## **POLITICAL DEVELOPMENT**

- 9 Since 1994 and under the UN Charter, Tokelau has been actively considering its right to exercise an act of self-determination –moving towards the “full self-government in free association with an independent state” option. The Referendum vote held in February 2006 and again in October 2007 for an act of self-determination of free association with New Zealand on the basis of a Treaty between Tokelau and New Zealand and Constitution of Tokelau did not reach the level required (60% agreed to the proposal). As of 2009 Tokelau remains a territory of New Zealand.

## **JUDICIAL SYSTEM**

- 10 Tokelau’s legal system is quite unique when viewed against the general development of legal systems in the South Pacific. As a colony of New Zealand Tokelau inherits New Zealand’s judicial system by default. However, over the years the people of Tokelau and the government of New Zealand have worked closely together towards Tokelau self-determination and developing its own legal system. Each village in Tokelau has a Law Commissioner’s court. The Law Commissioners are appointed by the Governor General of New Zealand on advice of the Minister of Foreign Affairs (NZ) in consultation with the respective Taupulega. Since adopting New Zealand legal system Tokelau has continued to face challenges with the capacity building of the Law Commission. The development of the judicial system in Tokelau is relatively young, therefore ongoing and regular training is needed to strengthen and increase the capacity and knowledge of judicial officers to continue the progression of the justice system in Tokelau.

## **SOCIETY AND RELIGION**

- 11 Fakaofu has approximately 30% Catholics and 70%LMS/Congregational and Nukunonu is exclusively Roman Catholic. The village of Atafu is almost totally LMS/Congregational with a smattering of SDA followers.
- 12 The Villages have traditionally been administered by the Taupulega (Councils of Elders) and thus traditional authority of Tokelau lies in the nuku (village).
- 13 Tokelauans are New Zealand citizens and hold New Zealand passports.

## **PUBLIC SERVICE OF TOKELAU**

- 14 On 1 July 2004 many Public Service responsibilities were devolved to the villages. The services devolved included education, hospital, electricity, local economic development, policing, human resource and travel advisor functions which the Taupulega of each village (Council of Elders) now held responsibilities for. The office of the Taupulega of each village was strengthened and a General Manager appointed to each.
- 15 National Public Services Departments include Health, Education, Transport and Support Services, Finance, Office of the Council for the Ongoing Government and Economic Developments, Natural Resources and Environment. The Village Public Services are The Office of the Taupulega Atafu, Office of the Taupulega Nukunonu and Office of Taupulega Fakaofu.

## **STATUS OF WOMEN IN TOKELAU AT LOCAL AND NATION LEVEL**

- 16 The reports from the departments confirm that some progress has been made in the advancement of women of Tokelau mainly in the areas of education, health, politics and decision making. The progress is reflected in the following statistics:
- At the Political level: Of the 20 General Fono Delegates, 3 are women. Women therefore constitute 15% of the representation at the highest national forum of Tokelau;
  - In the area of Education, 53% of the scholarship awardees are females and 47% are males;
  - In the Tokelau Public Service women comprise 81% of senior management positions in the public service.
- 17 Despite the achievements made at different sectors by the women of Tokelau, there were issues and concerns raised and discussed by women at their national Fatupaepae gathering and were as follows:
- 1 The non functional of the National Women Council- no gathering for more than 10 years;
  - 2 Concerned about the number of women having cancers, stroke, diabetic;
  - 3 Concerned about the lack of Health Equipments to check breast cervical cancer etc;

- 4 The increased of Teenage pregnancies and unplanned pregnancies among young women;
- 5 The increased of Teenage and young women consuming tobacco and alcohol;
- 6 The lack of opportunities for women and young girls to further their studies in vocational opportunities to take up short term trainings such as sewing, weaving, cooking etc;
- 7 There is no adequate funding allocate for national women activities at both national and village level for ongoing activities such as capacity building workshop leadership training, etc;
- 8 Lack of opportunities for women to market handicrafts etc outside Tokelau;
- 9 Women know so little about the environment and impacts of climate change including natural disasters on Tokelau etc;
- 10 The lack of opportunities in other villages provided for women to meet with the Taupulega and also with the General Fono delegates to contribute to issues of good governance at both village and national level.

18 Although some progress has been made in the advancement of women in Tokelau as reflected above, there is a need to look at the areas of women and environment, women and law and so forth as there are issues pertaining to these areas which have been identified by the women themselves that need to be addressed. It is anticipated that having a National Women’s Policy will help strengthen the work on the advancement of women of Tokelau in that it will now be more focused on the areas where assistance is most needed. The policy will also help facilitate the participation of women at all levels, in all areas of development. In this regard, the Tokelau National Women’s Policy will attend to the concerns of women and how the identified gaps will be addressed in all levels of development in Tokelau.

## **RATIONALE**

19 Women are at the core of developments at the local level in Tokelau and their contribution to the developments at the local level feeds into development at the national level. In this context, a National Policy for Women is crucial in providing the direction of the advancement of women in Tokelau at all levels. As a party to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) through New Zealand’s ratification, and as an island

state, Tokelau is obligated to implement the Pacific Platform for Action whereby a national policy is needed in order to coordinate and monitor the work on the advancement of women. A national policy will not only provide the direction of where the work on the advancement of women is heading, it will also facilitate the availability of the necessary information for the purposes of monitoring and evaluating the progress made in the advancement of women in Tokelau. The advancement of women is clearly one of the key contributing factors to sustainable development in any country and for Tokelau, the practical translation of how this can be realized is through a national policy and the plan of action which will be developed alongside the policy document.

- 20 This policy framework provides a guide for all parties at the local, national, regional and international level on the advancement of women in Tokelau. It is anticipated that the implementation of this document will enhance the status of Tokelau women and consequently the economic status of Tokelau as a country.

**Ultimate Goal: to ensure that all women of Tokelau have access to and utilization of all opportunities for an equal and improved quality of life.**

## **OBJECTIVES**

- 21 The objectives of the policy are as follows:
- 1 To provide a framework that would provide the direction on the advancement of women in Tokelau in line with CEDAW and the PPA;
  - 2 Strengthen existing efforts on the advancement of women in order to ensure the full utilization of available resources for women;
  - 3 Translate the application of the regional and international instruments on the advancement of women in Tokelau in line with our cultural and environmental context;
  - 4 Maximise the advancement of women to facilitate their full enjoyment of their rights and contribute to the development and well-being of Tokelauan society;
  - 5 To actively involve men and boys in the advancement of women and the girl child to achieve full community participation and support for this process.

## **METHODOLOGY**

- 22 At the invitation of the Office of the Council of the Ongoing Government of Tokelau representatives of the women of Tokelau at the National Women of Tokelau Meeting in Apia from 30 April to 4 May 2007 worked together to develop a Draft National Policy Framework for the Women of Tokelau. This was an opportunity for the women to contribute and comment on the issues that must be addressed in the Draft Policy. This first opportunity was used to identify those issues that the women thought needed to be addressed in the development of a policy.
- 23 Using this information the Draft National Policy was further developed after the meeting. The Action Plan was then drafted to reflect how the policy would be implemented. The two draft documents were circulated to the women's groups on the three atolls who confirmed they met their needs. They were then circulated to all Departments and Taupulega Offices, SPC, UNDP and UNESCO for technical input and their comments were incorporated into a second draft.
- 24 A second meeting of this same group of women's representatives came together to review the second draft of the policy and the draft action plan. The women confirmed the proposed changes, made additional amendments and prioritised the activities. Consultations with all the Fatupaepae's, Taupulega, Men's Group, Government Departments and Youth were also undertaken. Advice from the Office of the Administrator was sought and incorporated in both documents. The next steps will be to submit the Draft National Policy for Women to the Council of the Ongoing Government of Tokelau for approval.

## **APPLICATION**

- 25 This policy will apply to all the women, including women with disabilities and girls of and men Tokelau.

## **GUIDING VALUES AND PRINCIPLES**

- 26 The Policy will adopt the Guiding values and Principles of the Code of Conduct for all Public Servants and the Principles of CEDAW to guide the implementations of this document. Further, in their attempts to implement this national policy, the women will adhere to the following guiding values and principals:

- Recognise and respect that the authority in Tokelau lies in the 3 villages;
- Recognise the uniqueness of each village and various needs;
- Recognise and protect the culture of Tokelau;
- Promote peace and a safer environment in all villages of Tokelau;
- Promote equal opportunities for all in all areas of developments in Tokelau;
- Promote honesty and efficient practices in all areas of development in Tokelau;
- Acknowledge and respect the different needs, strengths and contribution of women and the girl child in all the villages;
- Promote a good working relationship with all the Taupulega offices and departments.

## **MAIN GOALS OF TOKELAU NATIONAL WOMEN POLICY**

27 The women of Tokelau have highlighted the following 8 main goals for its National Women’s Policy:

- 1 To strengthen National Coordination mechanisms on the advancement of women;
- 2 Quality Access to Health and Reproductive Health Care Services;
- 3 Integration of a Gender Perspective to All National and Village Initiatives;
- 4 Equal Access to formal and non formal education and Training;
- 5 Equal Economic Participation for all Women;
- 6 Women and Law;
- 7 Elimination of All Forms of Violence Against Women;
- 8 Women and Environment;
- 9 Women and Culture;
- 10 Monitoring, Coordination, Review.

28 In assessing all the goals highlighted by the women, the priorities for the first 5 years are given to goal number 1, 2, 3, 4 but it is important to acknowledge all the goals mentioned above are all important to the women hence still be recorded in the National Policy for Women.

- 1 To strengthen National Coordination mechanisms on the advancement of women;
- 2 Quality Access and information to Health and Reproductive Health Care Services;

- 3 Women and Law including the Elimination of all forms of violence against women;
- 4 Women and Environment.

29 These goals are in line with the Tokelau National Development Plan as shown below:

Goals from the Plan of Actions		Goals from the Policy	
Goal 1	National and local level mechanism for the advancement of women	Goals 1 Goal 3	National coordination mechanisms on the advancement of women integration of Gender Perspectives to all National and Village Initiatives
Goal 2	Health	Goal 2	Health
Goal 3	Participation in and benefit from socio-economic development	Goal 4 Goal 5 Goal 8 Goal 9	Equal access to formal and non-formal education Equal economic participation for all women Women and the environment Women and culture
Goal 4	Legal and Human Rights	Goal 6 Goal 7	Women and the Law Elimination of Violence against women
Goal 5	National Plan of Action is Implemented	Goal 10	Monitoring, Coordination and Review

## **GOAL 1: To strengthen National Coordination mechanisms on the advancement of women**

*Policy Purpose: That mechanisms responsible for the advancement of women are strengthened in all sectors at both national and local level..*

### **Objective:**

- 1.1 To ensure that Government and Taupulega allocate adequate technical and financial support to mechanism responsible for the advancement of women at both local and national level;
- 1.2 To ensure that the National Women’s Committee is revived and committed to the implementation of responsibilities;
- 1.3 To ensure that National Focal Point for Women and Focal Points for Fatupaeapae are trained and well supported.

**Strategy:**

- 1.4 To secure a core annual allocation from Government and Taupulega for technical and financial support for strengthening National Coordination on the advancement of women;
- 1.5 To revive and strengthen the National Women's Committee;
- 1.6 To strengthen the National Focal Point for Women and Focal Points of Fatupaepae.

**Indicators of Progress:**

- 1.7 Technical and Financial Support allocated for National Coordination Mechanisms by Government and Taupulega;
- 1.8 The establishment of the Constitution for the National Women Council of Tokelau and the number of meetings to be held;
- 1.9 Number of activities achieved at both national and local level on the advancement of women.

**Who is responsible:**

- 1.10 The National Women's Council of Tokelau, Fatupaepae, General Fono and Taupulega.

**GOAL 2: Access to Quality Health and Reproductive Health Care Services**

*Policy Purpose: That Women, including women with disabilities and girls, have access to quality Health and Reproductive Health Services.*

**Objective:**

- 2.1 To ensure that national health policies address and meet the needs of women, women with disabilities and girls;
- 2.2 To improve access to quality health and affordable medical services and reproductive health care services provided at both National Level and Village Level;
- 2.3 To increase the number of women in senior management positions at National Department of Health;
- 2.4 To ensure that awareness programmes are conducted for Women, including women with disabilities and girls, so they are aware of all the available health services and reproductive health care services for women in place.

**Strategy:**

- 2.5 To review and revise the National Health Policy to incorporate the needs of women in the area of health services and reproductive health care services, reflecting the needs of women as addressed in their National Women's Policy;
- 2.6 To develop a reporting mechanism which ensures that Health and Taupulega Offices are regularly updating women and their families about the health policies and health reforms and the implications of these on the provision of health services to the communities on Tokelau;
- 2.7 To conduct access to health education and programmes for family health, non communicable diseases, and reproductive health;
- 2.8 To provide information and services on reproductive health to women, the girl child and men;
- 2.9 To develop a National Policy and Taupulega Office Policies that affirms equal access for women to senior management position opportunities at National Health Department.

**Indicator of Progress:**

- 2.10 Gender sensitized National Policies for the National Department of Health and Taupulega Office;
- 2.11 Increased use by women of the services (as evidenced through gender disaggregated data) provided by the Government Departments and Taupulega Offices;
- 2.12 National Policy of Government and Taupulega Office affirms equal access to senior management positions for women at Health Department;
- 2.13 Increased ratio of women working at National and Village Health Services including management positions;
- 2.14 Number of women having diabetes and heart diseases;
- 2.15 All equipments to available in Tokelau for screening breast cancer check and other types of cancer;
- 2.16 The total number of young women (under 20 years) getting pregnant.

**Who is responsible?**

- 2.17 The National Women's Council of Tokelau, Fatupaepae Groups, Department of Health and Office of the Government responsible for Gender Policy.

### **GOAL 3: Integration of a Gender Perspective to All National and Village Initiatives**

*Policy Purpose: That Government and Taupulega Office mainstream a gender perspective into all their policies planning and programmes.*

#### **Objective:**

- 3.1 To ensure that national policies of all Government Departments address and meet the needs of women and men, including women with disabilities and girls;
- 3.2 To ensure Government and Taupulega establish adequate resources to strengthening gender developments;
- 3.3 To ensure that women at all levels are consulted about all National and Village Policies and programmes;
- 3.4 That a reporting mechanism is in place which ensures that National Departments and Taupulega offices are regularly updating women on any changes on its policies and programmes.

#### **Strategy:**

- 3.5 To develop a national policy for the nation to ensure that all National Departments and Taupulega utilise to consult with women about their policies and programmes;
- 3.6 To identify and verify the criteria and process by which Government Departments and Taupulega Offices to review and improve their policies to ensure they take into account the objectives of the National Policy for Women of Tokelau;
- 3.7 To establish a reporting mechanism which ensures that Government Departments and Taupulega Offices regularly update women and their families about the policies and the implications of such on them;
- 3.8 To ensure that National Departments and Village Offices conduct regular awareness raising programmes for women on their policies and that they are gender sensitised.

#### **Indicators of Progress:**

- 3.9 Adoption of a National Women's Policy which indicates Government and Taupulega commitment to gender in all aspects of national development;
- 3.10 Government and Taupulega allocate adequate and appropriate funding and resources for gender developments;

- 3.11 Increased consultations with women on the policy issues and programmes of National Departments and Taupulega Offices;
- 3.12 Increased satisfaction of women about policies of National Departments and Taupulega Offices.

**Who is responsible?**

- 3.13 National Women’s Council, Fatupaepae, Taupulega offices, National Departments Council for the Ongoing Government and General Fono.

**GOAL 4: Equal Access to Formal and Non - Formal Education and Training**

*Policy Purpose: Increased availability of access to formal and non-formal education and training.*

**Objective:**

- 4.1 To ensure that the all women, including women with disabilities and girls are aware of the available formal and non-formal education and training opportunities;
- 4.2 To ensure that the available non-formal education, including vocation training and community-based training in the villages for specific needs, meets the needs of women, including women with disabilities and girls of Tokelau;
- 4.3 To ensure that the Government and the Taupulega allocate adequate resources and funding for the establishment of appropriate non-formal education in Tokelau.

**Strategy:**

- 4.4 The Department of Education develops a national strategy and Plan of Action addressing gender and education, and monitors the educational progress of women and girls;
- 4.5 Education Department to conduct workshops for women and men informing them about formal and non-formal education and training available to all women, girls and men;
- 4.6 Education Department meets with the women, including women with disabilities and girls to discuss and identify their needs regarding non formal education;

- 4.7 New vocational training programs will be developed to meet the training needs identified by women and girls.

**Indicator of Progress:**

- 4.8 Gender is mainstreamed into the Department of Education’s National Policy and Plan of Action;
- 4.9 Increased number of women in formal and non-formal education and training;
- 4.10 Gender-disaggregated data on educational progress is collected and appropriately analyzed;
- 4.11 Adequate resources and funding allocated by the Government and Taupulega Office to the Department of Education to establish vocational training in Tokelau;
- 4.12 Vocational training programs established to address the needs of all women, including women with disabilities and girls.

**Who is responsible?**

- 4.13 The National Women’s Committee, Fatupaepae Groups, The Department of Education, Taupulega Offices and the Office of the Council for the Ongoing Government (Tokelau Censor Manager).

**GOAL 5: Equal Economic Participation for Women**

*Policy Purpose: To ensure that women including women with disabilities are sufficiently trained and knowledgeable about economic activities such as small business and micro finance which allows them the opportunity to access sustainable livelihoods and food security.*

**Objective:**

- 5.1 To ensure that all women including women with disabilities are fully aware of the equal opportunity to participate in all areas of economic development;
- 5.2 To ensure accessibility and availability of services, training and funding are made available for women to participate in economic development;
- 5.3 To train women including women with disabilities on how to draw up business plans, prepare financial proposals and reports and to deal with the challenges of operating a small business;

**Strategy:**

- 5.4 The Government, through the Department of Economic Development, provides business and financial training, including marketing, for women to increase their knowledge and participation in small businesses;
- 5.5 To ensure women have adequate access to financial support services that allow them to establish and participate in small business activities

**Indicator of Progress:**

- 5.6 Increased number of women who are successfully participating in small business developments;
- 5.7 Increased number of women participating in economic activities.

**Who is responsible?**

- 5.8 National Women's Council, Fatupaepae Groups, Department of Economic Developments, Department of Finance, Taupulega offices and Office for the Council of the Ongoing Government.

**GOAL 6: Women and Law**

*Policy Purpose: To ensure that women including women with disabilities and girls are aware of their legal rights and how those rights must be protected at all sectors and accessing those rights.*

**Objective:**

- 6.1 To conduct workshop for women including women with disabilities and girls about their rights under the law of Tokelau and Village laws;
- 6.2 To review and reform other laws so that they are in compliance with the standards set in CEDAW and the National Women's Policy;
- 6.3 The Government to establish an equal opportunity or anti-discrimination law for all men and women to participate equally in economic developments;
- 6.4 To amend the Maternity Leave Provision under the Tokelau Public Service Rules to allow women to get their funding while on leave instead of receiving it upon returning to work before the expiry of 6 months;
- 6.5 To ensure that the current law meets the needs of the women including women with the disabilities and the girl child;

- 6.6 To establish maternity leave for women and men in the villages working in the Fatupaepae and Village work Force and to ensure that they also receive their payments whilst on maternity or paternity leave;
- 6.7 To incorporate implementation of amendments to the law and the principles of CEDAW into policies for Health and Education, Crimes Rules, Villages Rules.

**Strategy:**

- 6.8 To conduct workshops for women about the current laws which address their rights;
- 6.9 To hold gender sensitizing workshops for law and policy makers, the police and judiciary;
- 6.10 To also have women as Law Commissioners;
- 6.11 To hold community awareness programmes on CEDAW and what it is about and the benefits for the women, including the girl child, of Tokelau under CEDAW.

**Indicators of Successor:**

- 6.12 Increased knowledge by all women about their rights under the laws of Tokelau and the Villages;
- 6.13 Increased knowledge by all women about CEDAW and the benefits for the women of Tokelau;
- 6.14 Laws are reformed to reflect CEDAW and the National Women’s Policy;
- 6.15 Increased utilization of formal processes by women to enforce their rights in line with the principles of CEDAW;
- 6.16 Tokelau Public Service Manual on provision of maternity leave amended;
- 6.17 There is arrangement in place for annual leave and sick leave for women in the Fatupaepae that are not part of the Village Work Force;
- 6.18 The annual leave, maternity leave, paternity leave and sick leave for women of Fatupaepae and men in the Village Work Force have been incorporated into Village Rules;
- 6.19 A woman has been appointed as a Law Commissioner in one of the Villages of Tokelau.

**Who is responsible?**

- 6.20 National Women’s Council, Fatupaepae Group, Tokelau Legal, Tokelau Judiciary-Law Commissioners and Police, Council and General Fono.

## **Goal 7: Elimination of All Forms of Violence Against Women**

*Policy Purpose: To ensure all women including women with disabilities and girls child are protected against all forms of violence.*

### **Objective:**

- 7.1 To ensure that the Government and the Taupulega commits towards eradicating and eliminating of all forms of violence and discrimination against all women and girls in Tokelau;
- 7.2 To establish national and village law and programmes to protect all women, including the girl child, against all forms of domestic violence;
- 7.3 To achieve an attitude of zero tolerance of domestic violence by the authorities and the community;
- 7.4 To improve prevention and protection services in relation to domestic violence services in Tokelau;
- 7.5 To ensure that women are protected during court trials;
- 7.6 To ensure that the law is amended to include compensation for all women including women with disabilities and girls child and men who are victims of abuse;
- 7.7 To ensure that law is amended to include marital rape as an offence;
- 7.8 To ensure that the Government and Taupulega office allocate adequate resources and funding for women's protection and compensation;
- 7.9 To ensure there are support groups in place offering support to victims of abuse.

### **Strategy:**

- 7.10 To conduct community legal education , to educate women on the protection that is available to them through criminal law and the processes involved;
- 7.11 To conduct community awareness campaigns on violence against women;
- 7.12 To conduct workshop for men and boys to address the root causes of violence against women and to learn new ways of resolving family disputes without the use of violence;
- 7.13 To have a law reform addressing specific violence, such as criminalizing marital rape;
- 7.14 To have evidentiary rules in sexual offences;
- 7.15 To establish data collection and reporting on violence against women;

- 7.16 To conduct training for police and judiciary on dealing with victims of domestic violence, sexual offences and abuse;
- 7.17 To conduct capacity building workshops for women to set up support groups for counselling victims of abuse.

**Indicator of Progress:**

- 7.18 The law makers review and revise the laws on family violence and Judiciary and Police enforce the laws;
- 7.19 Increased awareness amongst women and public about violence against women and that it is a criminal act;
- 7.20 Data of reported cases of violence against women increased or decreased;
- 7.21 Increased sentences for crimes of violence against women;
- 7.22 Increased number of victims making formal complaints;
- 7.23 Established protection services for women who have been abused;
- 7.24 Compensation for victims of domestic violence and appropriate counselling services established;
- 7.25 Law amended to include marital rape as criminal offence.

**Who is responsible?**

- 7.26 The National Women’s Council, Fatupaepae, Legal Team, Tokelau Judicial Officers, Taupulega offices, Council for the Ongoing Government of Tokelau and General Fono, churches?.

**GOAL 8: Women and the Environment**

*Policy Purpose: To ensure that there is available and proper documentation on women’s contribution to safeguarding the environment and women have equal opportunities to participate in environmental activities.*

**Objective:**

- 8.1 Recognition of the women’s contribution to the sustainable management of the environment;
- 8.2 To encourage ongoing data collection on the role of women in safeguarding the environment;
- 8.3 To provide leadership and negotiation skills training programs for women to empower them in their roles as producers and consumers so that they

- can take effective environmental actions and disaster preparedness, along with men, in their homes, communities and workplaces;
- 8.4 To integrate womens' perspectives and knowledge, on an equal basis with men, in decision-making regarding sustainable resource management and the development of policies and programmes for sustainable development, including in particular those designed to address and prevent environmental degradation of the land;
  - 8.5 That Education and Awareness programmes on climate change, sea level rise, land degradation, disaster preparedness, air pollution and waste management include participation of women as equal partners;
  - 8.6 To ensure adequate financial assistance from government to support women's participation and involvement in the protection of the environment and disaster preparedness;
  - 8.7 To increase accessibility of women to leadership and management positions in this sector.

**Strategies:**

- 8.8 Gender Mainstreaming in the Economic and Environment Sector;
- 8.9 Capacity Building and Awareness Programmes on the environment and the impact of climate change and global warming;
- 8.10 Provide Recommendations to the General Fono for endorsement.

**Indicators of Progress:**

- 8.11 Gender Mainstreaming Framework for women and environment in place and implemented;
- 8.12 Participation of women in the sustainable management of the environment;
- 8.13 Endorsement by General Fono of technical and financial assistance to women in this area;
- 8.14 Increased participation of women in leadership and management positions in the sector.

**Who is responsible:**

- 8.15 National Women Council, Department responsible for Environment and Disaster Management, Fatupaepae, General Fono, Council for the Ongoing Government of Tokelau.

## **GOAL 9: Women and Culture**

*Policy Purpose: To ensure that women including those with disabilities and girls, fully understand the true culture and traditions of Tokelau.*

### **Objective:**

- 9.1 To ensure there is a National Cultural Policy so that women can continue to play their traditional roles and preserve them in our culture and traditions;
- 9.2 To ensure that the National Cultural Policy reflects and incorporates the traditional roles and responsibilities of women as valued in our Tokelau culture and traditions;
- 9.3 To ensure that our traditional resources such as carvings, traditional songs, dances, Tokelau legends, traditional games are sustained through educational trainings and programmes for present and future generations.

### **Strategies:**

- 9.4 To develop a National Cultural Policy through the Office of the Council for the Ongoing Government;
- 9.5 To ensure that views of the women are incorporated into the National Cultural Policy;
- 9.6 To have ongoing national gathering for women of Tokelau including men as this will allow them to share and exchange traditional knowledge and skills on weaving, carving and other traditional practices;
- 9.7 To record traditional practices such as the Tokelau way of life, legends, traditional dancing, weaving, fishing , traditional games and so on for present and future generations.

### **Indicators of Progress:**

- 9.8 National Cultural Policy is established and views of women were incorporated;
- 9.9 Records of traditional practices, dances and so on are available;
- 9.10 The number of national women gathering held for showing casing traditional knowledge and skills;
- 9.11 The number of women and men attended those national gatherings.

### **Who is responsible?**

9.12 The National Women Council, Fatupaepae, General Fono, Taupulega, Office of the Council for the Ongoing Government, Men and Youth.

## **MONITORING, COORDINATION AND EVALUATION**

- 30 The monitoring, coordination and evaluation of the implementation of the National Policy for Women of Tokelau is important. This will ensure that the implementation of the National Plan of Action is progressing well and in line with the priorities set by the women in their the National Women Policy. In addition, Women will be in a better position to know what progress has been made in the various part of the policy, the challenges they have hence slowing down implementation and more importantly improve activities in areas identified by them as priorities in the following year.
- 31 Annual progress reports will be prepared for the National Council for Women and Tokelau Government. A mid term evaluation will also be conducted and the Plan of Action adapted in light of the finding of review. Six months before the Policy ends, a final evaluation will be conducted and used to inform the drafting of the second National Women Policy 2015-2019.

## **WHO IS RESPONSIBLE?**

- 32 The National Focal Point for Women together with Focal Points for each Fatupaepae, the National Women Council, Fatupaepae Groups.

## **CONCLUSION**

- 33 The women of Tokelau are united in addressing their main goals as addressed in its National Women's Policy. Their hope and aspirations for improving the lives of the women of Tokelau are now in the hands of the Government of Tokelau and the 3 Taupulega to fulfil and implement in partnership with the women of Tokelau.
- 34 The Women of Tokelau will work closely with the Office of the Council for the Ongoing Government of Tokelau to monitor commitment and compliance of Government Departments and Taupulega Offices carrying out their responsibilities as identified in the various aspects of the Tokelau National

Women's Policy. The Women of Tokelau hope that by implementing the Tokelau Women's National Policy, the lives of all the women including women with disabilities and the girl child of Tokelau are enhanced so that they live peacefully and happily and in accordance to the Principles of the Constitution of Tokelau and CEDAW.



# NATIONAL PLAN OF ACTIONS FOR WOMEN OF TOKELAU



2010 - 2015



# **NATIONAL PLAN OF ACTIONS FOR WOMEN OF TOKELAU**

**2010-2015**

<b>OUTCOMES/ RESULTS</b>	<b>OUTPUTS</b>	<b>ACTIVITIES</b>	<b>INDICATORS</b>	<b>RESPONSIBLE ORGANISATION</b>	<b>TIMEFRAME</b>
<p>1 Tokelau women benefit from the mechanisms in place to facilitate the advancement of women in all areas.</p> <p><i>(NATIONAL AND LOCAL LEVEL MECHANISMS FOR THE ADVANCEMENT OF WOMEN)</i></p>	<p>1.1 Tokelau women benefit from the work of the National Women's Council through better coordination of national level initiatives on the advancement of women.</p>	<p>1.1.1 Re-establish and resource the National Women's Council through core commitment from Government.</p>	<p>National Women Council re-established and Budget allocations made available by General Fono.</p>	<p>National Women 's Council, Council for the Ongoing Government, Taupulega, General Fono, General Fono delegates and Minister for Women</p>	<p>February - May 2010</p>
		<p>1.1.2 Establish and resource a National Policy Advisory Officer for Women in the Office of the Council for the Ongoing Government</p>	<p>National Policy Advisory Officer post established and funds allocated to Office of the Council for the Ongoing Government</p>	<p>National Council of Women, Office of the Council for the Ongoing Government of Tokelau, General Fono, General Fono Women delegates</p>	<p>March - August 2010</p>
		<p>1.1.3 Develop a Constitution for the members of the National Women's Council</p>	<p>Constitution for National Women's Council is established and National Women Council is up and running</p>	<p>National Women's Council/ National Policy Advisory Officer, Office of the Council</p>	<p>May - November 2010</p>

		1.1.4 Facilitate the procurement of financial support from regional and international partners to fund activities not paid for from the local budget.	Positive response from donor agencies on the proposal submitted. Budget received from regional organizations to fund for activities not paid by local budget.	National Women Council, National Policy Advisory Officer, Office of the Council for the Ongoing Government of Tokelau.	February 2010 and ongoing
	1.2 Women benefit from the development and implementation of programmes and activities from a gender perspective.	1.2.1 Develop and implement a Gender Mainstreaming Framework across all sectors.	Gender Mainstreaming Framework established for all sectors	Office of the Council for the Ongoing Government of Tokelau, National Focal Point, National Council of women, Fatupaepae Groups, Taupulega Office and all Departments.	May 2011 - June 2012
		1.2.2 Conduct a gender analysis of all Government and Nuku Policies and programmes.	Report on gender analysis informing policies and programmes.	Office of the Council for the Ongoing Government of Tokelau, National focal Point, National Council of Women, Fatupaepae Groups, Taupulega Office and II Departments.	July 2012 - July 2013
		1.2.3 Develop educational material and pamphlets and implement an education programme for women focusing on government policies and programmes.	Education material and Pamphlets developed and number of women attended workshops and using materials.	National Policy Advisory Officer, Gender Consultant, National Women 's Council, Fatupaepae Groups, Taupulega Offices, National Departments.	March - August 2011
	1.3 Women's potential as leaders is further developed	1.3.1 Identify women (and girls) with potential for leadership and build leadership skills in women leaders	Number of people completing training Number of presentations by women on community issues at General Fono	National Policy Advisory Officer, National Women's Council, Fatupaepae Groups	On-going

		1.3.2 Raise awareness on women as delegates to the Fatupaepae, Council and General Fono	Number of women elected at each level	National Policy Advisory Officer, National Women's Council, Fatupaepae Groups, Council, General Fono	On-going
2 Tokelau women enjoy good health through the availability of quality and informed services that respond to the needs of women.  <b>(SERVICES FOR WOMEN)</b>	2.1 Women are better served through access to and availability of quality health care and social services.	2.1.1 Health Department to develop a National Health Policy and to ensure that the policy is in line with the needs of the Women of Tokelau.	National Health Policy developed and views of Tokelau women were incorporated.	Dept of Health and Fatupaepae Groups, National Women's Council, Council for the Ongoing Government of Tokelau,	March - August 2010
		2.1.2 Health Department to develop a series of IEC materials for the purposes of educating and raising the awareness of women on the types of services available.	Number of women utilizing the services available.	Health Department, Health Educators in each village, Fatupaepae Groups of Tokelau, National Women's Council and National Policy Advisory for Women.	July 2010 - June 2011
		2.1.3 Health Department to develop an education and awareness programme for women emphasizing the importance of undergoing health checks such as – cervical screening, mammograms, etc	Number of women participating in the programme. Proportion of women doing health checks annually.	Health Department, National women Council, National Focal Point	September 2011 - June 2013

		2.1.4 Seek and submit budget proposal to General Fono to support health promotion initiatives at the community level.	Budget allocation available for health promotion.	Health Department, Fatupaepae Groups, National women council, National Policy Advisory Officer	May - September 2011
		2.1.5 Health Department to develop and implement a training programme for health professionals in order to strengthen service delivery for women.	Number of health professionals participating in the training.	Health Department, General Fono and National Policy Advisory Officer for Women	
	2.2 Women make informed choices through education and awareness.	2.2.1 Strengthen ongoing health promotion programmes in order to reduce the incidence of NCDs amongst women.	Reduction in the number of women affected by NCDs.	Health Department, Fatupaepae Groups, National Women Council and National Advisory Officer for Women	September 2010 - March 2011
		2.2.2 Develop a Multi Sectoral education and awareness programme for women focusing on different areas, e.g., Reproductive Sexual Health suicide, smoking and alcohol and drug abuse, etc.	Number of women participating in the programmes. Proportion of women in any of the problems areas identified.	Health Department, Fatupaepae Groups, National Women Council, National Advisory Officer for Women and Expert.	June 2011 - May 2012
		2.2.3 Develop an education programme targeting young women in order to reduce the incidences of STI, HIV/AIDS and unplanned pregnancy.	Number of young women having unplanned pregnancies. Reduction in the number of teenage pregnancy and STIs amongst women.	Health Department, young women, Fatupaepae Groups, National Women Council and National Advisory Officer for Women..	September 2010 - June 2011

		2.2.4 Target parents in order to support dialogue within families on reproductive and sexual health issues.	Number of parents participating.	Health Department, General Fono, National Women Council and National Advisory Officer for Women	July 2010 ongoing
		2.2.5 Submit funding proposals for the provision of facilities and equipment for screening.	Number of facilities and equipment available in the hospital on each three villages. Budget allocation for costing facilities and equipment.	Health Department, , Fataupaepae Groups, National Women Council, Council for the Ongoing Government of Tokelau, General Fono and National Advisory Officer for Women.	July 2011 - July 2013
		2.2.6 Develop and implement a Referral System for the purposes of responding to social issues affecting women, e.g., Domestic violence, child abuse, etc.	MOU signed between the different sectors. Proportion of women's cases dealt with in accordance with the procedures and protocols of the Referral System.  Number of participating women. Number of cases.	Health Department, Church Ministers, National women Council, Police and National Advisory Officer for Women.	March 2011 ongoing
		2.2.7 Facilitate the participation of the church and faith based organizations in addressing reproductive and sexual health issues affecting young women.	Percentage of churches and faith based organizations participating in the programmes.	Health Department, different sectors and National Advisory Officer for Women	June 2011 - September 2012

		2.2.8 Formalise alliances between the different sectors in order to address issues to develop a comprehensive approach to sexual and reproductive health.	MOU signed between the different sectors.	Focal Point for each Fatupaepae Groups, National Women Council, Different Sectors and National Advisory Officer for Women.	May 2011 ongoing
		2.2.9 Utilise the media as a partner in promoting the advancement of women and the rights of women in line with CEDAW and CRC.	Proportion of Media programmes focusing on women's issues.	Health Department, National women Council, Fatupaepae Groups and National Advisory Officer for Women.	August 2011 - May 2012
		2.2.10 Conduct a counseling training for service providers in the field of suicide and domestic violence.	Number of participants. Report on the training. Reduction in suicide numbers and incidences of domestic violence.	Health Department, Council for the Ongoing Government of Tokelau, Fatupaepae Groups, National Women Council, National Advisory for Women and an Expert on these areas.	March 2012 ongoing
		2.2.10 Health Department to develop a smoke free policy in the workplace and promote smoke free homes in line with CRC and CEDAW.	Implementation of the Smoke Free Policy.	Health Department, Council for the Ongoing Government of Tokelau, Taupulegas, All NGOs including Fatupaepae Groups, National Women Council and National Advisory Officer for Women.	July 2013 - August 2014

<p>3 Tokelau women become better contributors to the social and economic development of Tokelau through greater participation and involvement in decision making at all levels.</p> <p><b><i>(WOMEN'S CONTRIBUTION TO &amp; PARTICIPATION IN SOCIO-ECONOMIC DEVELOPMENT)</i></b></p>	<p>3.1 Women become better contributors to the economic development of Tokelau through the revival of the recreational centre for women and the development of a Vocational Training Programme for Women.</p>	<p>3.1.1 Revive and resource Recreational Centre for women including vocational training centre.</p>	<p>Budget allocations to revive Recreational Centre including vocational training in operation and used by the women.</p>	<p>Fatupaepae, National Women's Council, Taupulega Office, General Fono, Education Department and National Focal Point for Women.</p>	<p>September 2012 - June 2014</p>
	<p>3.2 Women have access to good employment opportunities through participation in quality and non – formal education</p>	<p>3.2.1 Carry out a specific review and develop a proposal on mainstreaming women with disabilities into formal and non-formal education.</p>	<p>% of women with special needs and integrating their special needs to non-formal education.</p>	<p>Education Department, Fatupaepae Groups, National Women Council and National Advisory Officer for Women.</p>	<p>September 2013 ongoing</p>

		3.2.2 Education Department to develop vocational training programmes for young women in line with their needs and expectations (skills in garment making, handicraft production, fabric arts, vegetable gardening, secretarial, etc.	Proportion of women participating in the programme.  Proportion of women with special needs participating in the programmes.	Education Department, Fatupaepae Groups, National Women Council and National Advisory Officer for Women.	June - November 2011
		3.2.3 Submit financial proposals to the General Fono to provide technical and financial support for non-formal education for women.	Budget allocation for non-formal education for women.	Education Department, Fatupaepae Groups, General Fono, National Women Council, Taupulega Office and National Advisory Officer for Women.	June 2011 ongoing
		3.2.4 Education Department to develop community education on education and training opportunities available for women.	Number of women taking part in Community Education.	Focal Points for Fatupaepae, CETC graduates and National Policy Advisory Officer for Women.	June 2011 - July 2012
		3.2.5 Education Dept to utilize the expertise of CETC graduates to develop and implement Skills Building Programems for women in Tokelau	Number of CETC graduates participating in these programmes. Support from the SPC-CETC for these programmes. Number of participating women. Report on the programme.	Education Department, CETC graduates, Fatupaepae Groups, National Women Council and National Advisory Officer for Women.	September 2012 - May 2014

		3.2.6 Education Department and CETC Graduates to conduct consultations with women in developing the Skills Building Package	Number of Women participating in the consultations and report of consultations.	Education Department, CETC graduates, Fatupaepae Groups and National Advisory Officer for Women.	June - October 2012
		3.2.7 Carry out meetings for the women to raise awareness on the employment opportunities that women could have when accessing vocational trainings.	Number of small business initiatives by women. Increased participation of women in economic development.	Focal Points, Fatupaepae Groups, CETC graduates, National Policy Advisory Officer for Women.	July 2011 ongoing
		3.2.8 Department of Economic Development to carry out education and awareness programmes for women including women with disabilities on small business development (proposal writing, business and financial management, reporting, etc.)	Number of workshops and women participating in these awareness programmes	Department of Economic Development, Fatupaepae Groups, National Women Council and National Advisory Officer for Women.	June 2011 - 2013
	3.3 Women's products feature in overseas markets through good marketing and promotional initiatives.	3.3.1 Department of Economic Development to carry out education and awareness programmes for women including women with disabilities on opportunities available in the economic sector for their development and enhancement.	Number of women and participated in these trainings.  Number of women selling products in overseas markets.	Department of Economic Development, Fatupaepae Groups, National Women Council	August 2011 ongoing

		3.3.2 Conduct review and revision of policies practices in all sectors to ensure non-discrimination.	Report of review and policies revised in all sectors to ensure there is no discriminations  Implementation of non-discriminatory practices.	National Advisory Officer for Women and Gender Expert (UNDP or SPC or UNESCO), and Fatupaepae Groups.	March - July 2010
		3.3.3 conduct leadership and decision making programmes for women including women with disabilities.	Number of women participating in these programmes.	National Policy Advisory Officer for Women, Fatupaepae Groups, General Fono, Women GF Delegates, National Women Council.	November 2010 - February 2011
	3.4 Women are equipped with the skills and knowledge to develop small business initiatives.	3.4.1 Initiate the conduct of a Tokelau Fatupaepae Women's National Economic summit (Tokelau Handicrafts).	Report on the progress of preparations for the Economic Summit.	Fatupaepae Groups, National Women Council, Department for Economic Development, National Advisory Officer for Women.	March - August 2011
		3.4.2 Develop standards and quality of products to be sold at the summit.	Number of participating women; Quality of products made in line with the standards.	Fatupaepae Groups, National Women Council, Department for Economic Development, National Advisory Officer for Women.	May - October 2010

		3.4.3 Seek financial support from the General Fono and regional levels to finance the Women's Economic Summit.	<p>Participation of professionals at the process &amp; proportion of budget allocation for the Fatupaepae Economic Summit.</p> <p>Number of Women participated in workshops and number of workshops held.</p> <p>Increase in government funding for women's participation.</p>	National Policy Advisory Officer for Women, Department for Economic Developments, General Fono, Fatupaepae Groups, regional organization.	June - October 2010 and ongoing for each year
	3.5 Women have access to local and overseas markets in order to further develop and expand handicraft production and to contribute to the economy of Tokelau	3.5.1 The Department of Economic Development to find overseas markets for the exportation of handicrafts for Tokelau women	<p>Number of Fatupaepae Groups exporting handicrafts to overseas markets</p> <p>Funding received from overseas markets</p>	Department of Economic Development, Fatupaepae Groups, National Women Council, Taupulega office, General Fono, Council for the Ongoing Government of Tokelau, National Advisory Officer for Women.	June 2012 - March 2013
	3.6 Women become better managers of the environment through capacity building.	3.6.1 Department responsible for Environment to conduct capacity building programmes for women on the importance of protecting and preserving the environment.	Number of workshops and increase participation in the number of women's programme for the protection of environment.	Department responsible for Environment, Fatupaepae Groups, National Women Council	November 2010 - March 2011

	3.7 Women are better prepared when natural disaster strikes Tokelau.	3.7.1 Conduct awareness workshop for women in the villages on natural disaster preparedness such as tsunami, etc.	Number of workshops and number of women who participated in the preparedness workshop for disaster management.	Department responsible for Disaster Management, Fatupaaepae Groups, National Women Council, National Advisory Officer for Women.	July - November 2010
	3.8 Women are caretakers of the culture and traditions of Tokelau.	3.8.1 Office of the Council for the Ongoing Government to develop a National Cultural Policy and ensure that the views of women are included.	National Cultural Policy established and women's views were incorporated.	Office of the Council of the Ongoing Government, National Women Council, Fatupaepae Groups, National Advisory Officer for Women.	May 2010 - October 2011
4 All women, including women with disabilities and the girl child are better protected through a better understanding and appreciation of their legal and human rights.  <b>(WOMEN'S LEGAL AND HUMAN RIGHTS)</b>	4.1 All women are better protected through the amendment and enforcement of legislations in accordance with regional and international instruments on the advancement of women.	4.1.1 Legal literacy training for all women including the girl child.	Amendments made to maternal health entitlements for women.	Office of the Council for the Ongoing Government, Taupulegas, General Fono Fatupaepae Groups, National Women Council, National Advisory Officer for Women.	September 2010 - June 2012
		4.1.2 Review current legislations in line with the CEDAW obligations.	Report on the review of legislations. Proportion of women who understand CEDAW.	Office of the Council for the Ongoing Government, National Advisory Officer for Women, Fatupaepae Groups	September 2011 and ongoing

		4.1.3 Seek and propose to Council and General Fono for amendments to the maternity leave provisions in HR Manual for women in government and in the nuku.	Amendments made to HR Manual in the maternity leave provision.	National Policy Advisory Officer for Women, HR Manager, Women General Fono Delegates, Taupulega Council for the Ongoing Government of Tokelau,, General Fono.	Same as above
		4.1.4 To amend HR Manual Policy to allow for new working mothers to bring their babies and breastfeed them at work.	HR Manual amended to address this issue.	Fatupaepae Groups, National Council of Women, Taupulega, Council for the Ongoing Government of Tokelau, General Fono and National Advisory Officer for Women.	2010 - 2011 ongoing
		4.1.5 Seek Council, Taupulega and General Fono endorsement for an increase in paternity leave in line with CEDAW obligations.	Policy endorsed to address needs of women.	Fatupaepae/National Policy Advisory Officer for Women, Taupulega, Council for the Ongoing Government, General Fono.	July 2010 ongoing
		4.1.6 Seek for special leave for pregnant women (all women of Tokelau including those in the villages) to undertake their monthly medical check-ups.	Special leave for pregnant women including those in the villages (Fatupaepae Groups) granted.	Fatupaepae/National Policy Advisory Officer for Women, Taupulega, Council for the Ongoing Government, General Fono.	Same as above
		4.1.7 Education and awareness programmes on the protection of women from all forms of violence.	Increased awareness amongst women and public about violence against women and that is a criminal act.	Police offices on each atolls, Faupaepae Groups, National Women Council, National Policy Advisory Officer for Women.	September 2010 - June 2011

		4.1.8 Police training for police officers to know how to deal with women and sensitive issues including training for Law Commissioners to now how to deal with sexual abuse cases.	Data of reported cases of violence against women increased or decreased.  Increase sentences for crimes against women.  Increased ratio of victims to complain.	Health Department, Police, Law Commissioners, National Council of Women, Taupulega Offices, Fatupaepae Groups, National Advisory Officer for Women.	July - November 2011 and ongoing
		4.1.9 Health Department to establish counseling services for women who face such hardships and so on.	Established services for victims of violence. Compensation for victims of domestic violence.  Establishment of counseling services (as in outcome 1).	Health Department, Police, Fatupaepae Groups, National Women Council, National Policy Advisory Officer for Women.	July 2011 - June 2012
		4.1.10 Strengthen services available targeting victims of domestic violence.	Police been trained to proactively deal with victims of domestic violence.	Police Officers, Fatupaepae Groups, National Women Council, National Advisory Officer for Women, Taupulega Offices.	September 2011 - July 2014

<p>5 National Plan of Actions for Women of Tokelau is progressing well and in line with the priorities identified by women in their National Policy.</p> <p><b><i>(NATIONAL PLAN OF ACTIONS BEING IMPLEMENTED ACCORDING TO THE NEEDS OF THE WOMEN)</i></b></p>	<p>5.1 National Policy is updated and in line with the needs of the women identified in the National Policy of Women.</p>	<p>5.1.1 National Focal Point to review, monitor and evaluate activities of National Plan of Action.</p>	<p>National Plan of Action is progress well and in line with needs and priorities of women in National Policy.</p>	<p>National Policy Advisory Officer for Women, Department responsible for various sections of the National Plan of Action, National Council of Women</p>	<p>November - December 2010 and end of each year 2011, 2012, 2013, 2014, 2015</p>
		<p>5.1.2 National Focal Point to report to the National Women Council and Fatupaepae Groups on progress of implementations of National Policy or Women.</p>	<p>The needs of the Fatupaepae Groups and National Council of Women are reflected in the National Plan of Action.</p>	<p>National Advisory Officer for Women, National Women Council, Department responsible for implementing the relevant sections of National Plan of Action, Taupulega Offices.</p>	<p>February - March 2011 and same time in every other year, 2012, 2013, 2014, 2015.</p>