



*Empowered lives.
Resilient nations.*



Scrutinising Legislation from a Gender Perspective

A PRACTICAL TOOLKIT



*Empowered lives.
Resilient nations.*

UNITED NATIONS DEVELOPMENT PROGRAMME

Level 8, Kadavu House, 414 Victoria Parade

Private Mail Bag, Suva, Fiji

Tel: 679 331 2500 | Fax: 679 330 1718

Email: registry.fj@undp.org | www.pacific.undp.org

FOREWORD



The Fijian Parliament has taken the initiative to mainstream gender issues in its legislative processes and oversight functions.

The inclusion of gender-based analysis when scrutinising and reviewing legislation should be a central part of the work of the Fijian Parliament. The goals of gender equality and empowerment of women have become important components of the development agenda particularly the 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs). The achievement of the SDGs requires engaged and committed parliaments in order to enable governments to act, while holding them accountable to their commitments. The SDGs and targets require action by Governments and stakeholders, which often necessitates legislative, and policy reform. Parliament is a key institution in these processes.

Gender mainstreaming is a key strategy used by the Fiji Parliament towards progressing the SDGs, in particular Goal 5 – ‘achieve gender equality and empower all women and girls’. The Parliament’s Standing Orders require a gender-based analysis to be used by parliamentary committees when scrutinising legislation or undertaking their oversight functions.

Standing Order 110(2) provides that where a committee conducts an activity, the committee shall ensure that full consideration will be given to the principle of gender equality so as to ensure all matters are considered with regard to the impact and benefit on both men and women equally.

This toolkit is a practical guide for Members of Parliament on how to scrutinise legislation from a gender perspective. The toolkit will also provide guidance to committee staff assisting the Parliament’s Standing Committees during the legislative process as well as being of use to members of the public who make submissions to the Standing Committees.

This toolkit has been developed by the Fijian Parliament with the assistance of the UNDP Fiji Parliament Support Project. We are grateful to UNDP and the project donors, the European Union and the Governments of New Zealand, Australia and Japan, for their ongoing support to the Fijian Parliament.

I urge all Honourable Members to utilise this toolkit in their work.

Hon. Dr Jiko Luveni
Speaker of Parliament

OVERVIEW

Gender is a critical dimension of parliamentary scrutiny. Considering laws, policies, programmes and budgets from a gender perspective ensures that they are fair to both men and women. This leads to better decision-making for everyone.

This is a practical guide for Members of the Fiji Parliament on how to scrutinise legislation from a gender perspective, in the day-to-day work of a parliamentarian. It is not an academic or theoretical description of the concepts of gender, equality or analysis but is designed to be a practical document.

While the toolkit specifically focuses on the scrutiny of legislation, the ideas can be applied to the scrutiny of policies and programmes too. Considering budgets from a gender perspective will be covered in other documents.

PART 1: The basics: covers the reasons why you should be concerned about gender in parliamentary scrutiny, and debunks some myths.

PART 2: How to: advises how parliamentarians can adopt a gender perspective when scrutinising legislation.

PART 3: Step-By-Step: a case study illustrating gender scrutiny of legislation.

PART 4: Where to find the evidence: a selection of resources, from good practice to guidance, and statistics to international standards.

Annex – Definitions: a glossary of commonly used gender terms.



POLICY AND LEGAL BACKGROUND



Governments worldwide have committed to increasing gender equality. Parliamentarians need the skills, processes and resources to assess whether laws, policies and programmes are likely to increase equality between women and men. Examples of good practice and legal obligations include:

International good practice

The Inter-Parliamentary Union's **Plan of Action for Gender-sensitive Parliaments**¹ (2012) recommends that parliaments develop clear **gender-based legislation assessment toolkits for their Members**. It also recommends that Members have access to library/research staff with gender expertise, who have access to up-to-date information, books, computers and online databases, and who can assist with gender-based analyses.

Beijing Platform for Action

In 1995, at the United Nations World Conference on Women in Beijing, nations including Fiji developed an ambitious political declaration and Platform for Action to outline objectives and actions required to achieve greater equality between women and men. Governments committed themselves to **effective integration of a gender perspective** throughout their operations, policies, planning and decision-making.

Governments also adopted the obligation to carry out **gender impact assessments** of the effects of government bills or political decisions on women and men before the decisions could be taken.

¹ <http://www.ipu.org/pdf/publications/action-gender-e.pdf>

Fiji's review of progress on the Platform for Action in 2014 concluded that:

- Gender mainstreaming in the public and private sector is still needed and;
- government agencies lack the technical know-how to mainstream gender and how to make their work and budgets gender responsive.

Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)

The Convention on Elimination of All Forms of Discrimination Against Women (CEDAW) is often described as an international Bill of Rights for women. Fiji is a party to the CEDAW.

The Convention is a human rights instrument that provides the framework to identify what constitutes discrimination against women, and which sets up an agenda for national action to end such discrimination. The cornerstone of CEDAW is the **principle of equality between men and women** and the prohibition of discrimination of the rights of men and women.

Article 2 mandates that states parties ratifying the Convention declare **intent to enshrine gender equality into their domestic legislation**, repeal all discriminatory provisions in their laws, and enact new provisions to guard against discrimination against women.

GENDER EQUALITY

Equality between women and men (gender equality) refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same, but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female.

Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognising the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women.

Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable, people-centred development.²

² UN Women: <http://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>



Fiji National Gender Policy

The Fiji National Gender Policy (2014) commits to:

- promote active and visible gender mainstreaming in all sectors and within civil society to ensure agency for gender equity and equality in all spheres of national life, and
- establish a system of gender mainstreaming which binds all sectors of government, and guides community and faith based organisations, women's and men's organisations.

So it is clear that parliaments need to effectively and consistently embed gender perspectives into their scrutiny. The following toolkit aims to help you, as Members of the Fiji Parliament, do that.

THE BASICS

1

Why should MPs scrutinise legislation from a gender perspective?

Women and men **experience life in different ways** and as a result, they have different needs and make different contributions to society.

Scrutinising the policies, programmes and legislation of a country from a gender perspective ensures that decisions about people's lives take account of **different experiences and needs**.

If these differences are not considered, there is an assumption that decisions will affect everyone in the same way, which

could lead to negative or unintended effects. Better scrutiny leads to better law and policy.

WHAT'S THE DIFFERENCE BETWEEN GENDER AND SEX?

Sex and gender are different. **'Sex'** refers to the biological characteristics of a person (male/female) and **'gender'** is a social construction that refers to the psychology, behaviours, roles, and expectations in society (women/men/masculine/feminine).





It is essential that parliamentarians and decision-makers identify the specific needs and characteristics of people they are supposed to serve, and deliberately explore whether their decisions really meet the needs and aspirations of the entire population, not just a section.

Institutions, decisions and processes that effectively reflect the different needs and experiences of women and men are considered to be ‘gender-sensitive’, a definition coined by the IPU.

As the IPU good practice guide notes, parliaments mirror our societies. They aspire to represent and respond to everyday reality. By so doing, parliaments are constantly evolving. Modern parliaments are those in which citizens recognise themselves and find answers to their questions and aspirations.

It is essential that **parliamentarians and decision-makers identify the specific needs and characteristics of people they are supposed to serve**, and deliberately explore whether their decisions really meet the needs and aspirations of the entire population, not just a section.

THE FIJI PARLIAMENT'S STANDING ORDERS

Fiji is among the first countries to include gender scrutiny in its Standing Orders. Specifically, the Fiji Parliament's Standing Orders require committees to consider gender equality and ensure that the impact on both men and women is explored in all matters:

“SO110 (2): Where a committee conducts an activity listed in clause (1), the committee shall ensure that full consideration will be given to the principle of gender equality so as to ensure all matters are considered with regard to the impact and benefit on both men and women equally.”

Source: The Standing Orders of the Parliament of the Republic of Fiji.

How can parliamentarians consider issues from a gender perspective?

The key to embedding gender into parliamentary scrutiny is asking the **right questions**, using the **best available evidence**. This way, parliamentarians can **interrogate the assumptions** upon which decisions are based.

Finding the evidence

Sound data and research are at the core of gender mainstreaming. Parliamentarians need access to impartial, expert analysis and sex-disaggregated data (i.e. information that is broken down by sex) to ensure that all decisions take account of the different experiences and needs of women and men.



Example

Women are far more likely to be the primary care-givers for children. If a government invests in a free childcare programme, this will disproportionately benefit women. Similarly, a law concerning health and safety on construction sites will affect men more than women, as construction workers are more likely to be men. In both of these situations, parliamentarians should scrutinise the decisions from a gender perspective to make sure it serves the people most effectively, and to explore whether they increase or decrease inequalities.

Without accurate information, gender-based analysis becomes an exercise in **stereotyping** (e.g. “women are bad drivers, so they are more likely to die in road accidents. A road safety campaign targeted at women will decrease road fatalities”). The evidence shows that males are more than twice as likely as females to die in road accidents in Fiji, which increases to four times for males aged 30-44³). Both men and women

³ <http://www.omicsonline.org/open-access/retrospective-autopsy-based-study-of-fatal-road-traffic-accidents-in-fiji-2157-7145.1000243.pdf>

are guilty of gender stereotyping, and changing such perceptions is often a slow process.

It is also important to discover whether there is a *lack* of disaggregated data. Members of Parliament can find gender-disaggregated data, as well as gender analysis strategies, from a range of sources within and outside of Parliament. A list of additional resources is available in part 3 of this Toolkit.

Did you know that, in Fiji....

- the labour force participation rate for females aged 15+ is 38% (of the female population), compared with 72% for males;
- the unemployment rate is 11.2% for females and 6.3% for males;
- female life expectancy is 73 years, compared with 67 years for males;
- smoking prevalence is 13% for females, and 41% for males;
- women hold 14% of seats in parliament, compared with 86% men;
- 1,036 males and 102 females of primary school age were not enrolled in school in 2011, and
- the prevalence of physical and/or sexual intimate partner violence over a woman's lifetime is 64% in Fiji, compared with 30% globally.

Asking the right questions

At its core, gender scrutiny is a process of questioning the assumptions, actors, benefits, processes, policies and outcomes associated with a process or policy: What assumptions have been made about the beneficiaries? Who is targeted? Will all groups be affected equitably? Will all groups benefit equitably?

The idea of 'gender mainstreaming' questions an institution's gender neutrality, particularly if its internal assumptions, working procedures and activities are considered to be perpetuating inequality. But gender mainstreaming is a far wider concept than just gender analysis of legislation.



The ultimate goal of considering gender in the scrutiny of legislation is to achieve gender equality, by making institutions more reflective of the needs, aspirations and experiences of all women and men.

In 1997, the United Nations defined gender mainstreaming as:

[...] the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels.

It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.⁴

It is important for parliamentarians to have gender analysis skills so that they can undertake their representative, legislative and oversight functions using a 'gender lens'.

The outcome

The outcomes of a gender-based analysis of legislation should be to:

- establish if gender issues were considered during the decision-making process, and
- decide whether the proposed law will increase or decrease inequalities between men and women.

The ultimate goal of considering gender in the scrutiny of legislation is **to achieve gender equality, by making institutions more reflective of the needs, aspirations and experiences of all women and men.**

The next section of this guide provides a step-by-step approach for parliamentarians to use when scrutinising legislation from a gender perspective.

⁴ United Nations, 1997, Report of the Economic and Social Council <http://www.un.org/documents/ga/docs/52/plenary/a52-3.htm>

STEP-BY-STEP: A guide to scrutinising legislation from a gender perspective

By scrutinising legislation from a gender perspective, parliamentarians aim to answer the following two questions:

- have gender considerations been **embedded into the decision-making process**?
- is the legislation likely to **increase or decrease inequalities between men and women**?

Below is a step-by-step guide of gender analysis questions to consider during the legislative scrutiny process, alongside a practical case study. The approach is flexible, and **questions can be selected and tailored to the issue concerned, or to your personal interest.**

Ensure that you consider whether your **own perspective and background influences your analysis.** Your background may affect your perspective and prevent you from asking questions and hearing answers. Care must be taken to ensure that analysis does not reinforce stereotypes or systemic discrimination against women or men. **To avoid this, make sure that analysis is evidence-based** and takes account of as many sources as possible. Doing so effectively demands that parliamentarians draw on the support of the Secretariat for inputs, and collaborate across party lines where possible.

STEP 1: IDENTIFY THE ISSUE

Questions to ask	Example legislation
<ul style="list-style-type: none"> • What is the legislation? • Is it a new law or amending an existing one? 	Aquaculture Bill 2016 - new law ("aquaculture" is the breeding, rearing, and harvesting of plants and animals in all types of water environments such as ponds, rivers, lakes, and the ocean)
<ul style="list-style-type: none"> • What subject area does it fall under, e.g. health, education, environment, finance? 	Environment, fisheries

- **What are the goals of the Bill?**

The Bill's main provisions are:

- the introduction of an **aquaculture licensing regime** and the associated monitoring and enforcement powers, including fixed penalty notices;
- the **establishment of the Aquaculture Advisory Council, the Licensing Committee and the Scientific Committee**; and
- the power to **designate aquaculture areas, and to adopt management and development plans** to encourage and manage the sector in those areas.

STEP 2: IDENTIFY THE EVIDENCE AVAILABLE ON THE ISSUE

Questions to ask	Example legislation
Who will be affected by the change in the law?	<p>People who engage in aquaculture activities, fishermen/women.</p> <p>People who consume fish.</p>



Is there sex-disaggregated data available on the issue you are considering?

Look at workforce statistics, and the groups of people the change may affect.

What are the gaps in data?

Are the statistics up to date and reliable?

Food and Agriculture Organisation (FAO) of the UN, Fishery and Aquaculture Country Profiles - Fiji - contains employment and production data, but not sex-disaggregated.

Secretariat of the Pacific Community, Women in Fisheries Information Bulletin (#26), Dec 2015 – provides a summary of the policy issues, but no employment data.

Gender and fisheries and aquaculture – From policy to implementation – **“women’s involvement in and their contribution to fisheries are more significant than generally believed or indicated by statistics.**

Globally, across most cultural, social and political and economic strata, the role of women is still believed to relate more to post-harvest and marketing activities rather than fishing or aquaculture itself.”

Women in fisheries website – “Even though **sex-disaggregated data on employment in the aquaculture sector is rarely available**, women are known to be a critical part of the production process, from pre-harvest and harvest, to post-harvest processing. Much of women’s work in aquaculture is unrecognized and unpaid”

Asia Development Bank, Country gender assessment (2006) “78% of all informal sector activity in Fiji involves agriculture, forestry and fishing, and **one-third of those involved in such activities are women.**

In Fiji, women perform the majority of daily subsistence fishing and reef gleaning, thereby providing the majority of the household's protein intake".

Aalbersberg, Tawake & Parras, Recovering Fiji's coastal fisheries (2005) "Climate change and overfishing have led to a depletion of reef and fish stocks in Fiji, making women's reef gleaning activities less productive. This is problematic given that such activities provide the major protein source for families."

STEP 3: ESTABLISH WHETHER GENDER HAS BEEN MAINSTREAMED IN THE DECISION MAKING PROCESS

Questions to ask	Example legislation
Can you identify if one gender is likely to be affected more than the other by the change in the law, and to what extent?	No, but from the evidence available it is clear that women have a key role in aquaculture activities, and perform different roles to men in the production process (e.g. post-harvest and marketing).
Are gender differences specifically addressed in the Bill, either through a particular provision or in the Explanatory Notes?	No (in either the Bill or the Explanatory Notes).
Are specific groups of people within each gender (such as disabled women, men of a specific ethnicity or women living in rural areas) more likely to be affected, and to what extent?	Women and men in rural areas are likely to be affected by the legislation, as aquaculture is more prevalent in rural areas. Data on ethnicity is not available.
What evidence is there to prove that gender considerations have been a factor in the decision-making process (for example, through impact assessments, gender analysis, or consultation of women's groups)?	No evidence

What **gender analysis** has been undertaken by the government?

Has an **impact assessment** been undertaken? Does it consider gender?

Who has been **consulted** on the issue? Whose voices are missing?

No evidence

How will **gender issues be monitored** in the regulation of the policy/programme/budget/law?

No evidence

What are the desired '**gender outcomes**' (e.g. better women's representation, improved cultural attitudes, improved income equality etc)?

No evidence

Section 26 of the **Fiji Constitution** states that "equality includes the full and equal enjoyment of all rights and freedoms recognised in this Chapter or any other written law".

No evidence

Is section 26 clearly embedded in the Bill?

Do certain groups of people face obstacles **accessing the service** concerned?

No evidence

Does the **workforce reflect the population** in terms of gender? If not, is this seen as a problem and if so what steps are being taken to address it?

Reliable disaggregated statistics are not available.

Is **unpaid care** (of children or relatives/friends) an issue? Has it been factored into the decision-making?

No evidence

What gender-specific data will be gathered as a result of this decision?

No evidence

How has the Fiji National Gender Policy had an impact on this issue (e.g. is it a target in the Plan?)

The Bill does not refer to the Policy.

Section 5.2. of the National Gender Policy refers to employment and labour, with the following objectives:

3. Establish **institutional mechanisms to effectively monitor and promote equal employment** opportunities of men and women in the public and private sectors and conduct gender audits including spot checks, at all levels in relation to recruitment, promotion, separation, conditions of work, salary, minimum wage, and gender equity issues.

[..]

7. **Promote gender equality at all worksites**, mandating gender awareness in the provision of adequate occupational health and safety, sanitary, and changing room facilities for both men and women to ensure that they are protected and not excluded from possible employment opportunities due to the inadequate provision of such facilities, especially in areas that may be non-traditional to them.
8. Advance **wider workforce participation by men and women** through the promotion of gender sensitive institutional arrangements which facilitate the balancing of men and women's private and public gender roles and responsibilities, such as flexible working hours, and increased access to quality child care facilities.

Such arrangements will include work-based models where suitable; homework centres, after-school clubs, recreation and extra-curricular training facilities for children, on a cost sharing basis, and subsidised for lower-income families.

[..]

11. Promote laws and policies which recognise the **right to equal work for equal pay, and for gender aware minimum wage policies.**

Has the legislation been drafted in **clear, plain language**, to be understandable to as many people as possible?

Yes

Will women be involved in **administering the law**?

No evidence

How will the public be educated about the law?

No evidence

What methods will be used to ensure that men and women have equal access to this information?

Will gender-specific concerns be reviewed in **monitoring and evaluating** the legislation?

No evidence

STEP 4: SUMMARISE – WHAT ARE MY CONCLUSIONS, AND WHAT QUESTIONS DO I NEED TO ASK DURING SCRUTINY?

Questions to ask	Example legislation
What are my conclusions?	<p>There is a lack of sex-disaggregated employment and consumption data on aquaculture in Fiji.</p> <p>Women have a key role in aquaculture activities in Fiji, but perform different roles to men (e.g. they are more likely to be involved in post-harvest and marketing). This is particularly important as the new licensing regime introduces new legal obligations and offences.</p> <p>The introduction of a licensing regime, new advisory bodies and area designation and management through this Bill will have an impact on the work of women in aquaculture.</p> <p>But it is not clear what the extent of this impact may be, as there is a lack of data. The Bill and its Explanatory Notes do not address gender issues.</p> <p>There is not enough evidence to determine whether gender issues have been sufficiently considered during the decision-making process. There is also not enough evidence to prove that this Bill will increase equality between men and women involved in aquaculture activities.</p>

List of questions to ask during scrutiny of the Bill.

Remember that just because some information may not be available in the public domain, does not mean it doesn't exist. Gender-based analyses of laws and policies may be undertaken internally; the scrutiny process should find this out.

- Has a gender analysis of the Bill been undertaken?
- What consultations took place specifically with women and men during the drafting of the Bill?
- Sex-disaggregated data on aquaculture is not currently collected. Will the new licensing regime require the collection and publication of such data?
- What evidence was used during the formulation of the Bill?
- Will the new licensing regime require women's aquaculture work to be recognised and paid?
- How will the new licensing regime ensure that women are paid the same as men, and that they have access to childcare and health facilities, as set out in the National Gender Policy?
- How will you ensure that women's voices are represented in the new advisory councils and committees? Will there be a designated member for issues specific to women?
- How will the public be educated about the new law, particularly taking account of the different needs of men and women (e.g. women and men are likely to work in different stages of aquaculture production, so will need different information)?
- Will women be involved in the regulation and monitoring of the legislation?

List of changes/ amendments/
suggestions to put forward

[To be decided by MPs after sufficient
evidence has been gathered through
scrutiny]



In summary

This case study has illustrated how parliamentarians can scrutinise legislation from a gender perspective. It has demonstrated that effective, gender-sensitive parliamentary scrutiny relies on good evidence, an interrogation of the assumptions through incisive questioning, and suggestions for change that are based on a wide range of views and evidence.

A systematic approach to mainstreaming gender in parliamentary scrutiny (as suggested in section 2)

can be useful as it ensures that each issue considered by parliament has had the same level of gender scrutiny. The approach can be easily tailored to suit the issue, through amendments, additions and omissions to the questions.

In short, by using data, expertise and analysis in their parliamentary scrutiny of legislation, Members of Parliament can help achieve gender equality in Fiji.

Where to find the evidence

4

Members of Parliament have access to a wide range of data resources and expertise. The Research and Library Services team can help you navigate these sources, and find exactly what you need. To get started, this section provides a list of sources of guidance, data and expertise that can be used specifically when conducting gender analysis.

4.1 Research and Library Services

The Parliament's Research and Library Services can help MPs identify the likely differential impacts of men and women by finding data sources, providing

impartial analysis using their subject knowledge and gender analysis tools, and sourcing external expertise.

The Service is completely non-partisan, meaning that it cannot provide critiques or appraisals, but researchers can help MPs find the information they need to form their opinions.

To access research publications, or to submit a research request in confidence, go to the Library, or complete a request form here:  <http://www.parliament.gov.fj/Research-Library.aspx>, or email research@parliament.gov.fj.

4.2 Good practice, legal and policy framework

GOOD PRACTICE GUIDES

Inter-Parliamentary Union, Gender-sensitive parliaments (2009)



<http://www.ipu.org/pdf/publications/gsp11-e.pdf>

Inter-Parliamentary Union, Gender-sensitive parliaments – A plan of action (2012)



<http://www.ipu.org/pdf/publications/action-gender-e.pdf>

UNDP, Gender-sensitive and Pro-poor Indicators of Good Governance (2005)







http://omec.uab.cat/Documentos/mitjans_dem_gov/0098.pdf

Parliament of Canada Standing Committee on the Status of Women, Gender-Based Analysis: Building Blocks for Success (2005)



<http://www.parl.gc.ca/HousePublications/Publication.aspx?DocId=1778246&Language=E&Mode=1&Parl=38&Ses=1&File=9>

LEGAL AND POLICY FRAMEWORK

Sustainable Development Goals Knowledge Platform	 https://sustainabledevelopment.un.org/sdgs
Government of Fiji, Fiji National Gender Policy	 www.health.gov.fj/PDFs/policy/NationalGenderPolicy.pdf
Government of Fiji, National Women's Action Plan 2010-19	 http://www.welfare-women.gov.fj/index.php/women1/womens-plan-of-action-2010-2019.html
Constitution of Fiji	 http://www.fiji.gov.fj/getattachment/8e981ca2-1757-4e27-88e0-f87e3b3b844e/Click-here-to-download-the-Fiji-Constitution.aspx
Fiji Parliament Standing Orders (updated February 2016)	 http://www.parliament.gov.fj/getattachment/Parliament-Business/Rules-of-the-House/SO-210316.pdf.aspx

For Members who wish to explore gender issues in more depth, the most commonly used **academic gender analysis frameworks** are outlined and appraised in this **USAID paper**.⁵

4.3 Statistical resources


The Secretariat of the Pacific Community (SPC) is currently developing a framework of gender indicators. SPC is working with governments and development partners to collate data across the framework, and the results will be published on its website. When completed, these gender indicators will

form a comprehensive data source for Members of Parliament to use during their scrutiny. Many of the indicators (such as the proportion of males and females with access to clean drinking water) will provide data that is not currently available in the public domain.

⁵ http://www.usaidwidworkshops.org/GATE_CD/images/session3/SESSION%203%20Gender%20Analysis%20Frameworks.doc

GENERAL STATISTICS

World Bank – complete data bank on gender statistics

 <http://databank.worldbank.org/data/reports.aspx?source=gender-statistics&Type=TABLE&preview=on>

Fiji Bureau of Stats/ Secretariat of the Pacific Community, Fiji
PopGIS – population mapping tool (including 2007 census data)

 <http://fiji.pogis.spc.int/#l=en;v=map1>

Secretariat of the Pacific Community, National Minimum Development Indicator Database – Gender

 <http://www.spc.int/nmdi/gender>


Fiji Bureau of Statistics

 <http://www.statsfiji.gov.fj/>


Pacific Regional Information System (Prism)

 <http://prism.spc.int/>


Centre for Gender Research, University of Fiji (bibliography at bottom of page)

 <http://www.unifiji.ac.fj/centre-for-gender-research/>

Women in Development Network (WIDNET)

 <http://www.focusintl.com/x3widnetfiji.htm>


Asia Development Bank – Country Gender Assessment Fiji (2006)

 <http://www.adb.org/documents/fiji-country-gender-assessment>

ECONOMIC STATISTICS

World Bank:

- Labour force participation rate (males and females)
- Employment by industry (males and females)
- Employment to population ratio (males and females)
- GINI index
- Self-employed (males and females)
- Unemployment rate (males and females)

 <http://databank.worldbank.org/data/Fiji-Gender-Stats-2006-1014/id/f805bcb2>

HEALTH STATISTICS

World Bank:

- HIV rate (males and females)
- Life expectancy at birth (males and females)
- Fertility rate (female)
- Healthcare expenditure
- Maternal mortality
- Maternity leave (days paid and % of wages paid)
- Infant mortality rates (males and females)
- Prevalence of overweight (males and females)
- Smoking prevalence (males and females)



<http://databank.worldbank.org/data/Fiji-Gender-Stats-2006-1014/id/f805bcb2>

Government of Fiji, Ministry of Health and Medical Services, Annual Report 2014, including disaggregated health statistics



<http://www.health.gov.fj/PDFs/Annual%20Report/Annual%20Report%202014.pdf>

EDUCATION AND CHILDREN STATISTICS

World Bank:

- Total school enrolment (males and females)
- Lower secondary completion rate (males and females)
- Primary completion rate (males and females)
- Primary teachers (males and females)
- Secondary teachers (males and females)
- Progression to secondary school (males and females)



<http://databank.worldbank.org/data/Fiji-Gender-Stats-2006-1014/id/f805bcb2>

- Primary school enrolment, gender parity index (GPI) and % (males and females)
- Secondary school enrolment, gender parity index (GPI) and % (males and females)

UNICEF indicators on children including:



http://www.unicef.org/infobycountry/fiji_statistics.html

- Contraceptive use (males and females)
- Literacy rates (males and females)
- Child labour (males and females)

CRIME, JUSTICE AND REPRESENTATION STATISTICS

Fiji Women's Crisis Centre - Somebody's Life, Everybody's Business, research on violence against women in Fiji (2011)



<http://fijiwomen.com/wp-content/uploads/2014/11/1.pdf>

World Prison Brief, Fiji - Female prisoners (percentage of prison population)



<http://www.prisonstudies.org/country/fiji>

Office of the Director of Public Prosecution – rape and sexual offence statistics



<http://odpp.com.fj/media-updates-2/>



March 2016: http://odpp.com.fj/wp-content/uploads/2016/04/ODPP-Rape-and-Sexual-Offences-Statistics-March-2016_5.04.16.pdf

World Bank:

- Proportion of seats held by women in national parliament
- Proportion of women in ministerial positions



<http://databank.worldbank.org/data/Fiji-Gender-Stats-2006-1014/id/f805bcb2>

Fiji Women's Forum/IWDA, Public perceptions of women in leadership (survey results)



<http://www.iwda.org.au/research/public-perceptions-of-women-in-leadership/>

ENVIRONMENT STATISTICS

Demographics of road traffic accidents in Fiji study



<http://www.omicsonline.org/open-access/retrospective-autopsy-based-study-of-fatal-road-traffic-accidents-in-fiji-2157-7145.1000243.pdf>

SPC, Women in fisheries



<http://www.spc.int/coastfish/en/publications/bulletins/women-in-fisheries.html>

UN Women, Pacific Island Women and Agriculture - A Literature Review and Annotated Bibliography



<http://www2.unwomen.org/~media/field%20office%20eseasia/docs/publications/2012/rural%20pacific%20island%20womenand%20agriculture.pdf?v=3&d=20141202T120218>

UN Women, Climate change, gender and food security in the Pacific



www.uncclearn.org/sites/default/files/inventory/unwomen700.pdf

4.4 Sources of external expertise

EXTERNAL EXPERTISE

UN Women
– Fiji multi-country office



<http://asiapacific.unwomen.org/en/countries/fiji/co/fiji>



Country Representative: Aleta Miller



Level 3, Kadavu House, Victoria Parade, Suva



(679) 3301 178

Secretariat of the Pacific Community (SPC)
– gender youth and culture



<http://www.spc.int/en/our-work/social-development/gender-culture-and-youth/presentation.html>



spc@spc.int



+687 262000

World Bank – Asia and the Pacific	 http://data.worldbank.org/country/fiji  Pacific Islands Office - Kara Mouyis,  Sydney, Australia  +61 2 9235 6560  kmouyis@worldbank.org
Fiji Government, Ministry of Women, Children and Poverty Alleviation	 http://www.fiji.gov.fj/Government-Directory/Ministries-and-Department/Ministry-of-Women,-Social-Welfare-and-Poverty-Alle.aspx  Permanent Secretary: Dr Josefa Koroivueta  5th Floor, Civic Towers, Suva  (679) 3312 681
National Council of Women Fiji	 http://ncwfiji.com/index.php  (679) 3315 429  72 McGregor Rd, Suva
Women Entrepreneurs Business Council Fiji	 http://www.webcfiji.com/about.html  Chairperson: Eseta Nadakuitavuki  Fiji Commerce and Employers Federation, 79 Cakobau Rd, Suva
Fiji Women's Federation	 http://www.welfare-women.gov.fj/index.php/women1/fiji-womens-federation.html
Fiji Women's Rights Movement	 www.fwrm.org.fj
International Women's Development Agency	 https://www.iwda.org.au/what-we-do/where-we-work/fiji/

Fiji Women's Crisis Centre



<http://www.fijiwomen.com/?id=1432>



88 Gordon Street, Suva



(679) 3313 300

Fiji Human Rights Commission



<http://www.fhrc.org.fj/>



Level 2 Civic Tower, Suva



info@fhrc.org.fj



(679) 3308 577

ANNEX: Glossary of key gender concepts⁶

CONCEPT	DEFINITIONS	ADDITIONAL INFORMATION
Gender	<p>Gender refers to the social differences and relations between men and women that are learned, changeable over time, and have wide variations both within and between societies and cultures. These differences and relationships are socially constructed and are learned through the socialization process. They determine what is considered appropriate for members of each sex. They are context-specific and can be modified.</p>	<p>Gender is distinct from sex since it does not refer to the different physical attributes of men and women, but to socially formed roles and relations of men and women and the variable sets of beliefs and practices about male and female that not only feed into individual identities, but are fundamental to social institutions and symbolic systems.</p> <p>The concept of gender also includes expectations held about the characteristics, aptitudes and likely behaviour of women and men (femininity and masculinity)</p>

⁶ The Glossary of Terms has been taken from International Labour Organization (ILO), “A Manual for Gender Audit Facilitators: The ILO Participatory Gender Audit Methodology”, ILO: 2007, unless otherwise indicated

CONCEPT	DEFINITIONS	ADDITIONAL INFORMATION
Gender analysis	Gender analysis is a systematic tool to examine social and economic differences between women and men. It looks at their specific activities, conditions, needs, access to and control over resources, as well as their access to development benefits and decision-making. It studies these linkages and other factors in the larger, social, economic, political and environmental context.	
Gender-aware/ sensitive policies	Such policies recognize that within a society, actors are women and men and that they are constrained in different and often unequal ways and that they may consequently have differing and sometimes conflicting needs, interests and priorities.	
Gender-blind	Gender-blind describes research, analysis, policies, advocacy materials, project and programme design and implementation that do not explicitly recognize existing gender differences that concern both productive and reproductive roles of men and women. Gender-blind policies do not distinguish between the sexes. Assumptions incorporate biases in favour of existing gender relations and so tend to exclude women.	

Gender budgeting	<p>Gender budgeting is the application of gender mainstreaming in the budgetary process. It means incorporating a gender perspective at all level of the budgetary process and restructuring revenues and expenditures in order to promote gender equality.</p>	<p>Gender budgeting examines how budgetary allocations affect the social and economic opportunities of men and women.</p>
Gender equality	<p>Gender equality entails the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles and prejudices. Gender equality means that the different behaviour, aspirations and needs of women and men are considered, valued and favoured equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female.</p>	<p>Equality between women and men is both a human rights issue and a precondition for sustainable people-centered development.</p>
Gender equity	<p>Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities. Equity is a means; equality is the goal.</p>	

CONCEPT	DEFINITIONS	ADDITIONAL INFORMATION
Gender impact assessment	<p>Gender Impact Assessment is one specific form of gender analysis.</p> <p>Gender impact assessment largely considers the effects of policies on the individual, rather than the household or community.</p> <p>These assessments seek to reveal how men as a group and women as a group differ from each other in terms of their capacity to participate in and benefit from a given policy. A gender impact assessment has a positive role to play in determining policy opportunities to actively increase and enhance equality between men and women</p>	
Gender mainstreaming	<p>Gender mainstreaming is a globally accepted strategy for promoting gender equality. Mainstreaming is not an end in itself but a strategy, an approach, a means to achieve the goal of gender equality. Mainstreaming involves ensuring that gender perspectives and attention to the goal of gender equality are central to all activities, policy development, research, advocacy/dialogue, legislation, resource allocation, and planning, implementation and monitoring of programmes and projects.</p>	

In 1997, the United Nations Economic and Social Council defined the concept of gender mainstreaming as follows:

“...the process of assessing the implications for women and men of any planned action, including legislation policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.”

Gender perspective⁷

Having a gender perspective means recognizing the different roles, capabilities and needs of women and men and taking account of them before embarking on an intervention.

In the preparation of national budgets, bringing a gender perspective to the budget is to ensure that budgets and economic policies address the needs of women and men, girls and boys of different backgrounds equitably, and attempt to close any social and economic gaps that exist between them.

⁷ Parliamentary Centre, “Gender Training Manual for the Parliament of Ghana”, Ottawa: 2009

CONCEPT	DEFINITIONS	ADDITIONAL INFORMATION
Gender-sensitive indicators	<p>Gender-sensitive indicators are designed to measure benefits to women and men and capture quantitative and qualitative aspects of change.</p> <p>Gender-sensitive indicators are indicators disaggregated by sex, age and socio-economic background. They are designed to demonstrate changes in relations between women and men in a given society over a period of time.</p> <p>The indicators comprise a tool to assess the progress of a particular development intervention towards achieving gender equality.</p>	<p>Quantitative gender-sensitive indicators refer to the numbers and percentages of women and men involved in or affected by any particular activity. They draw on the sex-disaggregated data systems and records. They measure impact or effectiveness of activities in addressing practical gender needs, increasing gender equality of opportunity, influence or benefit and in developing gender-sensitive organizational culture.</p>
Gender-sensitive parliament⁸	<p>A gender-sensitive Parliament is one that responds to the needs and interests of both men and women in their structures, operations, methods and work.</p>	

⁸ Inter-Parliamentary Union (IPU), "Gender Sensitive Parliaments: A Global Review of Good Practices", Geneva: 2011

Sex	<p>Biological differences between men and women that are universal and usually determined at birth. For example, only women can give birth; only men can determine the sex of their child.</p> <p>Sex as a noun has been defined as a biological category, in contrast to the social category of gender. Sex refers to the physical characteristics of the body, while gender concerns socially learned forms of behaviour. Sex and gender division are not the same.</p>
Sex-disaggregated data	<p>Collection and use of quantitative and qualitative data by sex (i.e., not gender) is critical as a basis for gender-sensitive research, analysis, strategic planning, implementation, monitoring and evaluation of programmes and projects.</p> <p>The use of these data reveals and clarifies gender-related issues in areas such as access to and control over resources, division of labour, violence, mobility and decision –making.</p>

[illegible]





This publication was developed and printed with the assistance of the UNDP Fiji Parliament Support Project

Funded by:

