

2014-2019 Palau National Review of Implementation of the Beijing Declaration  
-25<sup>th</sup> Anniversary of the 4<sup>th</sup> World Conference on Women

**Republic of Palau National Review  
for the Implementation of the  
Beijing Declaration and Platform for Action (1995) and the  
outcomes of the twenty-third special session of the General Assembly (2000)  
in the context of the  
twenty-fifth anniversary of the Fourth World Conference on Women  
and the adoption of the  
Beijing Declaration and Platform for Action  
2020**

**April 2019**

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### Acknowledgements

Many people contributed to the oversight, research, information, and writing of this review. We acknowledge *Bilung* Gloria G. Salii and *Ebilreklai* Gracia Yalap, the two highest ranking traditional women leaders responsible for the *Mechesil Belau* Annual Conference, that celebrated its 25<sup>th</sup> Anniversary in 2018. We especially thank *Bilung* Gloria G. Salii for giving the opening remarks for the validation workshop. We acknowledge the government of the Republic of Palau for undergoing the review, and for the open and constructive participation of so many participants. We wish to acknowledge the members of civil society and donor and development partners who participated in interviews and focus group discussion for their valuable insights. The primary government focal points were the Ministry of Community and Cultural Affairs (MCCA), Minister Baklai Temengil-Chilon; Director of Aging and Gender, Ms. Kloudil Singeo, the Chief for the Gender Division, Ms. Maked Besebes, and FPA Coordinator, Ms. I. Ebibei Solang.

We thank the following individuals for the one-on-one discussions regarding this review: Minister of State, Faustina K. Rehuher- Marugg- former Minister of MCAA, Senators Rukebai Inabo and Senator Uduch Sengebau-Senior, founders of C-WEB and Risel Belau, Senior Judge Honora Rudimch Court of Common Pleas, Attorney General Ernestine Rengiil, Ray Mechol, Chief Division of School Management, Magaria Tellei, Chief of Division of Curriculum & Instructional Material Development, Sherlyn Madraisau, Director Bureau of Public Health Division of Primary and Preventive Services, Ms. Leilani Reklai, Editor of Island Times, Jennifer Anson, Coordinator for Human Trafficking, Ministry of Justice.

We thank the following members of Risel Belau for their contributions for our focus group meeting: with including Bernie Keldermans, Roberta Louch and Senator Uduch Sengebau-Senior.

We thank Partner Agency representatives of Palau Red Cross Society (PRCS) The People's Empowerment Project (PEP) for their contributions towards this review during a focus group meeting at the Palau Red Cross Society Office: Senator Uduch Sengebau Senior: C-WEB: J. Meirang Sengebau: PRCS Executive Director, Wayne Wong: PRCS Disaster Management Officer, Calvin Johanes: PRCS PEP Manager, Christabel Gbewonyo: PRCS Resource Mobilization: Verna Obak: PRCS staff, and Deavina Ken: PRCS staff; PCC-CRE: Thomas Taro; Metiek K Ngirchchol: EQPB; Maria Ngemaes: National Weather Service, Ritter Udui: Environmental Health MOH; and Jayson Sebalt: NEMO.

The Validation workshop organizers especially thank *Bilung* Gloria Salii of *Mechesil Belau* for her participation and giving the welcoming remarks. We thank all the participants whose experience and knowledge contributed to a successful workshop: Senior Judge Honora Rudimch: Court of Common Pleas; Kloudil Singeo, Director of Bureau of Aging and Gender and Master of Ceremonies, Maked Besebes, Gender Chief MCCA Facilitator; Attorney General Ernestine Rengiil; Tessy Nobuo: Omekesang; Charlene Mersai: National Environmental

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Protection Council (NEPC); Philom Temengil: BANGO; Carol Ngiraidis: Palau Organic Growers Association (POGA); Sharon Sakuma United Nations Joint Presence (UNJP); Kliu Basilius: Family Health Unit; Judy Otto: Local Consultant; Senator Uduch Senior: C-WEB/Risel Belau; Vivien Protine: Chamber of Commerce; Jada Avesani: Chamber of Commerce; Senior Judge Honora Rudimch: Court of Common Pleas; Elicita Morei: Educator/Maibrerel; Makka Oimei: Judiciary; Karla T. West: National Development Bank of Palau; Attorney General Ernestine Rengiil: Office of Attorney General; Bunker Ruluked: Office of Planning and Statistics; Abolade Majekobaje: Executive Director Palau Conservation Society (PCS); Tosie B. Keldermans *Risel Belau*; Roberta Louch: *Risel Belau*; Tarita Holm: Ngardmau State; Metiek K Ngirchichol: EQPB; and Yoske Matul: EQPB.

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**List of Abbreviation and Acronyms**

AG	Attorney General
ADB	Asian Development Bank
BANGO	Belau Association of Non-Government organizations
BEEA	Belau Employers and Educators Alliance
BFSCA	Belau Family School and Community Association i
BNM	Belau National Museum
BoA	Bureau of Agriculture
BoAG	Bureau of Aging and Gender
BDPA	Beijing Declaration and Platform for Action
BPSS	Bureau of Public Service System
CFE-DM Assistance	Center for Excellence in Disaster Management and Humanitarian
CEDAW Women	Convention on the Elimination of all forms of Discrimination against
CRC	Convention on the Rights of the Child
C-WEB	Center for Women Empowerment Belau
DAAN	Dilisor Agriculture Association of Ngarchelong (DAAN
EQPB	Environmental Quality Protection Board
EU PactVET	European Union (EU) Pacific Technical Vocational Education and Training
FPA	Family Protection Act
HDI	Human Development Index
HIES	Household Income and Expenditure survey
ICPD	International Conference of Population and Development (ICPD)
MCCA	Ministry of Community and Cultural Affairs
MLSC	Micronesian Legal Services Corporation
MOE	Ministry of Education
MOF	Ministry of Finance
MOH	Ministry of Health
MOJ	Ministry of Justice
MOS	Ministry of State
MDG	Millennium Development Goals
NCD	Non-Communicable Diseases
NDBP	National Development Bank of Palau
NEMO	National Emergency Management Office
NEPC	National Environment Protection Council
NWS	National Weather Service
OPS	Office of Planning and Statistics
PACC	Pacific Adaptation to Climate Change
PEP	People Empowerment Project
PCC-CRE	Palau Community College-College of Research and Extension

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PICRC	Palau International Coral Reef Center
PNC	Palau National Code
PNOC	Palau National Olympic Committee
PNSB	Palau National Scholarship Board
PPA	Pacific Platform for Action
ROP	Republic of Palau
RPPA	Revised Pacific Platform for action
PSBC	Palau Small Business Center
SPC	Secretariat of the Pacific Community
TTM	Taiwan Technical Mission
UAK	Ulkerreuil A Klengar
UNIFEM	United Nations Development Fund for Women
VAW	Violence Against Women
VOCA	Victims of Crime Assistance

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## **Executive Summary**

During 2014 to 2019, the Republic of Palau has successfully implemented the Beijing Declaration and Platform for Action (BPfA). Major achievements include the passage of a Gender Mainstreaming Policy in April 2018, and the establishment of an office for the Bureau of Aging, Disability, and Gender staffed by a Bureau Director, Chief of Gender, Chief of Aging, a Gender Analyst, a Coordinator for the Family Protection Act, and Bureau staff. The Mechesil Belau Women's Conference celebrated its 25th Anniversary having successfully advocated for 25 national laws, 3 constitutional amendments, and 1 traditional law relating to culture, health, education and the environment.

To combat the Non-communicable Disease (NCD) crisis, a Wellness Worksite Program is being implemented, seven Community Health Centers have been upgraded, and the National Health Insurance coverage includes annual health check-ups. The Family Protection Act (FPA) has a coordinator to coordinate agencies in the Implementation Plan and Education and Awareness Program; a Human Trafficking Office and Temporary Shelter have been established. Comprehensive surveys and reports on family health and protection have been completed to track progress on health indicators. An Action Plan for the Palau National Youth Policy is being implemented

To raise educational standards and performance, Legislation for minimum educational qualifications of classroom teachers (RPPL 10-32 2018) was passed. The Palau Post Graduate Scholarship Act (RPPL 9-37) and internship program at Scholarship Office promotes higher learning and an educated Palauan workforce. Standardized tests track academic progress and comprehensive gender disaggregated data in annual MOE Statistical Yearbook addresses gender equality. The Annual Educational Conference Education and Awareness Week and Career Day promote education and work opportunities. There has been an increase in women tertiary degrees, professional career, and annual income.

Cultural achievements are the celebration of the 25<sup>th</sup> anniversary of Mechesil Belau Women's Conference that have successfully advocated for 25 national laws, 3 constitutional amendments, and 1 traditional law relating to culture, health, education and the environment. The passage of Legislation to create a national framework for access and fair and equitable sharing of benefits of genetic resources and traditional knowledge associated with genetic resources with the Republic of Palau; and other related purposes (RPPL No. 10-28).

Economic advancement for women has been promoted through low interest loans, grants, and financial services. Increased female representation in elected office and professional fields has helped drive gender related policies. Basic critical infrastructure improvements have promoted economic growth. Kayangel State energy is now 100% solar driven. Underwater cable has increased the efficiency of telecommunications. A legal review of Labor Laws of Palau in alignment with ILO promotes fair practices in the working environment. Through the Division of Gender program, there has been two consecutive years (2018-2019) annual Women Forum

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during the International Day March 8<sup>th</sup> focusing on building and strengthening the role of women in leadership (government and state leadership) and women and economy/entrepreneurship.

Environmental achievements include the establishment of the Palau National Marine Sanctuary for food security and provide surveillance for illegal activities at sea. Critical infrastructure being upgraded especially for sewer and solid waste to protect the near shore water quality. The CWEB in partnership with Red Cross to conduct Climate Resilience Training for 200 women in Babeldaob to address before, during and after a disaster. PCC-CRE research in climate resilient crops and aquaculture for food security in rural communities. The Palau International Coral Reef Center (PICRC) research on climate resilient reef ecosystems to protect food security at sea. The PICRC includes female researchers currently supported to do graduate work related to Palau's environment. The Environmental Protection Board (EQPB) promulgates regulations and enforces environmental laws. This Board has 2 women and 5 men as members and a predominately female staff, including the Executive Officer and the Laboratory Supervisor. The Protected Areas Network has provided opportunities and funding for women to work as conservation managers and employees in their respective states to implement PAN management plans.

Major challenges Palau faces are (1) the crisis of non-communicable diseases, (2) a comprehensive gender disaggregated data collection and reporting process to linking information between government, state, community and private organization to track progress; (3) effective enforcement of existing protective legislation about human trafficking, prostitution, domestic violence ; (4) the impacts of Climate Change across all sectors.

The 2015-2019 BPfA Review meetings with over 40 individuals either one-on-one, in focus groups or during the validation workshop reinforced how much women care about the well-being of Palauan society. Palauan women defined their nurturing roles and the need to stand firm on unique culture values and practices. This review also highlighted the numerous interventions the RoP has initiated to ensure its successful implementation of BPfA across all sectors.

## I. BACKGROUND AND INTRODUCTION

*Mechesil Belau Inc.*, an organization of women traditional leaders, has consistently held the annual Women's Conference for 25 years and celebrated its 25<sup>th</sup> Silver Anniversary in 2018. Bilung Gloria Salii has been instrumental in the sustainability of this council for 25 years covering four areas: culture, health, education, and the environment. Each year she invites national, state and community leaders to present and discuss the latest information and concerns in these areas. Each year the result of these conferences have led to important legislation and policy for the Republic of Palau to promote and advance the welfare of women.

The 2020, marks the twenty-fifth anniversary of the Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women (Beijing, 1995)<sup>1</sup> and 5 years of the 2030 Agenda for Sustainable Development.<sup>2</sup>

Leading to the 25<sup>th</sup> anniversary, the United Nations Commission on the Status of Women will carry out review and appraisal of the progress made in its implementation in March 2020. Accordingly, all States are called upon to undertake a comprehensive national- level reviews of the progress made and challenges encountered in the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly held in 2000.<sup>3</sup> Governments are called upon to collaborate with relevant stakeholders at all levels on the preparations for the 2020 review so as to benefit from their experiences and expertise. In September 2020, the General Assembly is expected to convene a one-day high-level meeting<sup>4</sup> to celebrate the twenty-fifth anniversary and accelerate the realization of gender equality and the empowerment of all women and girls.

## II. Goals and Objectives of Review

The goal of the National review is to assess the progress the Republic of Palau has made in implementing the Beijing Declaration and Platform for Action (1995) and identify the challenges encountered. The objectives of this review are to (1) take stock of **achievements**; (2) identify **gaps**; (3) identify **set-backs**, and (4) outline **strategies** for addressing those gaps and challenges. Section one covers the period since the adoption of the Beijing Declaration and Platform for Action. This section summarizes past reviews of progress, i.e. those conducted in 2000, 2005, 2010 and 2015. This section draws from the national Millennium Development Goals (MDGs) reports, the surveys prepared for the 2019 review of the Programme of Action of the International Conference on Population and Development (ICPD), the global review of gender

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<sup>1</sup> Report of the Fourth World Conference on Women Beijing, 4-15 September 1995, chap. 1, resolution I annexes 1 and II.

<sup>2</sup> General Assembly resolution 70/1

<sup>3</sup> Resolution S-23/2, annex, and resolution S-23/3, annex

<sup>4</sup> ECOSOC resolution 2018/9

statistics programs in countries administered by the United Nations regional commissions and presented to the UN Statistical Commission in February 2013<sup>5</sup>, and other national assessments. This national review builds upon past work to produce an integrated and comprehensive analysis, reflecting long-term trends, opportunities and challenges, and results achieved since the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly.

## **Section One: Achievements, Priorities, challenges and setbacks**

Section One describes the most important achievements, challenges and set-backs in progress towards gender equality and the empowerment of women over the past 5 year. There are many achievements that Palau is proud to report upon. These achievements are listed with the top priorities: culture, health, education, economy

### **Achievements over the past five years**

#### **Gender**

- In 2018, National Gender Mainstreaming Policy endorsed and under implementation
- Establishment of a New Office for the Bureau of Aging, Disability, and Gender
- Director of Bureau of Aging, Disability, and Gender, Chief of Gender, Gender Analyst and Coordinator for the Family Protection Act
- Database system for Gender Office aligned with SDG5
- Gender Disaggregated Data in 2015 National Census and 2014 HIE Survey
- Regional and International Support for Gender Research, Programs and Projects
- Palau completed its 2<sup>nd</sup> Periodic Report on the Convention of the Rights of the Child (CRC)
- UNICEF Child Protection Mission and Workshop in Palau - 29 October to 1 November 2018
- Palau adopted Child Protection Action Plan and its implementation strategies

#### **Health**

- 2012 Family Protection Act (FPA) Implementation Plan, FPA Review (2017) and FPA Education and Awareness
- Family Health and Safety Survey (2014)
- Establishment of a Human Trafficking Office and Temporary Shelter
- Child Protection Baseline Report (2014)
- 2019 Draft Child Protection Legislation with MCAA and partners
- Expansion and repair of seven Community Health Centers through India Grant
- National Wellness Worksite Program

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<sup>5</sup> The global review is a comprehensive assessment of gender statistics in national statistical systems developed by the UN Statistics Division in consultation with the regional commissions and finalized by a task team of the Inter-agency and Expert Group on Gender Statistics. It was administered by regional commissions in their respective regions and contained 30 questions related to the planning, production and use of gender statistics. For results, see <http://undocs.org/E/CN.3/2013/10>.

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- Physical examination covered by National Health Insurance
- Action Plan for the Palau National Youth Policy
- SDA Wellness Center
- Palau National Disability Inclusive Policy (2017)
- Women represent 7-out-of-10 people employed in professional health occupations (72%) and about the same proportion of all persons employed in the health sector, including those providing residential care (71%). (2015 Census).
- Disability Fund access for both men and women
- Aging program (food delivery and lunch program at the center daily)
- Medical Visits and discounts for medicine
- Medical Care and regular health check for women and children in schools and communities
- Breast feeding program for new mothers
- Medical program for new mothers

### Education

- RPPL 10-32 2018 Minimum educational qualification of classroom teachers to an associate degree
- RPPL 9-37. 2019 Palau Post Graduate Scholarship Act and internship program at Scholarship Office
- Education and Awareness Week, Career Week
- Increase in women tertiary degrees, professional career, and annual income
- Standardized tests to track academic progress
- Increase in women tertiary degrees, professional career, and annual income
- Standardized tests to track academic progress
- Public school policy allowing pregnant students to remain in school. School counselors work with parents and school health officials to monitor student health while a pregnant student is enrolled in school. There are Adult High School programs to provide to out of school youth ages 18 and over an opportunity to for education.
- The Palau Community College has a day care center on campus to support young mothers pursuing their education. There are equal opportunities for and participation of women in education administration, policymaking and decision making. There is access to education for women and girls with disabilities to education.
- Mechesil Belau Inc. headed by Bilung Gloria G. Salii and Ebilreklai Gracia Yalap strongly supported Education Assessment Act of 2002 and Sat 9 (RPPL 6-25) and the mandate for Palauan Language to be used in Every School in Palau (RPPL 8-55). Mechesil Belau believes that literacy in Palauan and English is important for Palauan students to succeed in life.
- Almost 60% more young women than men attend tertiary level education like Palau Community College, possibly because more young men study overseas or enter the workforce (284 females enrolled post-secondary compared with 181 males) (Census, 2015).

### **Culture**

- The Mechesil Belau Women's Conference celebrated its 25th Anniversary having successfully advocated for 25 national laws, 3 constitutional amendments, and 1 traditional law relating to culture, health, education and the environment
- RPPL No. 10-28. An Act to create a national framework for access and fair and equitable sharing of benefits of genetic resources and traditional knowledge associated with genetic resources with the Republic of Palau; and other related purposes.
- TKEC Draft proposed Bill for an Act has passed the House of Delegates and at 1<sup>st</sup> Reading in the Senate
- The Traditional Council of Chiefs as mandated by our Constitution is the key advisory council to the President of the Republic of Palau. The Council of Chiefs receives annual budget from the national government.

### **Economy**

- Increased female representation in elected office and professional fields
- Legal review of Labor Laws of Palau in alignment with ILO
- Basic Infrastructure upgrades through ADB, Taiwan and Japanese funding
- Kayangel State 100% solar energy
- Palau has fiber optic cable for faster internet
- Secured international low interest loans and funding for infrastructure
- The National Development Bank of Palau (NDBP) receives provisions of the national government resources to promote women's entrepreneurship.
- Of the 1,451 people aged 12 years and over whose main activity is 'unpaid family worker helping with basic household duties', women comprise 75% (Census, 2015).
- Women Social Security contributors has increased by 73% and men 83%
- On average FY 2017, for every \$1 earned by Men, women made \$1.09

### **Environment**

- Palau National Marine Sanctuary to protect natural marine resources and provide surveillance for illegal activities at sea
- PAN network and PAN fund
- 14 women and 2 men certified as Trainers of Trainees on Resilience (2017)
- CWEB in partnership with Red Cross to conduct Climate Resilience Training for 200 women in Babeldaob to address before, during and after a disaster
- Critical infrastructure being upgraded for power, water, sewer and solid waste, and transportation and communications
- PCC-CRE research in climate resilient crops and aquaculture for food security
- PICRC research on climate resilient reef ecosystems

### **Leadership and Decision Making**

- Mechesil Belau Inc. headed by Bilung Gloria G. Salii and Ebilreklai Gracia Yalap play an important role in many social and cultural decisions making in Palau. The annual Mechesil Belau Women Conference has served as a platform for policy development and to whom the national government provides annual update on their programs.

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- Men hold the majority publically elected seats with almost 9-out-of-10 (87%) nationally elected positions and 3-out-of-4 (75%) state elected positions.
- Women share of managerial positions is about the same as men, at 49% (Census, 2015).
- Amongst 9 Palauan Judges in the Judicial Branch 5 are men (56%) and 4 are women (44%).
- The national agency for the advancement of women is the Gender Division, Bureau of Aging and Gender, Ministry of Community and Cultural Affairs (formerly called the Bureau of Women's Affairs).

The mandate of the Gender Division are as follows:

- Conduct a needs assessment survey to identify gender equality needs, assess and develop programs to address such needs and mitigate against gender inequality;
- Coordinate with appropriate local entities and facilitate the development of a National Gender Mainstreaming Policy to correlate with the Convention on Elimination of all Forms of Discrimination Against Women, focusing on gender sensitive policies applicable to Palau;
- Serve as the focal point on gender matters for national, regional & international entities;
- Establish a database for reporting gender quality issues.
- Collaborate with state governments, identify resource people in the community, and establish “Family and Life Skills Centers”; and
- Coordinate with appropriate local entities on all matters relating to gender.

Since 2014, the Gender Division has made progress on these 6 mandates. A national Gender Mainstreaming policy has been approved in 2018. A gender analyst will be working with the Office of Planning and Statistics and the Ministries to produce gender disaggregated data. The Division is coordinating with key stakeholders to better communicate and coordinate efforts to address gender needs and assess and develop programs.

The Office of the President and Congress supported legislation of national budget allocation for the positions based at the Gender Division and a coordinator for the Family Protection Act. Mainstreaming Gender across the different sectors is critical to ensure that there is equity and to identify areas that require support on the national, regional and international level.

These achievements are the result of a national commitment with an overall vision of sustainable development that promotes the well-being of women, girls, men and boys. As a matriarchal society, women have been a strong voice to steer the direction of the nation forward. *Bilung*<sup>6</sup> Gloria Salii and *Ebilreklai* Gracia Yalap unites the women of Palau for an annual conference every year is a major accomplishment because it brings all women together to share their experience and values as they discuss issues relating to cultural, health, education and the environment. To

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<sup>6</sup> Bilung is the female counterpart of Ibedul, high chief of Koror State. Ebilreklai is the female counterpart of Reklai, high chief of Melekeok State. Palau villages/states are divided in two confederation, *bita el eanged ma bita el eanged*, thus Ibedul and Bilung head the other confederation and Reklai and Ebilreklai head the other confederation.

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celebrate the 25<sup>th</sup> anniversary in September 2018 *Bilung* and *Ebilreklai* invited women from the north Pacific Islands to share their stories and successes and further unite and support women in the region.

### **Priorities in Past Five Years**

The top five priorities fell under the areas of Health, Education, Culture, Economic Empowerment, and the Environment Accelerating progress for women and girls in Palau in the past five years through laws, policies and or programs are as follows:

#### **Eliminating Violence against Women**

- Female Victim Advocate
- Belau Family Health and Safety Survey to measure effectiveness of the FPA
- Permanent Shelter for victims of violence and human trafficking

#### **Health**

- Reduce the Non-Communicable-Disease – related illnesses in women, girls, men and women
- Maternity Leave Bill introduced and passed to second reading

#### **Education**

- Legislation that all teachers are required to have AA Degrees in Education within the next 5 years
- Improve the literacy and academic levels in all grade levels through pre and post testing programs
- Education awareness program on the Family Protection Act
- NGO's offer programs focus on life skills (i.e. farming and fishing), technical skills, traditional values and practices

#### **Culture**

- Strengthen traditional leadership, family, community, NGO/CBO- cultural values
- Annual *Mechesil Belau* Conference 2014-2019
- After school and summer programs that focus of Palauan values and practices
- GEF Small grant funds community women groups farming and managing taro fields

#### **Economy**

- NDBP aid with low interest loans for homes and business and energy efficient home
- GEF Small Grants Program funds community farm projects and energy projects
- Palau Small Business Development Center provides regular training for entrepreneurs in accounting and business management
- Palau Chamber of Commerce supports women economic empowerment



### **Environment**

- 2015 Palau National Marine Sanctuary Act
- 2015 Palau Climate Change Policy
- Infrastructure at National and State level have budget for maintenance and skilled technicians and follow National Building Code and Planning
- NDBP ensure following safety codes for housing loans
- PAN ACT ongoing support to States to Protection of critical habitats, species
- ADB supported Improvement of critical infrastructure
- Interagency disaggregated gender data harmonization and mapping
- Natural and Cultural resource mapping for tangible and intangible data

### **Cross Cutting**

- Interagency disaggregated data harmonization and mapping
- Real-time effective tracking progress and effectiveness for the Family Protection Act
- Real-time effective tracking progress in health and safety, education, and employment of girls, women, boys and men
- Implementation of Gender Mainstreaming Policy
- Child Protection for Palau
- SDG's Priorities for Palau
- Climate Change

### **Specific Measures to Prevent Discrimination in Past Five Years**

Over the past five years, the Republic of Palau has taken specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination

#### **Health**

- Belau Family Health and Safety Survey
- Temporary Shelter (48 h) for victims of violence and human trafficking
- Maternity Leave Bill introduced and passed to second reading
- Republic of Palau Non-communicable Disease Prevention and Control Strategic Plan of Action 2015-2020

#### **Education**

- Legislation passed requiring all teachers to have an Associate Degree in Education
- Certified 14 women and 2 men in the Resilience Qualification Certification program (2017)
- Integrate education program on the Family Protection Act in school curriculums
- Mentorship program for tutoring and after school programs for all students

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- Bus service for students living in Babeldaob operate daily year round
- Encourage students-elders partnership in language, history, and culture education
- NGO's focus on life skills (i.e. farming and fishing), technical skills, traditional values and practices

**Culture**

- Strengthen traditional leadership, family, community, NGO/CBO- cultural values
- 25<sup>th</sup> Anniversary of *Mechesil Belau*
- Charter of NGO to promote women in leadership
- Culture Policy with integration of the Intellectual Property Right
- Traditional Knowledge and Expression of Culture
- Strengthen mediation

**Economy**

- Taiwan Technical Mission provide agricultural training and food demonstrations to women in rural areas
- Seniors and vulnerable individuals empowerment economic program at the Division of Aging-Bureau of Aging, Disability, and Gender
- Support initiative for a comprehensive childcare program
- Increase in market venue for women from rural areas to sell their produces and food products
- NDBP provides low interest loans for homes and business and energy efficient home
- Infrastructure at National and State level have budget for maintenance and skilled technicians and follow National Building Code and Planning
- Women in business networking organisation and a business support system for women
- PSBC provides entrepreneurs provided training in accounting and business management

**Environment**

- 14 women and 2 men certified as Trainers of Trainees on Resilience (2017) SPC-EU
- CWEB in partnership with Red Cross to conduct Climate Resilience Training for 200 women in Babeldaob to address before, during and after a disaster
- PAN Conservation officer training on resources management terrestrial (BoA, BNM), marine (PICRC) and site management (PCS)
- For Climate and Disaster Resilient Low Emissions Development implementation
- National and State land use plans and Building Code for selected states
- Implementation of Environmental Policies through Action Plans
- Improved enforcement of existing laws and policies
- More protection of critical habitats, species and infrastructure (PAN)

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- Ongoing GIS mapping of natural and cultural resource (PALARIS)
- Belau Watershed Alliance (BWA) Action Plan 2018-2022
- 2019 State of the Environment Report -measure progress with indicators (NEPC)

### **Humanitarian Crisis**

The increasing number of humanitarian crises by extreme weather affect the implementation of the BPfA in Palau in past five years. On March 22, 2016, the National Emergency Committee (NEC) recommended that the President declared a State of Emergency. The NOAA weather report that placed RoP in Extreme Drought Level 3 of 4 with cumulative rainfall over past months the lowest recorded since 1951 at 17.65 inches. The PPUC shut down the Ngerimel Dam; and the Ngerikiil River was at 19% of its normal water production. A State of Emergency was approved by Congress and further extended the State of Emergency until April 11, 2016 that resulted in water hours in Koror and Airai. On May 9, 2016, water levels were back to normal and 24-hour water service was resumed. Mitigation actions included exploring alternative water sources and expanding distribution systems (NEC 2016).

The Palau Climate Change Policy (2015) state that climate predictions for Palau are to have less frequent but more severe typhoons and to have more rainfall. Palau was struck by two super typhoons within a 12-month period Super Typhoon Bopha in December 2012 and Super typhoon Haiyan in November 2013. These typhoons destroyed homes, critical infrastructure, crop production in eastern Babeldaob, Peleliu, Angaur and Kayangel. Taro fields were contaminated with sea water. Water supplies were limited. Displaced families relocated to homes of relatives after Haiyan struck Kayangel in 2013, residents were temporarily housed at the Ngarachamayong Cultural Center under the request of Bilung Gloria Salii.

In 2019, the Palau Red Cross Society (PRCS) and Partner Agency representatives of PRCS stated that the communities impacted by Super typhoons Haiyan and Bopha have recovered and families have returned to their homes and their farms and gardens are once again productive. Recovery surveys for families affected by these events, should be conducted at periodic intervals to determine the length of time for full recovery and the type of support needed- especially for children. The CWEB and Red Cross have initiated Gender Responsive disaster risk reduction and resilience building program in Babeldaob that will support 200 women with the skills to cope with disasters that began in 2018 and will be completed in 2020. Palau has a Disaster Management Reference Handbook based upon lessons learned from Super typhoon Bopha and Haiyan (CFE-DM 2016).

### **Priorities for the Next Five Years**

The top five priorities for accelerating progress for women and girls in your country in the coming five years through laws, policies and or programs are as follows:

### **Health**

- To provide accessible and quality people-centred preventive, primary and hospital services for non-communicable diseases (NCDs) as a priority PALAU–WHO Country Cooperation Strategy 2018–2022
  - Victim Advocate Program
  - Family Resources Center
  - Belau Family Health and Safety Survey
  - Rehabilitation Center for Substance Abuse
  - Maternity Leave and support for mothers
  - Home care by families supported by MSA and HMSI
  - Step down unit of Hospital for elderly care at critical period of life
  - Human Trafficking- move from Tier 2 to Tier 1 through effective protection measures
  - Implementation of the Palau National Disability Inclusive Policy

### **Education**

- All teachers have AA degrees
- All teachers trained for early detection of psycho-social and physical disabilities
- Training for school counsellors for males and females
- Mentorship program for tutoring and after school programs for all students
- Working with the elders of their families learning their history and values
- Focus on life skills (i.e. farming and fishing), technical skills, traditional values and practices

### **Culture**

- Strengthen traditional leadership, family, community, NGO/CBO- cultural values
- Education program for families on parenting skill
- Mentorship programs for children and elders
- Educational programs for inclusiveness for people with special needs
- Strengthen mediation skill to resolve conflicts
- Establish a traditional court
- Strengthen language preservation program

### **Economy**

- Enable entrepreneurs to access finance based on merit and qualification and mobile assets
- Banks considered clan properties as financial collateral
- Infrastructure at National and State level have budget for maintenance and skilled technicians and follow National Building Code and Planning
- Entrepreneurs provided training in accounting and business management
- Minimum wage applies to employees in domestic help and farming

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- Tax incentives for local food production

### **Environment**

- Implement the Palau Climate Change Policy and Sustainable Land Policy
- Implement Climate and Disaster Resilient Low Emissions Development implementation
- National and State land use plans and Building Codes
- Track, monitor, report, and follow up on Environmental Policies
- Stronger enforcement of existing laws and policies
- Strengthen protection of critical habitats, species and infrastructure
- GIS mapping of natural and cultural resources
- Track, monitor, report, and follow up on post recovery assessment of communities after disaster over a 5-year period

### **Cross Cutting Priorities**

- Interagency disaggregated data harmonization and mapping
- Real-time effective tracking progress and effectiveness for the Family Protection Act
- Real-time effective tracking progress in health and safety, education, and employment of girls, women, boys and men
- Implementation of Gender Mainstreaming Policy
- Natural and Cultural resource mapping for tangible and intangible data

### **GAPS, CHALLENGES, AND SETBACKS**

- Victim Advocate Position is vacant
- Tracking mechanism for effectiveness of interventions not in place
- Comprehensive victim protection system with built-in tracking, monitoring, and intervention not in place
- Harmonization, collection, and analysis of integrated sex disaggregated data need for Ministry of Finance (MoF), Ministry of Education (MoE), Ministry of Health (MoH) and Ministry of Justice (MoJ)
- Climate Change Impacts
- Human Trafficking at Tier 2
- NCD related illness are high due to lack of exercise and nutrient poor diets, substance abuse on the rise
- Academic achievement standards are low
- Limited state planning or an operational planning commission
- Low paying salaries for teachers and nurses
- Cultural values and norms versus gender advancement on the global level
- Lack of enforcement for inclusive policies and legislation

### **Challenges**

Palau's three to five major challenges in the achievement of gender equality and the empowerment of women since the adoption of the Beijing Declaration and Platform for Action and the twenty-third special session of the General Assembly?

- Non-communicable diseases are a major challenge for the overall health of women, girls, men and boys. Palau has one of the top obesity rates in the world. Activities and nutritious diets in at home and in the school are being actively supported
- Gender disaggregated data is limited. A comprehensive data collection and reporting process is needed that linking information between Social Security, the Division of Labor and Human Resource.
- Enforcement of existing protective legislation about human trafficking, prostitution, domestic violence. There is also a need for more effective protective services such as a shelter for women and children. There is a need to overcome cultural norms and perceptions that women should remain in the background, while men take the lead. There is a perception that migrant workers are valued for their labour and not as persons who have equal rights as all people living in Palau.

### **Why are these major challenges?**

It is difficult to monitor progress overall effectiveness of existing policies, legislations and programs without gender disaggregated data and reporting in the Ministries regarding employment, health, education, safety, disaster management, enforcement records and other areas. The lack of linkages between data sets make it difficult to analysis data for trends or change over time as information is limited and not standardized.

### **Setback to Progress**

Culturally, women take on a more supportive role and are less vocal in public than men. Their role is to nurture and feed the families. Female leaders tend to work in the background. Young professional women voiced their concerns during the validation workshop that often they feel inadequate or not knowledgeable enough to lead.

There is a sense of a transition – a new cultural normality. Underlying cultural value to take a supportive background role with a more modern role to take a leadership role. “I am a confused Palauan woman.” stated one participant. Another participant stated, “We need to preserve our cultural value in relationships and land over money and things. Success today is based upon capitalism. There is a perverse incentive to compete and be disconnected. We overvalue money.”

The main constitutional, legislative and/or legal developments that have taken place to promote gender equality and the empowerment of women in the country was the passage

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of the Palau Gender Mainstreaming Policy in April 2018. Laws and/or regulations remain in place (or have been introduced) that could have adverse effects on promoting gender equality and the empowerment of women in the country are as follows:

- Exception of minimum wage to apply to wages for domestic helpers and farms.
- Inheritance -one law discriminates against women with respect to inheritance. The law discriminates against a wife whose rights to inherit property acquired during a marriage are not recognized and discriminates against female children in favour of male children.
- “In the absence (of a will) ..lands held in fee simple..shall, upon the death of the owner, be inherited by the owner’s oldest legitimate living male child of sound mind, natural or adopted or if male heirs are lacking, the oldest legitimate living female child ..(25 PNC 301).

The approximate share of the national budget that is invested in the promotion of gender equality and the empowerment of women is unknown. The national budget invests in health, education, economy, culture, cultural and sports events abroad and finances positions in the Gender Office. Efforts have begun through the implementation of the Gender Mainstreaming Policy to increase and track national planning and budgetary allocations related to achieving gender equality and empowerment of women, in preparation of development plans and budgets at national, regional/provincial and local levels.

Public hearings and Budget hearings and the Budget Act passed through Congress are all transparent and effective ways to track funding allocation for gender equality. In order to mainstream gender throughout each Ministry, it will be necessary to set up accounting systems that specifically track gender. The MCCA, Gender Office contracted a gender analyst in 2018 and will be contracting a gender analyst in 2019. The 2015 Census produced by the Bureau Budget and Planning is generating more gender disaggregated data in education, health, employment for this review.

Mechanisms are in place for regular dialogue between Government and civil society. The Congress distributes legislation to government and non-government entities for review and comment. In addition, Congress sets several dates for public hearings on legislation. The Chamber of Commerce has monthly meetings with presentations from government entities to present information and opportunity for civil society to comment on programs, policies and legislation. In 2013, the Chamber of Commerce hosted an Economic Forum in which local and regional economists presented statistics and trends in Palau’s economy as well as recommendations on a more efficient government process. Non-governmental organizations, including civil society organizations, women’s organizations, academia, faith-based organizations, the private sector and other actors participate formally in the mechanisms established to monitor and implement the Beijing Declaration and Platform for Action. The participation for this 2019 review represented these sectors. The 2014 stock take assessment involved non-governmental organizations, including civil society organizations, women’s

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organizations, academia, faith-based organizations, the private sector and other actors. A press release was issued with contact information for soft copies of the stock take report.

The main in-country, bilateral, sub-regional and/or regional cooperation Palau is engaged in to support sharing of knowledge and experiences in the monitoring and implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly include the following:

- The Bureau of Aging and Gender under the Ministry of Community and Cultural Affairs. Is actively engaged with traditional women groups in implementation of the Gender Mainstreaming Policy and the mandates of its Bureau to promote the welfare of women. The UN Women provided financial and technical support for the Bureau.
- The Obiil era Kelulau allocates a budget for the Annual *Mechesil Belau* Conference.
- In 2019, C-WEB received support from The Pacific Women's Parliamentary Partnerships Research Project through *Pacific Women* supported by Australian Government Department of Foreign Affairs.
- The Ministry of Health (2014) that addressed the prevalence of domestic violence in Palau.
- In 2018, the UN Women and the Women's Peace & Humanitarian Fund (WPHF) funded the Women's Empowerment through Emergency Preparedness, Crisis Response and Recovery' project that is partnering with eight locally based organizations to train 200 community women in disaster preparedness, response and recovery, to be first responders and community leaders in humanitarian response.
- The Republic of Palau Child Protection Baseline Report (2014) was funded through UNICEF Australian Aid.
- Along with the national government, the US Embassy, the Embassy of the Republic of China (Taiwan) have help to fund the Annual *Mechesil Belau* Women's conference
- Secretariat Pacific Community (SPC) European Union (EU) Pacific Technical Vocational Education and Training (EU PacTVET) project supported the 2017 Training of Trainers Course in Resilience, developed and implemented by The Environment, Inc. in Palau.

The results achieved through such efforts and what lessons have been learned are as follows:

The women and men of Palau were more aware of existing initiatives in the community to address gender equality. There is more collaboration within and between Ministries to address gender equality through the 2018 Gender Mainstreaming Policy endorsed in 2018. The Bureau of Aging and Gender has been established with a Director and Chief of Gender to



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implement the Gender Mainstreaming Policy and an FPA coordinator to support the implementation of the Family Protection Act.

The perceived value of cooperation is that each Ministry through cooperative efforts will mainstream gender equity across all Ministries. Through cooperation between traditional women groups, the Center for Women's Empowerment Belau, Risel Belau, other women groups, and women in leadership positions there are opportunities to help mentor and support women to campaign and lobby for policies, legislation and programs to achieve gender equality.

Ways to improve cooperation to strengthen sharing of knowledge and experiences in implementation of the Beijing Declaration and Platform for Action are as follows:

Ongoing training and workshops on collection and analysis of gender disaggregated data with selected staff at Bureau of Budget and Management, Office of Statistics, Division of Revenues and Taxation, Bureau of Labor and Human Resources, Social Security, Palau Community College, Ministries of Health, Education, Finance and Community and Cultural Affairs and State can help improve datasets so we can measure progress more readily. Sharing the results of this review with these agencies would show how their data is being used to measure progress and pin point gaps where more information is needed.

The Millennium Development Goals (MDGs) overall, and, the gender-related MDGs have facilitated or strengthened the implementation of the Beijing Declaration and Platform for Action. The review process for the MDGs and the Beijing Declaration encourage collaboration and provide support for measuring progress in gender equality.

**Eliminate gender disparity in education (Target 1)** There is no significant disparity between sexes in education the public and private elementary and secondary schools as the ratio of female to male students has been very similar. The ratio of female to male students show there is a tendency to have more males than females in the public schools (4% more males) compared to the private schools (2% more females).<sup>7</sup> In 2017, there were a total of 337 teachers in the private and public elementary and high schools. Females represented 76% and male represented 24% of all teachers. A total of 36.9% of the teachers attained either an AA or AS degree, 20.6% attained either a BA or BS degree women and 3.9% attained their master's degrees. Two males had a PhD.<sup>8</sup>

**Promote Gender Equality and Empower Women in economic, political and all other spheres of life (Target 2)** Palauan women perceive inequality in the workplace based upon lower overall salaries of women compared to men. Women believe that representation in key decision-making positions are dominated by men and this needs to be addressed. In 2019, there were more female than male doctors. All senior staff at the Social Security Office are female.<sup>9</sup>In top

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<sup>7</sup> Appendix 7

<sup>8</sup> Ministry of Education 2017 Education Statistical Yearbook. See Appendix 2 Table 1.

<sup>9</sup> Senator Uduch S. Senior. April 18, 2019

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politician positions, there are 2 female Senators in the Congress, 2 females in the House of Representatives; and 4 of the 16 State Governors are female. In January 2019, Francesca Otong became governor of Ngatpang State joining three women governors in Palau: Laura Miles of Sonsorol State, Ilongang Sisca Remengesau of Ngaremlengui State, and Huana Kyoshi Nestor of Hatohobei.

The 2012, **Family Protection Act**<sup>10</sup> provided protection to families including women and children from all forms of abuse. Gender was considered to mean both men and women in balanced roles in society. In 2013, consultations began towards the development of a gender policy for Palau. Compilation of the proceedings from 25 years of an Annual Women Conference – *Mechesil Belau* in Palau was completed in describes the contribute towards producing more laws and policies that benefit both men and women (Bilung Gloria Gibbons-Salii 2018). Global issues of Gender need to be clarified within the Palau context. As a matrilineal society, some global issues related to gender and cultural practices do not apply. Expanding gender disaggregated for all national statistics will help drive the policy development.

**Center for Women Empowerment Belau (C-WEB)** is an initiative of Senators Uduch Sengebau Senior, Senator Rukebai K. Inabo and the Minister of Community and Cultural Affairs, Baklai Temengil-Chilton. The NGO is incorporated with a specific focus on achieving two key objectives: to promote and support women in politics and to address social issues through political leadership.<sup>11</sup>

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<sup>10</sup> RPPL No 8-51 Senate Bill 8-147, SDA-HD2

<sup>11</sup> Tia Belau Volume 22 Issue 35 May 2, 2013

### **Strategies and Action Plans:**

- Gender Main Streaming Policy- top priority
- Climate Change Policy Five Year Action Plan 2015-2020
- The Pacific: Emergency Preparedness, Response and Recovery Project for Palau 2018-2020 Palau Red Cross Society
- Republic of Palau Non-communicable Disease Prevention and Control Strategic Plan of Action 2015-2020 PALAU–WHO Country Cooperation Strategy 2018–2022
- To provide accessible and quality people-centred preventive, primary and hospital services for non-communicable diseases (NCDs)
- Belau Water Shed Alliance Action Plan 2018-2022
- MOE Strategic Action Plan

### **Strategies in place to address the Challenges**

There have been multi-sectorial initiatives to deal with NCD related illness including meal programs at school, sports activities, home gardens, free health clinics. The Division of Budget and Planning has been requesting agencies for the types of information they want incorporated in the next National Census, providing the Gender Division an opportunity to obtain gender disaggregated data. There have been workshops, training, education campaigns to inform decision makers and the community about gender equality. A gender analyst has been working and will be working to further expand upon gender disaggregated data. A Family Health and Safety survey will be conducted to determine the effectiveness of the Family Protection Act. It is critical to have a Victim Advocate and trained staff and a comprehensive protective service in place. A working group composed of persons from both the public and private sector is established to address human trafficking to move Palau's status from Tier 2 to Tier 1.

### **Section two- Progress in the implementation of the critical areas of concern of the Platform for Action since 20014**

Section two addresses progress in the twelve critical areas of concern of the Platform for Action, with an emphasis on the years since 2014. The status of progress in **each of the twelve critical areas** of concern and their strategic objectives, and relevant sections of the outcomes of the twenty-third special session of the General Assembly are presented in this section.

#### **Critical Area A. Women and Poverty**

Palau has macroeconomic policies that specifically address the needs of women and girls living in Poverty. Palau's overall macroeconomic policy is sustainable development of its resources. Macroeconomic measures include low interest loans for development in fisheries and agriculture, and small businesses. The Palau Small Business Development Center offers periodic training on how to start a business, manage accounts and process paperwork for loans. It has low interest rates for farms and small start-up businesses.

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There is no specific strategy or action plan for implementing macro-economic policies that specifically addresses the needs of women and girls living in poverty. The strategies and action plans are for everyone.

The main institutions responsible for the development and implementation of macro-economic policies that specifically address the needs of women and girls living in poverty are as follows: The Ministry of Community and Cultural Affairs, Bureau of Aging and Gender, The Gender Division, Ministry of Finance, Office of the President, Chamber of Commerce, National Development Bank of Palau (NDBP), and Palau Small Business Development Center (PSBDC), Palau Civil Pension Plan (PCPP), Social Security Benefits, Senior Citizen Subsidized Food Program, PPUC Subsidized Program for water and electricity, affordable housing programs through Palau Housing Authority.

## **Critical Area B. Education and Training of Women**

The Ministry of Education Student Information System reported the following gender disaggregated data for 2018:

- In 2018, about 2-in-3 children aged 3—5 years attend ECCE or pre-school head start program, day care or kindergarten (65%); with gross enrolment rates for girls 22% higher than those of boys (ECCE GER boys 59%, girls 72%)
- Over five years 2014-2018, there has been gender parity gross enrolment in elementary school, with the ratio of girls to boys at 0.98
- Over five years 2014-2018, gross enrolment in high school shows that more girls than boys are enrolled, with the ratio of girls to boys at 1.11 with girl's enrolment 7% higher than boys in 2018

The 2015 Census provided the following gender disaggregated information

- 51% young women and 48% men attend tertiary level education like Palau Community College, possibly because more young men study overseas or enter the workforce (313 females enrolled post-secondary compared with 293 males) of which 55% of women receive bachelor's and 58% of the women have professional degrees
- About 1-in-4 (23%) tertiary students are studying major in science, technology, engineering or mathematics (STEM), with men comprising over three-quarters (77%) of STEM majors.
- Women's share of people working in STEM professional occupations is 31% (49 women compared with 108 men)
- Just over 2-out-of-3 people working in the education sector (industry) are women (68%)
- The adult population is very well educated, with 54% of women and 46% of men having a tertiary qualification.

Ministry of Education produced a 2017 Statistical Yearbook with gender disaggregated data to monitor implementation of strategies and or action plans that mandate equal access of women, men, girls, and boys to education. There is a trend for more women and men to attend and finish college in 2015. Refer to Annexes. During this 2019 review, one individual raised a concern on the trend of girls having higher education than the boys. It was perceived that if the trend continued, most of the professional and managerial positions would be filled by women.

There is standardized testing in the schools that serve as indicators of academic progress. The Palau English Reading Assessment (PERA) is a criterion test based on the current MOE English reading curriculum for Grades 1-8. The test assesses the elements of reading in

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phonics, vocabulary, literary elements, and reading comprehension. The results indicate that elementary school performed below average for 2015, 2016 and 2017.

The Stanford Achievement Test 10th Edition (SAT10) is an internationally recognized United States standardized test that is used by the Ministry to measure subject area content and process skills in reading, language, spelling, study skills, listening, mathematics, science and social science. The elementary school scored below average and the high school at a low average for 2015, 2016 and 2017. This data is not presented as sex disaggregated data. In 2018, Palau High School allows mothers-to-be to finish school. There is a Palau Adult Education Program for young to finish their high school degree.

There are equal opportunities for and participation of women in education administration, policymaking and decision making. There is access to education for pregnant adolescents and young mothers (e.g., provisions for child care at Palau Community College) and women and girls with disabilities to education.

Palau's policies, laws, strategies, and programs that promote literacy among women and girls are as follows:

- The Palau Community Action Agency- Head Start Program for children 3 to 5 provides fundamental training for early reading.
- Didil Belau Inc. is a non-profit women's organization that sponsors an annual spelling bee for elementary school and high school for nearly twenty years.
- The Rotary Club and US Embassy- Sea Bees-promote read aloud programs at the schools and libraries and homes.
- Ministry of Education supports summer programs with PCC library to teach children how to use the library and check out books

The main institutions responsible for promoting education for women and young girls are Ministry of Education, and Palau Community College. Bethania High School (all Girl) merged its campus with Emmaus Campus to consolidate its resources.

The Palau Community Action Agency-Belau Head Start Program provides comprehensive services that include health (Medical, Nutrition, Dental and Mental Health), education, disability, family/community partnership and facility & transportation to children between the ages of 3–5 years old and their families regardless of their ethnicity, nationality, gender and religion.

Palau Scholarship Office administers a summer internship program (RPPL 8-43) to encourage Palauan students who study abroad to return to Palau and serve as leaders in our community, and for other related purposes. The Palau Post Graduate Scholarship Act (RPPL 9-37) administered by Scholarship Office promotes assists post graduated to further their studies and enter the Palau workforce.

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Palau promotes the investment in a skilled Palauan citizen workforce by mandating the creation of a vocational certification program at Palau Community College and creating a tax incentive for businesses to hire the said vocational certified students, and for other related purposes (RPPL 9-22).

### **Critical Area C. Women and Health**

Palau has national policies that mandate universal access to quality health services for women and girls. Palau also has strategies and /or action plans in place for implementing the policies that mandate universal access to quality health services for women and girls. The types of services that address health related needs of women and girls in Palau and which are provided at no or minimal cost to women and girls are as follows: primary health care, maternal health (ante and post-natal care), mental health, food security and nutrition, disability (physical, auditory, visual, intellectual), sexual and reproductive health, treatment and rehabilitation from substance abuse, geriatric health, HIV and sexually transmitted diseases, and gender sensitization for health care workers. A priority for women and health is to provide accessible and quality people-centred preventive, primary and hospital services for non-communicable diseases (NCDs) as a priority

Palau has a comprehensive national policy, program or strategy that addresses sexual and reproductive health services at no or minimal financial cost. The groups of women and girls who are able to access your countries' sexual and reproductive health services at no or minimal financial cost are married women, never married women, divorced women, widowed women, girls 15 to 18, indigenous women and girls, women and girls from ethnic minorities, migrant women and girls, women and girls living with HIV, rural women and girls, older women (65 yr. and older), and women and girls at high risk of contracting HIV. The main institutions responsible for promoting health of women and girls are the following: Ministry of Health, Ministry of Education and Ministry of Community and Cultural Affairs.

NCDs cause over 70% of deaths and have lowered Palauan's life expectancy. Heart disease, stroke and cancer claim the greatest number of lives among working age people. Premature death, productivity losses and the high cost of health care due to NCDs will erode gains in health and socio-economic progress. Cost-effective interventions to counter NCDs encompass policy and environmental changes, healthy lifestyle promotion, early detection and treatment of metabolic risk factors, advocacy and community outreach, and reliable data collection/surveillance (Figure 1).

Palau is applying these interventions to the 4 behavioural risk factors – (1) tobacco use; (2) Harmful alcohol use; (3) unhealthy diets; and (4) physical inactivity – and to the metabolic risk factors that lead to the major NCDs. The Ministry of Health 2015 strategic plan of action to combat NCD's is being implemented with a vision of “healthy communities in a healthy Palau, with people living long, happy and purposeful lives.” (Ministry of Health 2015).

Gender disaggregated data related to health are as follows:

- Women's average life span is 75.5 years compared to 57.6 years for men (2012 Mini Census).
- 72 % of employees in professional health occupations are women and 71% all employees in the health sector, including those providing residential care are women (2015 Census).



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- 55% of women have 3-5 risk factors for NCDs compared to (61%) for men aged 25-64(Palau NCD Risk Factors Survey 2013).
- 8% of active smokers are women compared with 25% for men aged 25-64 years. (Palau NCD Risk Factors Survey 2013).
- 3% of women and 7% of men aged 25-64 years consume alcohol daily. (Palau NCD Risk Factors Survey 2013).
- 64% of women and 57% of men aged 25-64 chew betel nut daily. Women are more likely to add cigarette and tobacco with betel nut than men. (Palau NCD Risk Factors Survey 2013).
- 23% of women and 30% of men, aged 25-64, usually don't eat fruit and vegetables daily. (Palau NCD Risk Factors Survey 2013).
- Women aged 25-64 are almost twice as likely not to do recreation-related physical activity than men: 62% of women and 42% of men do not do any recreation-related physical activity. (Palau NCD Risk Factors Survey 2013).
- 47% of women and 45% of men aged 25-64 and having a body mass index in the obese range. (Palau NCD Risk Factors Survey 2013).
- During 2008-2012, there were 22 deaths by suicide, 86% were male and 14% were female. This is one of the highest suicide rates in the world (National Health Profile 2013).
- There were 26 deaths by drowning from 2008-2012, 92% were male and 8% were female. The Ministry of Health suspects that many drowning deaths are alcohol related but does not have the evidence to support this (National Health Profile 2013).
- Overall, 3.5% of females aged 10 years and over are living with one or more disabilities compared with 1.8% of males (Census 2015).
- 6-out-of-10 (63% or 244) people living with disability are aged 60 years and over, and 71% of older persons living with disability are women (Census 2015)

The School Health Screening from 2017 to 2018 had following findings:

- 36 % of our school age girls and 40% of our school age boys are either overweight or obese
- 66% of our school age children are not getting at least 1 hour of exercise a day
- Children not eating fruit (40%) or vegetables (26%) in last 24 hours
- Children have carbonated drink (38%) or fast food (24.5%) one day a week
- Children sitting 3 to 4 hours (46%)
- Physical educations 1 day a week (65%)
- 6.9% children have been hurt physically (13%), emotionally (55.1%) and sexually (4.3%)
- Health trends from 2014 to 2017 indicate a decrease in bullying others but an increase in ever being bullied and in substance abuse (Refer to Table below).

School Health Screening from 2017 to 2018

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Activity	2014	2017
Bullying others	10%	5%
Ever been bullied	10%	18%
Alcohol use	2.1%	3.4%
Marijuana use	1.4%	3.8%
Tobacco for chewing	63.4%	74.3%
Tobacco for smoking	42.7%	52.5%

## Critical Area D. Violence Against Women

### Review of Family Protection Act

Sustainable Development Goal 5 is essential to sustainable development and Palau can only fulfil its development potential through the full and equal participation of its women and girls. Palau is a matrilineal society, yet statistics show that women and girls need to be more empowered to fully participate in society. Data analysis also revealed that a significant number of Palauan women and girls are occupied with household duties and are experiencing various forms of abuse that may deter them from fully participating and pursuing opportunities to secure their future and their families’.

- One out of every four (27%) women in Palau have experienced physical/sexual violence by their partner in their lifetime with 8.4% experiencing intimate partner violence within the last 12 months (Palau Family Health and Safety Study 2014).
- 1 in 10 women in Palau has been sexually abused by their partner in their lifetime with 3.5% sexually abused in the last 12 months (Palau Family Health and Safety Study 2014).
- Just over 23% of Palauan women have been emotionally abused by their partner in their lifetime with 9.10% emotionally abused within the last 12 months (Palau Family Health and Safety Study 2014).
- Just over 15% of women in Palau experienced sexual violence by a Non-partner since the age of 15 with 3.4% of them experiencing the sexual violence in the last 12 months (Palau Family Health and Safety Study 2014).
- Nearly 12% of Palauan girls aged less than 15 have experienced sexual violence from a Non-partner (Palau Family Health and Safety Study 2014).
- Nearly 47% of women who experienced partner violence had injuries as a result of the violence. Over 18% of these women ever needed health care due to the severity of the injuries (Belau Family Health and Safety Survey, 2014).

Recommendations from the Family Protection Act review were as follows:

- Establish a national focal point department or agencies with clear mandate to oversee the welfare of children
- Strengthen collaboration by clarifying and operationalizing protocol guidelines and staff training
- Awareness and training programs for caregivers, teachers and children in school and at home on inappropriate behaviour, different forms of abuse
- Assess the best practices in local customary and Western values to effectively protect the children

Under the same review there were three wishes identified to keep children safe:

- ❖ Community awareness of children safety issues
- ❖ Parenting skills
- ❖ Child Protective Services

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Priorities for female survivors of violence and their dependents:

- A dedicated Victim Advocate and services at the ministries of education, health, justice and community and cultural affairs
- permanent shelters, safe houses
  - more formal livelihood support services (informally customary women exchange of services for funds and food)
  - support services specifically designed for women and girls with disabilities
  - education and training programs for health, community and social workers
  - ongoing awareness raising campaign for the Family Protection Act (~~Lead by the Ministry of Justice~~)
  - more women in public safety positions [Among 62 Bureau of Public Safety Officers 54 are men (87%) and 8 are women (13%) (Bureau of Public Safety)]
  - harmonized data sets between ministries to track, monitor, report and follow up on effectiveness of interventions

Priorities for Judiciary Branch:

- special measures to protect children (i.e. video without perpetrator present is admissible)
- victim in-depth surveys
- Protective Order to be given over the phone for temporary protection

**Critical Area E. Women in Armed Conflict**

***This Section is not applicable to Palau as there is no armed conflict occurring.***

### Critical Area F. Women and Economy

Palau’s top industry is tourism. Tourism dropped by 17 % due to a decline in charter flights to Palau with as subsequent drop in real growth in 2016. However, it was expected to show recovery in 2018.

Compact funds and international investment have increased (IMF 2019). The local population has emigrated by 17% since 2005 and the labour force has been mainly from the Philippines that now represent 27% of the population (IMF 2019). Economic indicators are shown in the table below (IMF 2019).

Economic Indicators	2013-2014	2016-2017
GDP	\$ 245.7 M	\$289.8 M
Real Growth	3.0	-3.7
Tourist arrivals	125,674	122,050
Expenditure/tourist	\$1,016	\$1,003
Compact Funds	\$199.2 M	\$219.8M
International Investment	\$243.2	\$339.7

ADB (2017) recommended priority reforms to improve Palau’s Business Environment as follows:

- Comprehensive national tourism policy
- Land use policy for national and state
- National Agriculture policy
- Review 2016 Foreign Investment Act
- Value Added Tax structure
- State owned enterprises operate under commercial principles and competition for telecommunications sector

ADB (2017) made recommendations for Economic Empowerment of Women were as follows:

- Legislation to protect women from harassment in workplace
- Business training for women entrepreneurs
- Training on secured transaction framework to assist women on obtaining finance
- Increase awareness on the damaging impacts of domestic violence and its economic implications (ADB 2017).
- specific legislation needs to be developed that mandate women's and men's equal access to employment, decent work and access to and control of economic resources

Gender disaggregated data for the 2015 Census

- |   |
|---|
| <ul style="list-style-type: none"> <li>➤ 75% of women were in the labour force in 2014 of whom 54% received a paid salary, 0.01% were employers, 1.8 % were self -employed, and 16% were unpaid family household workers</li> <li>➤ Palauan women aged 18 and over held 52 % of managerial positions</li> </ul> |
|---|

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- Women comprised 75% of the 1,429 individuals aged 18 and over whose main activity is unpaid work in the household,
  - 30% of households in rural areas were headed by women, there was an 18% income gap in the mean monthly household income between men and women; the highest income gap was in rural areas
  - 92 people received income from the sale of handcrafts or home processed food, 51% are men and their average annual gross receipts are \$4,320 – seven times higher than those of women. 80% of women with this income source were aged 50 years and over compared with 51% of men
- 
- Palauan women make up 66% of the professional occupations which include health and education related occupations: teachers, nurses and business administrators. Women comprise three out of every ten managerial positions. Yet, the average annual total wage and salary income of women is 18% less than men because teaching and nursing are lower paid jobs compared to engineers, architects and lawyers (HIES 2014)

Recommendations to create an environment conducive to potential labour force (HIES 2014) are as follows:

- Alternative and affordable care arrangements
- Return to work training
- Small business enterprise training with incentives for farming and fishing
- job specific training for tourism and retail
- Increase salaries for teachers and nurses
- establish minimum wage for domestic help and farmers

Palau has action plans and programs in place for implementing the policies that mandate women's and men's equal access to employment, decent work and /or control of economic resources. Development of these plans and programs began upon signing of the Palau Constitution in 1980. Currently there is no mechanism in place for monitoring, implementation of the action plans and /or programs that promote women's and men's equal access to employment, decent working conditions and/or control over economic resources.

The measures in place for promoting gender equality & eliminating discrimination in employment in the workplace include a grievance mechanism for women and men who experience discrimination. The constitution prohibits discrimination based upon sex,

Legislation is needed that mandates the following:

- equal opportunity of women and men to organize and to collectively bargaining or to engage in all employment fields, including technical, managerial and entrepreneurial fields.

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- equal access of women and men to training, retraining, counselling and placement services; to employment -based migration opportunities; to ownership and control of land and other forms of property;
- to ownership and control of resources other than land and other forms of property (moveable assets;
- to control of credit and financial savings;
- to social security;
- and to inheritance
- maternity leave, affordable child and elderly care
- Programs are needed for elimination of occupational segregation based on sex.

There are protective measures for pregnant women, breast-feeding women, women on maternity leave, women with disabilities, women working in the informal economy, and women migrant workers.

There are measures that promote the harmonization of work and family responsibilities (by, for example, provisions of parental leave, flexible working arrangements or childcare). Legislation for maternity leave was introduced and passed two readings, however it did not pass the third reading due to concerns on the impact the bill would have on business.

The National Development Bank of Palau (NDBP) mission is: *To initiate and promote sustainable economic development within the Republic of Palau.* The National Development Bank of Palau offers a subsidy to new home owners who install energy efficiency measures and low interest rates for Microfinance, Pre-development and Agriculture Loans (6%), small business first time homeowner and fishing loans (8%), and Housing and Business Loan (10%) (<https://www.ndbp.com>). The chief executive officer is a woman. The Palau Small Business Center (PSBC) offers small business counselling, one-on-one counselling to existing and start-up small businesses, small business training, and has a small business assistance center with community and village outreach. This center is next door to NDBP and is also managed by a woman (<http://investpalau.pw/resources/sbdc.html>)

Women are engaged in the formulation and review of entrepreneurship policies and programs and integrate their needs into entrepreneurship-related policies, programs and budgets and facilitate the transition of women entrepreneurs from the informal market to the formal market.

Priorities to support women entrepreneurs are as follows:

- to establish policies to ensure equitable market access for women and men entrepreneurs;
- remove regulatory obstacles to women establishing their own businesses (individually and collectively);
- increase access by women to financial services;
- provide services to women entrepreneurs (such as childcare, training and investment funds);
- provide social protection to women working in the informal economy

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- resolve land issues
- modify requirements based upon income earnings and customary land ownership
- explore regional and international support to subsidize loans to promote food security and women entrepreneurs (e.g. The Taiwan Stimulus funds can support a one stop shop as has been done in the Marshalls for start-up businesses (Minister Rehuher-Marugg pers. comm. 2019)

There is concern that we are using the wrong metrics to measure wealth and progress and we should be addressing an index that measures our wellbeing as a community: relationships, health, happiness (Holm 2019 pers. comm.) and recalibrate or indicators of progress (Mersai, 2019 pers. comm.).

The Palau Organic Growers Association works with rural and urban farmers (woman and men) to promote organic farm and support rural families through agriculture. The POGA 5-Year Strategic Plan (2015 – 2019) has the following goals to increase locally organically group:

- Identify and Secure the Market Place (Central Market)
- National Policy for Agriculture Development
- Support Producers at Community Fairs and Workshops
- Collaborate with Relevant National & State Government Agencies
- Information-sharing of learning resources & materials



**Critical Area G. Women in Power and Decision Making**

There is no national policy for achieving equal representation of women and men in all civil service positions. There have been no electoral reforms to remove barriers to women participating in elected bodies. There is sex disaggregated data on the representation of women and men in decision-making positions in the public sector but not for the private sector.

- Men dominate publicly elected seats with almost 9 out of 10 nationally elected positions and 3 of 4 state elected positions (Palau Election Commission).
- Amongst the 9 Judges in Palau’s Judicial Branch 5 are men (56%) and 4 are women (44%) (Palau Judiciary).
- In 2019, for the first time, there are a record 4 female governors and 2 female Delegates in the House of Delegates and 2 female Senators in The Senate. .

Summary Table of Women in Power and Decision Making

	#	%	Year
a) women national parliamentarians (senate - 13 seats and house- 16 seats)	4	14	2019
b) woman national parliamentarian with disabilities	0	0	2019
c) women national ministers	2	25%	2019
d) women governors of states	4	25%	2019
f) women judges	4	44%	2019
g) women Chief Executive Officers*/ Executive Directors of private companies with more than 100 employees	79	28%	2015

\*Chief Executive Officers for Government and Semi Government only

The main national institutions responsible for promoting the equal representation of women and men in senior management and leadership positions in the public and private sectors are as follows: the Bureau of Aging, Disability and Gender, the Bureau of Labor/ Human Resources, the Human Resources and Development Office, the Division of Job Placement, the Palau Chamber of Commerce , local traditional women groups, and NGO’s. In 2014, Congress passed the Open Government Act (RPPL 9-32) in order to create a more open and transparent government so that the people of the Republic may hold their elected government representatives accountable, and other related matters.

**Critical Area H. Institutional Mechanisms for the Advancement of Women**

The national machinery for the advancement of women is the Gender Division, Bureau of Aging and Gender, Ministry of Community and Cultural Affairs (formerly called the Bureau of Women's Affairs). The first office was the Office of Women’s Affairs in 1994. In 2018, a Director for the Bureau of Aging and Gender, a Gender Chief, and a Gender Analyst were appointed to

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MCCA to implement mandates listed above. In 2019 a Coordinator for the Family Protection Act was hired.

The mandate of the Gender Division is for advancement of both men and women are:

- Conduct a needs assessment survey to identify gender equality needs, assess and develop programs to address such needs and mitigate against gender inequality;
- Coordinate with appropriate local entities and facilitate the implementation of a 2018 National Gender Mainstreaming Policy to correlate with the Convention on Elimination of all Forms of Discrimination Against Women, focusing on gender sensitive policies applicable to Palau;
- Serve as the focal point on gender matters for national, regional & international entities;
- Establish a key indicators for reporting gender quality issues;
- Collaborate with state governments, identify resource people in the community, and establish "Family and Life Skills Center"; and
- Coordinate with appropriate local entities (including NGO's) on all matters relating to gender. The resources available for the advancement of women for the financial years (2014-2019) was unavailable
- Serve as a focal point for a comprehensive program for the protection of women and children and tracking effectiveness of the FPA and Gender Mainstreaming Policy

Palau as a nation can accomplish the goals of CEDAW with national and regional support. The Division of Gender, Bureau of Aging and Gender, Ministry of Community and Cultural Affairs, Ministry of Justice, and Ministry of Health protect and promote human rights of women and girls. There are measures dedicated to investigating and prosecute human rights violations of women and girls. The Family Protection Act passed in November 2012 is enforced by the Bureau of Public Safety the Court of Common Pleas, the Attorney General's Office and the community. The Ministry of Community and Cultural Affairs obtained national funding to implement an Awareness Campaign with its partners that include school visits, presentations at *Mechesil Belau* and to the national congress. MCCA has built capacity for women and girls to use this Act effectively by employing a Director and Chief and Coordinator and Gender Analyst. The Act has a "no drop" policy so once a victim calls, it will follow due process. The human rights violations of women and girls that have been successfully prosecuted since 2010 are child abuse cases, domestic violence and prostitution. However, there is a need for a comprehensive protective service and shelter for victims and data system to harmonize datasets from various departments to track outcomes and success of interventions implemented through FPA. There are measures in place for promoting legal literacy of women and girls. The Bureau of Public Safety has in-house training from the Attorney General's Office. In turn, the officers conduct school visits to educate and raise awareness. The Micronesian Legal Services offers legal counsel to victims.

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## Critical Area I. Human Rights of Woman

*Mechesil Belau Inc.* addresses traditional and contemporary rights of Palauan women. Through legislation, and constitutional amendments to Article V. Section 3, the national government shall take affirmative action to assist traditional leaders to preserve, protect, and promote Palauan culture. And Article XIII Section 3 when there is conflict in the Palau and English versions of the Constitution, the Palauan version shall prevail. Women with traditional leadership roles has the right and has enforced it to protect women and children's rights using customary law. The Ministry of Justice has established a Human Trafficking Office and Temporary Shelter.

### Universal Periodic Review

The Universal Periodic Review to the Human Rights Council Working (RoP 2016). Made legislative progress in the prevention of sexual assault of children, higher penalties as a form of deterrence in the area of human trafficking of children, sexual exploitation of children and domestic violence inclusive of children. The Penal Code incorporated the registration of sexual offenders, 17 PNC § 1700–1709. The Constitution further guarantees the people of Palau, including children, the right to free or subsidized primary care, freedom of expression, free education and other forms of protection. New Penal Code includes Labour Trafficking, Anti-Smuggling and Anti Trafficking crimes and offenses, as well as Child Exploitation crimes and offenses.

There is existing inter-agency collaboration between the Bureau of Immigration (BoI), Bureau of Public Safety (BPS), Office of the Attorney General (OAG) and the Ministry of Health to identify potential victims of human trafficking. Key agencies provide support by way of investigation, referrals, special visas and permits and medical and legal services. The Bureau of Public Health currently has a program called Ladies in Entertainment Business Project, specifically assisting migrant workers. The BoI Office works closely with the BPS and the OAG in provide border protection. A National Border Control Training was conducted by the Pacific Island Forum Secretariat for the BoI, Bureau of Human Resources and Labor, Division of Customs and Bureau of Public Safety.

More cases have been filed and pursued for prosecution since the first UPR Report. There is a measure in place providing free legal services whereby victims make claims with the Micronesian Legal Services Corporation (MLSC) who then file a case with the OAG. IN 2016, there was one case resulting in human trafficking conviction and eight cases reported to the OAG. MLSC represented 11 individuals against 2 of their employers in their labor claims which included human trafficking elements during the one-year time period from August 2014 to August 2015. In August 2015, MLSC brought a civil law suit on behalf of 6 clients asserting both labour violations and private civil causes of action for human trafficking violations. MLSC is also engaged the foreign worker community to raise awareness of trafficking and to encourage those who believe they are victims of trafficking to seek assistance at their office.

The Bureau of Public Safety under the Ministry of Justice organizes the annual "White Ribbon" community campaign. The White Ribbon campaign is a global initiative launched in the region

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for the purpose of ending violence against women. It is the world's largest movement of men and boys working to end violence against women and girls and to promote gender equity, healthy relationships and a new vision of masculinity. This has been a key component in transforming attitudes and sensitizing men and boys on this issue.

The Judiciary constructed a building for the Court of the Common Pleas, which included a location for filing protection orders for victims of domestic violence and temporary dwelling quarters. An MOU was signed between the Ministry of Community & Cultural Affairs and the Bureau of Public Safety, Family Court, Ministry of Health and the Victims of Crime Assistance Unit to aid implementation of the FPA, including raising awareness and education of the new law.

The Penal Code, effective July 2014, defined Child Exploitation crimes in 17 PNC 1801-1808. These included Electronic Enticement of Children, 17 PNC § 1807, which criminalizes the possession and promotion of child pornography and use of the computer to engage in sexual activities and entice children under the age of 18 to meet with predators. Sexual Assault Offenses, 17 PNC Chapter 16, was expanded to include offenses such as pornography, continued sexual assault of a minor, sexual harassment and incest. The mandatory Registration of Sex Offenders, 17 PNC Chapter 17, is also in the new Penal Code. The OAG and BPS, created a sexual offender registry list. The two agencies implement the sex offender registration program and will post it publicly online. The Family Protection Act Committee promotes awareness of and safety in reporting sexual assault and domestic violence. There was an increase in sexual assault cases reported since 2015, focusing on young victims.

### **Critical Area J. Women and the Media**

In 2016, the Palau Media Council was formed with the aim to foster and promote an open, free and positive working environment in Palau for professional journalists and media practitioners. Anyone who is involved with media is invited to be a member. This effort was spearheaded by Moses Uludong, the publisher of the first newspaper in Palau, Tia Belau. The publisher and editor of one of two major newspapers is a woman with one female journalist and two male reporters. In 2019, 50% of the professional staff at Roll' em Productions were women. Stories are driven by the market. However, some stories are driven to protect women and especially children. Most importantly, a good journalist has credible facts to back up stories. Measures in place for increasing the participation of women and girls in the media and/or their access to information and communications technologies include the following:

- Education and training programs for women and girls who wish to engage with the mass media
- Education and training programs for women and girls who wish to use information and communication technologies:
- Production and dissemination of media programs by women;
- Production and dissemination of media programs that address the needs, concerns and interests of women and girls;

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- Media watch entities that monitor and consult with the media to ensure equitable coverage of the needs, concerns and interest of women and men
- Internet tracking of stories to monitor market that provides gender, age bracket of readers- largest audience for Island Times are women aged 18 to 64 years.
- Investigative reporting to cover stories of concern: pornography, human trafficking, prostitution

There is a need to adopt measures to:

- Increase the participation or access of information and communication technologies for women and girls.
- promote the employment of women in the media industry;
- review and revise media policies and legislation to support gender equality and women's empowerment; and
- to increase the number of women occupying decision-making positions within public and private media bodies.
- Promote balances and no-stereotypical portrayals of women and girls in the media.
- Gain access to information involving children without violating their rights (e.g. every week there are sealed cases that involve minors)
- Access to information in real time on sex predators and registered sex offenders
- Legislation to control what goes public on open access internet

### **Critical Area K      Women and the Environment**

There are national policies and legislation that promotes women's and men's equal ownership, management and use of natural resources (e.g. water, fuel, land, forests). The measures to promote women's and men's equal ownership, management and use of natural resources include the following:

- 2018 RPPL 10-30 Palau Responsible Tourism Policy that includes to ban toxic sun screen products harmful to the environment
- Biosecurity Act 2016 RPPL.9.58
- Palau National Marine Sanctuary 2015 RPPL 9-49
- National Biodiversity Strategy and Action Plan 2015-2025
- The National Invasive Species Strategic Action Plan 2016-2021
- Palau Climate Change Policy 2015
- Sustainable Land Management Policy 2012
- National Water Policy 2011
- National Energy Policy 2010
- Sustainable Land Management Policy 2012
- Protected Areas Network RPPL 6-39 2003

The 2018 Palau Responsible Tourism Policy mandates businesses to educate their visitors about Palau's environmental laws, to use reusable materials and bans toxic sunscreens. The 2015

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Palau National Marine Sanctuary Act RPPL 9-49 mandates that commercial fishing will cease in 80% of Palau's Exclusive Economic Zone. This legislation will safeguard oceanic fish and endangered migratory species and help control illegal activities at sea. This will protect this vast ecosystem and provide food security for Palau.

The Protected Areas Network (PAN) and PAN fund has provided protection of nearshore coastal areas and provided protection to critical habitats as well as provided sustainable cottage opportunities for local communities for 16 years. The 2019 State of the Environment Report (NEPC 2019) indicates that 55% of the marine indicators 75% of the terrestrial indicators, and 84% of the Protected Areas showed a good to fair condition. This was a 16% drop in healthy condition for Protected Areas in 2019 compared to 2017.

The 2015 Climate change Policy addresses action to mitigate and adapt to predicted climate impacts on our human, natural, cultural and man-made resources. In 2016, a State of Emergency due to extreme drought was issued March 22, 2016; in some areas water rationing began in January 2016. On May 9, 2016 the rationing of water for three hours per day ended in Koror and Airai States, with the resumption of 24-hour water service. The quality, quantity, storage, distribution and access to water is critical for families in Palau.

The 2015-2025 National Biodiversity Strategic Action Plan identified specific strategies and indicators to measure progress in the effective protection of Palau's biodiversity. The National Invasive Species Strategic Action Plan 2016-2021 (NISSAP), tasked the National Invasive Species Council to act to eliminate and control invasive species. The Biosecurity Act RPPL 9.58 2016 was passed to enable protection of Palau's unique biodiversity especially at our borders with effective screening and quarantine. There was a national *kebeas* (*Merremia peltata*) clean-up in 2018 led by each Ministry to help reduce the growth of this vine and promote sustainable forests and agriculture.

The 2010 National Energy Policy promotes women's and men's equal access to clean and renewable energy sources and technologies. The National Development Bank of Palau offers low interest loans to build energy efficient homes and to retrofit homes with solar panels to offset energy costs. The PPUC offers tokens to enable more control of energy consumption. Palau assessed and integrated the vulnerabilities and needs of women and girls (e.g. food security, physical safety, livelihoods) in national climate change adaptation and mitigation initiatives. Kayangel has a 100% renewable energy system in 2019. The European Union has provided support for Palau's renewable energy initiatives.

[https://eeas.europa.eu/headquarters/headquarters-homepage/2311/palau-and-eu\\_bg](https://eeas.europa.eu/headquarters/headquarters-homepage/2311/palau-and-eu_bg)

The 2010 Water Policy promotes effective and efficient storage and distribution of water resources. There are 4,700 households and business connected to the public water system (2016, Palau Public Utilities Corporation). About 44% of the households connected to the public supply use it as the main source of drinking water with more homes headed by men using public water supply for drinking (46%) than households headed by women (40%) (Census, 2015). About 33% of households use bottled drinking water, with female householders in urban

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areas using more (37%) than male householders (32%) (Census, 2015). About 70% of all households have a flush toilet inside their home, with more in homes in urban (74%) and rural areas (72%) headed by women than men in urban (71%) and in rural (69%) areas (Census, 2015).

In 2017, a training of trainers on Resilience Qualification was conducted that was based on the Regional Qualifications on "Resilience" (Climate Change Adaptation/ Disaster Risk Reduction) Certificate 1– 2 in Koror. The training held from 3 October to 21 November, 2017 at Palau High School Resource Center, Koror, Republic of Palau. The Training of Trainers was facilitated by The Environment, Inc., supported by the Pacific Community (SPC) European Union (EU) Pacific Technical Vocational Education and Training (EU PacTVET) project. The course was successfully completed by 16 participants (15 female teachers and counsellors and one male HS physics teacher) who were certified as trainers on November 21, 2017.

The measures undertaken for addressing the climate change -related vulnerabilities, needs and concerns of women and girls are as follows:

- Increasing women's and girls' access to climate change information through the CWEB Red Cross project in Babeldaob to train women on climate resilience and preparedness;
- Public campaigns that raise awareness of the differential impacts of climate change to women, men, girls and boy through training of staff and workshops;
- Promotion of women's and men's equal participation in national climate change policy, planning and decision-making processes
- Promotion of women's and girls' vocational and tertiary education in climate-change related studies (e.g. through scholarships);
- Mainstreaming of gender in climate change research and planning guidelines through the 2018 Gender Mainstreaming Policy implementation;
- Provision of services and resources to women and girls that enable them to make timely decisions and undertake effective climate change adaptation measure through teacher certification on Climate Resilience at PCC and the CWEB-Red Cross training program;
- Integration of women's livelihood needs in climate change adaptation measures. Palau has mainstreamed gender into disaster risk reduction policies and programs. The disaster risk reduction policies and programs are informed by sex-disaggregated data during the design and planning phases.
- Training of trainers' course on Resilience Qualification
- EU program for adaptation and resilience for taro gardens in Babeldaob
- Food Security Program PCC-CRE- salt resilient taro and trials in Babeldaob
- Helen Reef Program for Climate Resilience
- Small Grants Program GEF- increase food security small program in Babeldaob
- Small Grants Program GEF to restore a traditional water system in Koror
- Ebiil Society summer programs to teach girls and boys traditional skills in farming and fishing



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- Water quality testing of school water systems by students in elementary and high school students
- Dilisor Agriculture Association of Ngarchelong (DAAN) is a chartered NGO of women of Ngarchelong whose aim is to restore traditional taro cultivation and other crops

**Priorities**

- State Master Plans and Land Use Plans that address Climate Change
- Protection of critical coastal habitats and infrastructure
- Harmonized real time data linked to GIS
- Enforcement of laws
- Land use and access and review of the Palau Land Use Act
- Climate Change Policy, Water Policy, Food Security Policy and Energy Policies are implemented with monitoring, reporting and follow-up.
- Train trainers on Resilience Qualification developed in 2017

**Critical Area L. The Girl Child**

The Palau National Code Chapter 21 Sub-Section 201 allows for a male at age 18 to marry and a female to marry at the age of 16. However, if a woman is less than 18 years of age, she must receive consent from at least one of her parents or her guardian. There is work in progress to change this legislation to increase the female age to 18 years.

### **Section Three Data and Statistics**

Section three covers issues related to data and statistics. It complements the results of the global review of gender statistics programs in countries presented to the UN Statistical Commission in February 2013.

A **core set of national indicators** for monitoring progress in gender equality has been established. Most of the indicators set forth by the UN Statistical Commission are being used in national reporting by the Bureau of Planning and Statistics.

Three indicators that need to be addressed are:

- the proportion of women with access to credit
- the proportion of women and owning land
- the proportion of children under 3 in formal care.

The reason some of these indicators are not collated is access to this data or a formal mechanism to acquire this data.

Data collection and compilation on the Minimum Set of Gender Indicators has begun, which was agreed by the UN Statistical Commission in 2013. The 2015 status has collected gender disaggregated data. A planning analyst is working at the Bureau of Planning and Statistics, another gender analyst will be hired by the Bureau of Aging and Gender in 2019. The role of the analyst is to improve gender-related data collection and compilation at the national level that have been developed.

Data collection and compilation on the eight of the nine indicators on violence against women as agreed by the UN Statistical Commission in 2013 has begun. The first study was completed in 2014. The key finding of the 2014 Belau Family Health and Safety Study are found in Appendices.

#### **Priority:**

Conduct a 2020 Belau Family Health and Safety Study to determine the effectiveness of interventions (i.e. The Family Protection Act implementation and educational program)

The data collection and compilation for the 2020 National Census is underway. The indicators identified in the Belau Family Health and Safety Study at the national level will be used in the next survey. The Gender Analyst and planning analyst at the Bureau of Planning and Statistics will work with the Ministries to harmonize and link gender disaggregated data sets.

- a) The 2015 Census, 2014 Household Income and Expenditure Survey (HIES), and Palau Family Health and Safety Survey, the MOE Statistical Yearbook, Palau Disability Report (2017) and The RoP Child Protection Baseline Report (2014) collected data about of urban and rural women, older women, people with disabilities and children. There has been minimal data or

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situation analysis of women living with HIV and AIDS except through reports by the Ministry of Health.

#### **Section Four: Emerging priorities**

Key emerging issues in terms of opportunities and challenges in implementing the Platform for Action and additional priorities, including recommendations to strengthen gender equality and the empowerment of women in the current discussions on Sustainable Development Goals and the post-2020 development agenda are addressed in this section. The key priorities for action over the next three to five years for accelerating implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly, and subsequent intergovernmental agreements for the achievement of gender equality and the empowerment of women at the national level are as follows:

##### **Health**

- Reduction of NCD related illnesses for women, girls, men and boys
- Victim Advocate Program focal point MCCA
- Rehabilitation and special care for children as victims
- Family Resources Center- nutrition- health- focal point: MCCA
- Belau Family Health and Safety Survey- MoH Public Health
- Rehabilitation Center for Substance Abuse – MoH (Alcohol and Drugs)
- Maternity Leave and support for young mothers- OEK
- Home care by families supported by HMSI - OEK
- Special unit of Hospital for elderly care at critical period of life- OEK
- Human Trafficking- move from Tier 2 to Tier 1 through effective protection measures- MOJ
- Legislation on free access internet to protect public from pornography and scams
- Mandatory Registry for Sex offenders
- Training for counsellors in all departments
- Increase in opportunities for women in public safety positions

##### **Education**

- All teachers have AA degrees
- All teachers trained for early detection of mental and physical disabilities
- Increase literacy achievement levels for all students
- Training for school counsellors for males and females
- Mentorship program for tutoring and after school programs for all students
- Working with the elders of their families learning their history and values
- Focus on life skills (i.e. farming and fishing), technical skills, traditional values and practices with NGO's and traditional men and women groups
- Parental training for nutrition and proper discipline

##### **Culture**

- Strengthen traditional leadership, family, community, NGO/CBO- cultural values
- Education program for families on parenting skill
- Mentorship programs with elders to learn life skills and values child

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- Educational programs for inclusiveness for people with special needs
- Strengthen mediation skill to resolve conflicts
- Increase after school and summer programs that teach language, cultural values and practices and value of being a Palauan.

### **Economic Empowerment**

- Enable entrepreneurs to access finance based on merit and qualification and mobile assets
- Banks considered clan properties as financial collateral
- Infrastructure at National and State level have budget for maintenance and skilled technicians and follow National Building Code and Planning
- Entrepreneurs provided training in accounting and business management
- Minimum wage applies to employees in domestic help and farming
- Tax incentives for local food production
- Increase salaries for nurses, teachers and counsellors

### **Environment**

- National and State land use plans and Building Codes
- Implementation of Environmental Policies (Palau Climate Change Policy, Sustainable Land Policy, Water Policy, Energy Policy, Sustainable Tourism Policy)
- Stronger enforcement of existing laws and policies
- Strengthen protection of critical habitats, species and infrastructure
- GIS mapping of natural and cultural resources
- Post recovery assessment of communities after disaster over a 5-year period

### **Cross Cutting Priorities**

- Interagency disaggregated data harmonization and mapping
- Natural and Cultural resource mapping for tangible and intangible data
- Tracking progress and effectiveness for the Family Protection Act
- Tracking progress in health and education and employment of girls, women, boys and men

The Priorities and recommendations to strengthen gender equality and the empowerment of women in the current discussions on Sustainable Development Goals and the post-2020 development agenda are like the priorities Palau has selected for the 12 critical areas of the Beijing agreement.

### **Conclusion**

The BPfA 2015-2019 meetings with over 40 individuals either one-on-one, in focus groups or during the validation workshop reinforced how much women care about the well-being of Palauan society. Palauan women defined their nurturing roles and the need to stand firm on

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unique culture values and practices. This review also highlighted the numerous interventions the RoP has initiated to ensure its successful implementation of BPfA across all sectors.

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<http://www.palaupanfund.org/>

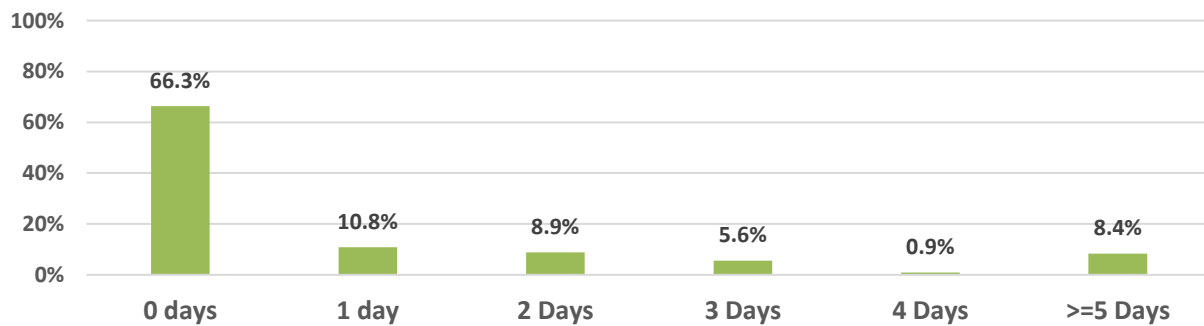
**Annexes to national reviews**

School Health Screening 2017-2018. (MoH)

	<u>Boys</u>	<u>Girls</u>	<u>Total</u>
<u>Number of children assessed:</u>	489	524	1013
Underweight (< 5th %ile)	5%	2%	4%
Normal BMI (5th - 85th %ile)	55%	61%	58%
Overweight or obese (≥ 85th %ile)*	40%	36%	38%
Obese (≥ 95th %ile)	26%	19%	22%

\*Terminology based on Barlow SE and the Expert Committee. Expert committee recommendations regarding the prevention, assessment, and treatment of child and adolescent overweight and obesity: summary report. Pediatrics. 2007;120 (suppl 4):s164-92.

Physically Active for Total of 60min/Day,  
 National (All Schools)  
 School Health Screening  
 SY2017-2018



Republic of Palau Non-communicable Disease Prevention and Control Strategic Plan of Action  
 Republic of Palau Non-communicable Disease Prevention and Control Strategic Plan of Action

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2015 had the following targets for 2018.

Table 4. Palau NCD Strategic Plan targets and goals in comparison to Pacific Regional NCD targets and WHO Global Voluntary targets:

	WHO global voluntary targets	Republic of Palau Goals/Targets	Pacific regional NCD targets
	2013-2020	2013-2018	2014-2020
<b>Risk Factor/Lifestyle</b>			
Reduce tobacco use	30%	30%	Under 5% prevalence
Reduce harmful alcohol use	10%	10%	10%
Adolescent/adult obesity	0% increase from baseline	Reduce childhood obesity by 10%; reduce adult obesity by 5%	0% increase from baseline
Reduce physical inactivity	10%	30% for youth; 20% for adults	10%
Reduce salt/sodium intake	30%	30%	30%
Increase fruit and vegetable intake	---	50%	---
Increase breastfeeding up to 6 months	---	50%	---
<b>Clinical</b>			
Decrease premature mortality	25%	---	25%
Decrease hypertension	25%	10%	25%
Decrease diabetes prevalence	0% increase	10% reduction	0% increase
Coverage of multidrug therapy and counseling for CVD risk	50%	---	50%
Essential NCD medicines and technologies	80% of countries	---	80% of countries

Year	Total Field Cases	Male Perpetrator	Female Perpetrator	Age Range
<b>**2014</b>	<b>11</b>	<b>10</b>	<b>2</b>	<b>29-54</b>
<b>**2015</b>	<b>12</b>	<b>13</b>	<b>0</b>	<b>24-50</b>
<b>*2016</b>	<b>43</b>	<b>33</b>	<b>9</b>	<b>19-66</b>
<b>**2017</b>	<b>17</b>	<b>23</b>	<b>0</b>	<b>20-56</b>
<b>*2018</b>	<b>13</b>	<b>10</b>	<b>1</b>	<b>31-62</b>

Discrepancies in statistics between Cases filed and Perpetrator numbers are a result of 1) multiple cases involving same offender or 2) one case may have multiple defendants.

\* = repeat offender    \*\* = multiple defendants

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Table 11.22 Educational Attainment 1995 to 2015 ( Source: 2016 Statistical Yearbook)						
Educational Attainment			Census Years			
			1995	2000	2005	2015
Females, 25 yrs. and older						
No School			5%	4%	2%	2%
Elementary: 1 to 8 years			20%	15%	15%	5%
High school: 1 to 3 years			13%	8%	11%	4%
High School: 4 years			27%	43%	3%	8%
College 1 to 3 years			22%	20%	58%	65%
College: 4 years			13%	10%	10%	16%
Males, 25 yrs. and older						
No School			3%	2%	2%	2%
Elementary: 1 to 8 years			17%	9%	11%	7%
High school: 1 to 3 years			13%	8%	10%	6%
High School: 4 years			32%	54%	5%	9%
College 1 to 3 years			24%	18%	63%	63%
College: 4 years			12%	10%	9%	12%

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Interviews for the 2014-2019 Review		
Organisation	Person	Format
<b>Government</b>		
Mechesil Belau	Bilung Gloria Salii	
Ministry of State	Minister Tina Rehuher Marugg	Individual
Court of Common Pleas	Senior Judge Honora Rudimch	Individual
Ministry of Community and Cultural Affairs	Klouldil Singeo	Individual
Ministry of Education	Ray Mechol	Group interview
	Magaria Tellei	
Ministry of Health, Public Health	Sherlyn Madraisau	Individual
Office of the Attorney General	Attorney General Ernestine Rengiil	Individual
Senate	Senator Rukebai Inabo	Individual
Ministry of Justice	Jennifer Anson	Individual
<b>Non-government</b>		
Island Times	Editor Leilani Reklai	Individual
Risel Belau	Bernie Keldermans, Roberta Louch, Senator Uduch Senior;	Group
Palau Red Cross Society (PRCS) and Partner Agency representatives of PRCS The People's Empowerment Project (PEP)	Senator Uduch Senior: C-WEB: Meirang Sengebau: PRCS Executive Director, Wayne Wong: PRCS Disaster Management Officer, Calvin Johanes: PRCS PEP Manager, Christabel Gbewonyo: PRCS Resource Mobilization: Verna Obak: PRCS staff , and Deavina Ken: PRCS staff; PCC-CRE: Thomas Taro; Metiek K Ngirchchol: EQPB; Maria Ngemaes: National Weather Service, Ritter Udui: Environmental Health MOH; and Jayson Sebalt: NEMO.	Group

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<b>Beijing Declaration and Platform for Action (1995) Validation Workshop April 18, 2019, at the Civic Center</b>	
<b>Organisation</b>	<b>Person</b>
Mechesil Belau	Bilung Gloria Salii
Tessy Nobuo	Omekesang
Charlene Mersai	National Environmental Protection Council (NEPC)
Philom Temengil	BANGO
Kloudil Singeo	MCCA- Director Bureau of Aging and Gender
Meked Besebes	MCCA- Gender
Ms. Ebibei Solang	MCCA -FPA Coordinator
Carol Ngiraidis	POGA
Sharon Sakuma	United Nations Joint Presence
Kliu Basilius	Family Health Unit
Judy Otto	Local Consultant
Senator Uduch Senior	C-WEB/Risel Belau
Vivien Protine	Palau Chamber of Commerce
Jada Avesani	Palau Chamber of Commerce
Ann Kitalong	The Environment, Inc.
Senior Judge Honora Rudimch	Judiciary- Court of Common Pleas
Elicita Morei	Educator/Maibrerel
Makka Oimei	Judiciary
Karla T. West	National Development Bank of Palau
Attorney General Ernestine Rengiil	Attorney General's Office
Bunker Rukuked	Office of Planning and Statistics
Abolade Majekobaje	Palau Conservation Society
Tosie B. Keldermans	Risel Belau
Roberta Louch	Risel Belau
Tarita Holm	Ngardmau

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Metiek K. Ngirchichol	EQPB
Yoske Matul	EQPB



Summary of findings from the Belau Family Health and Safety Study in 2014 by the Ministry of Health

<https://pacific.unfpa.org/en/publications/belau-family-health-and-safety-study>

- One-quarter of women in Palau (25.2%) have experienced physical and/or sexual violence by a partner in their lifetime. Over 8% experienced such violence in the 12 months prior to the interview.
  - 23% of ever-partnered women in Palau experienced physical partner violence in their lifetime. The most common act of physical partner violence was being slapped or having something thrown at.
  - 4.5% of ever-pregnant women experienced physical partner violence in at least one pregnancy and over one-third of these women (37%) were punched in the abdomen.
  - Slightly over 10% of women in Palau experienced sexual violence by a partner in their lifetime. The most common act of sexual violence was forced sexual intercourse. Impact of partner violence on women's health
  - Nearly 47% of women who experienced partner violence had injuries as a result of the violence. Over 18% of these women ever needed health care due to the severity of the injuries.
  - The proportion of women who ever thought of suicide was higher among women who ever experienced partner violence (19.7%) than among never abused women (8%).
  - Women who ever experienced partner violence were more than twice likely to have a miscarriage (8%) than women who never experienced partner violence (3.5%).
  - Half of women who experienced physical partner violence said their children witnessed the violence.
  - Children of women who experienced partner violence were more likely to have dropped school (7.1%) than children of never abused women (2.2%).
  - Women who experienced partner violence were more likely to report that they witnessed their mother being beaten by a partner, that their partners witnessed their mother being beaten by a partner, and that their partner was beaten in childhood. Women's responses to partner violence
  - Over one-third of ever-abused women (37%) had never told anyone about the violence. Those who did disclose the violence mostly confided in family members or friends.
  - Most ever-abused women (65.8%) never sought help from formal services or authorities.
- Physical and/or sexual violence by non-partners
- Nearly 14% of all interviewed women in Palau have experienced physical violence by a non-partner in their lifetime.
  - Slightly over 15% of women in Palau have experienced sexual violence by a non-partner since the age of 15 in their lifetime. The most commonly reported perpetrators were male family members and male friends/acquaintances.
  - Almost 12% of all respondents experienced sexual abuse before the age of 15, mostly when respondents were aged 10-14 (55.4%) and when they were aged 5-9 (41.7%). The most commonly reported perpetrators of child sexual abuse were male family members.

- **Recommendations**

- Maintain the Stakeholders Committee as a resource group to provide advice and support for eradicating VAW in the country.
- Disseminate the results of this study for the community to be aware and better understand the magnitude of VAW, its causes, and its consequences on women, children, and families.
- Develop and support awareness programs around the Family Protection Act (FPA) and available services and support systems for women and families in Palau.
- Support current programs that provide support to victims of VAW and provide training and technical assistance to develop Standard Operating Procedures (SOPs) for first responders.
- Promote inter-agency collaboration to enable cooperation and resource sharing amongst governmental agencies that work on supporting victims and eradicating VAW.
- Provide current MOH workers, both medical and administrative staff, with training to adequately handle cases of VAW.
- Provide further support to women's groups in the country and work with the main women's organization, Mechesil Belau, to include discussions on VAW in their annual meeting agenda.
- Create a national plan that considers the results of this study, gender policy, and other social development goals to ensure that there is no duplication of efforts and that all efforts are towards one goal: stopping VAW.
- Develop educational programs for women, men, and families to sensitize them on VAW and inform them about available support services.
- Strengthen awareness efforts to prevent sexual abuse of children, as well as mechanisms to protect children in situations of abuse.
- Ensure that disabled women have access to information about VAW and support services when needed.

## Case Study

Women's Empowerment through Emergency Preparedness, Crisis Response and Recovery' project

<http://wphfund.org/pacific-emergency-preparedness-response-recovery-project-palau>

As we celebrate the 25th year anniversary of the Mechesil Belau (Women of Palau) Conference with the Republic of Palau, **UN Women and the Women's Peace & Humanitarian Fund (WPHF) is also proud to mark the launch of an emergency preparedness, response and recovery project in the country aimed at empowering women.**

The 'Women's Empowerment through Emergency Preparedness, Crisis Response and Recovery' project, funded by WPHF aims to partner with eight locally based organizations to train 200 community women in disaster preparedness, response and recovery, to be first responders and community leaders in humanitarian response.

The project will be implemented through Palau Red Cross Society and the Centre for Women's Empowerment Belau (C-WEB) and will work with local women's organizations to organize trainings across eight of the most vulnerable of Palau's 16 states.

"We are excited to be partnering with Palau Red Cross and C-WEB in the implementation of this critical initiative in Palau that target's women's empowerment in the disaster management space, a timely and topical intervention in the face of a changing climate," said UN Women Fiji Multi-Country Representative, Nicolas Burniat.

Communities in the Pacific tend to be the most vulnerable to disasters and have a higher degree of vulnerability to climate change than other regions given the isolated nature of the islands and our geography. Being situated in the Northern Pacific adds to Palau's vulnerability to climate change and natural disasters.

"Women and girls tend to be additionally disadvantaged during disasters and the aim of this project will be to reduce some of those inherent inequalities by investing in gendered capacity building to enable women to prepare, respond, and lead early recovery in times of disasters," said Mr. Burniat.

Palau Red Cross Society is a not-for-profit humanitarian organization, established in 1997 and the Centre for Women's Empowerment Belau is a national based organization in Palau started in 2014 to promote gender equality. They are two of the eight Pacific organizations that UN Women is supporting through critical funding made possible by WPHF, which is contributing close to USD\$300,000 towards the project. WPHF is a rapid financing mechanism supporting quality interventions to enhance the capacity of local women to prevent conflict, respond to crises, and seize key peacebuilding opportunities.

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“WPHF is thrilled to see the rapid financing that we mobilize from around the world directly support the women of Palau, strengthening their agency to be key players in the humanitarian response of their communities. The objectives of the proposed project resonate deeply with the vision of our fund, and we are confident this investment will produce dividends for women’s enhanced capacity to engage and lead in essential recovery efforts in the northern Pacific,” said WPHF Head of Secretariat, Ghita El-Khyari.

“The Palau Red Cross Society is grateful for the support from UN Women and WPHF to enable this important project. All partners and stakeholders are deeply committed to the overall goal of empowering local Palauan women at the grassroots level to better prepare for, respond to, and recover from any form of disasters. We strongly believe and are confident that this timely project will further advance local capacities throughout the disaster management continuum,” said Palau Red Cross Society Executive Director J. Maireng Sengebau.

**The project activities are expected to begin in September this year and end in February of year 2020.**

*The Women’s Peace & Humanitarian Fund (WPHF) is the only global financing mechanism dedicated exclusively to supporting the participation of women and their organizations in peacebuilding and humanitarian action. WPHF is an innovative partnership between the United Nations, member states, and civil society. Generous support for WPHF comes from the governments of [Australia](#), [Canada](#), [Ireland](#), [Spain](#), [the United Kingdom](#), [Liechtenstein](#), and [Lithuania](#).*

**Beijing Declaration and Platform for Action – critical areas of concern and strategic objectives**

- A. Women and poverty
  - Strategic objective A.1. Review, adopt and maintain macroeconomic policies and development strategies that address the needs and efforts of women in poverty.
  - Strategic objective A.2. Revise laws and administrative practices to ensure women's equal rights and access to economic resources.
  - Strategic objective A.3. Provide women with access to savings and credit mechanisms and institutions.
  - Strategic objective A.4. Develop gender-based methodologies and conduct research to address the feminization of poverty.
  
- B. Education and training of women
  - Strategic objective B.1. Ensure equal access to education.
  - Strategic objective B.2. Eradicate illiteracy among women.
  - Strategic objective B.3. Improve women's access to vocational training, science and technology, and continuing education.
  - Strategic objective B.4. Develop non-discriminatory education and training.
  - Strategic objective B.5. Allocate enough resources for and monitor the implementation of educational reforms.
  - Strategic objective B.6. Promote lifelong education and training for girls and women.
  
- C. Women and health
  - Strategic objective C.1. Increase women's access throughout the life cycle to appropriate, affordable and quality health care, information and related services.
  - Strategic objective C.2. Strengthen preventive programmes that promote women's health.
  - Strategic objective C.3. Undertake gender-sensitive initiatives that address sexually transmitted diseases, HIV/AIDS, and sexual and reproductive health issues.
  - Strategic objective C.4. Promote research and disseminate information on women's health.
  - Strategic objective C.5. Increase resources and monitor follow-up for women's health.
  
- D. Violence against women
  - Strategic objective D.1. Take integrated measures to prevent and eliminate violence against women.
  - Strategic objective D.2. Study the causes and consequences of violence against women and the effectiveness of preventive measures.
  - Strategic objective D.3. Eliminate trafficking in women and assist victims of violence due to prostitution and trafficking.
  
- E. Women and armed conflict

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- Strategic objective E.1. Increase the participation of women in conflict resolution at decision-making levels and protect women living in situations of armed and other conflicts or under foreign occupation.
  - Strategic objective E.2. Reduce excessive military expenditures and control the availability of armaments.
  - Strategic objective E.3. Promote non-violent forms of conflict resolution and reduce the incidence of human rights abuse in conflict situations.
  - Strategic objective E.4. Promote women's contribution to fostering a culture of peace.
  - Strategic objective E.5. Provide protection, assistance and training to refugee women, other displaced women in need of international protection and internally displaced women.
  - Strategic objective E.6. Help the women of the colonies and non-self-governing territories.
- F. Women and the economy
- Strategic objective F.1. Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources.
  - Strategic objective F.2. Facilitate women's equal access to resources, employment, markets and trade.
  - Strategic objective F.3. Provide business services, training and access to markets, information and technology, particularly to low-income women.
  - Strategic objective F.4. Strengthen women's economic capacity and commercial networks.
  - Strategic objective F.5. Eliminate occupational segregation and all forms of employment discrimination.
  - Strategic objective F.6. Promote harmonization of work and family responsibilities for women and men.
- G. Women in power and decision-making
- Strategic objective G.1. Take measures to ensure women's equal access to and full participation in power structures and decision-making.
  - Strategic objective G.2. Increase women's capacity to participate in decision-making and leadership.
- H. Institutional mechanism for the advancement of women
- Strategic objective H.1. Create or strengthen national machineries and other governmental bodies.
  - Strategic objective H.2. Integrate gender perspectives in legislation, public policies, programmes and projects.
  - Strategic objective H.3. Generate and disseminate gender-disaggregated data and information for planning and evaluation.
- I. Human rights of women

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- Strategic objective I.1. Promote and protect the human rights of women, through the full implementation of all human rights instruments, especially the Convention on the Elimination of All Forms of Discrimination against Women.
  - Strategic objective I.2. Ensure equality and non-discrimination under the law and in practice.
  - Strategic objective I.3. Achieve legal literacy.
- J. Women and the media
- Strategic objective J.1. Increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication.
  - Strategic objective J.2. Promote a balanced and non-stereotyped portrayal of women in the media.
- K. Women and the environment
- Strategic objective K.1. Involve women actively in environmental decision-making at all levels.
  - Strategic objective K.2. Integrate gender concerns and perspectives in policies and programmes for sustainable development.
  - Strategic objective K.3. Strengthen or establish mechanisms at the national, regional, and international levels to assess the impact of development and environmental policies on women.
- L. The girl-child
- Strategic objective L.1. Eliminate all forms of discrimination against the girl-child.
  - Strategic objective L.2. Eliminate negative cultural attitudes and practices against girls.
  - Strategic objective L.3. Promote and protect the rights of the girl-child and increase awareness of her needs and potential.
  - Strategic objective L.4. Eliminate discrimination against girls in education, skills development and training.
  - Strategic objective L.5. Eliminate discrimination against girls in health and nutrition.
  - Strategic objective L.6. Eliminate the economic exploitation of child labour and protect young girls at work.
  - Strategic objective L.7. Eradicate violence against the girl-child.
  - Strategic objective L.8. Promote the girl-child's awareness of and participation in social, economic and political life.
  - Strategic objective L.9. Strengthen the role of the family in improving the status of the girl-child.