

WOMEN, THE GOLD OF THE PACIFIC ISLANDS

In 2024, no country has yet achieved gender equality despite progress made. Gender equality is a fundamental human right and the foundation for a harmonious, sustainable, and peaceful world. According to the Sustainable Development Goals of the Focus 2030 initiative, **1 goal will have 10 years to achieve gender equality globally**. Together, we will explore the obstacles to gender equality.

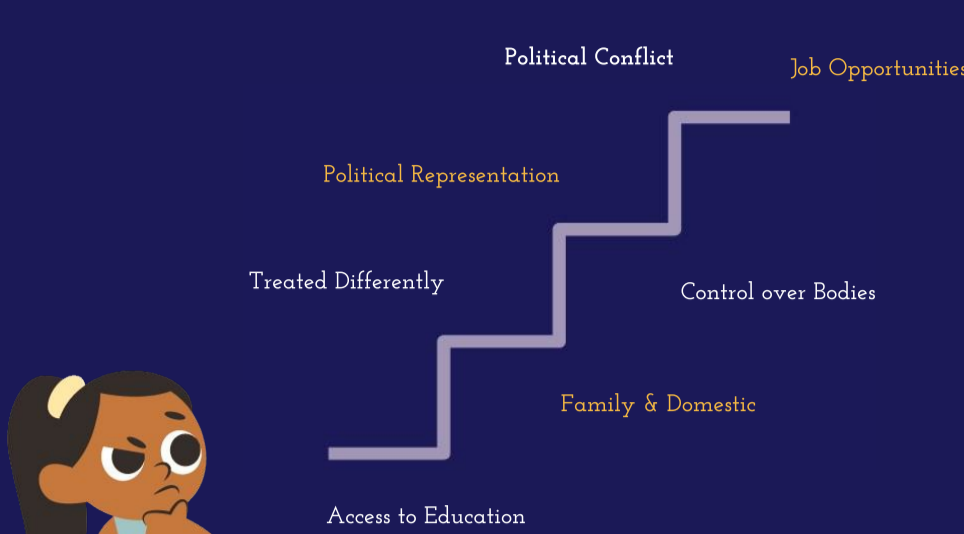
Women could drive economic growth in the Pacific region and lift many out of poverty. By fully integrating women into the economy and eliminating discrimination, countries could enhance growth and promote more inclusive development.

>>> Gender Equality for Sustainable Development

Achieving gender (in)equality requires active efforts to dismantle systemic barriers and ensure equitable opportunities across all aspects of life. This analysis will explore how economic factors and local dynamics have influenced gender equality in New Caledonia and the Pacific region, highlighting trends, opportunities for economic growth, enhancement, and the challenges that need to be addressed.

This report addresses several questions with the aim of providing quick answers through data analysis.

>>> Scaling the Obstacles



Examining the factors that contribute to women's (in)equality in the Pacific region.

>>> Opportunity to boost economy



In the Pacific region, there is a significant opportunity to boost the economy by improving gender equality. The full integration of women into the economy can substantially stimulate economic growth.

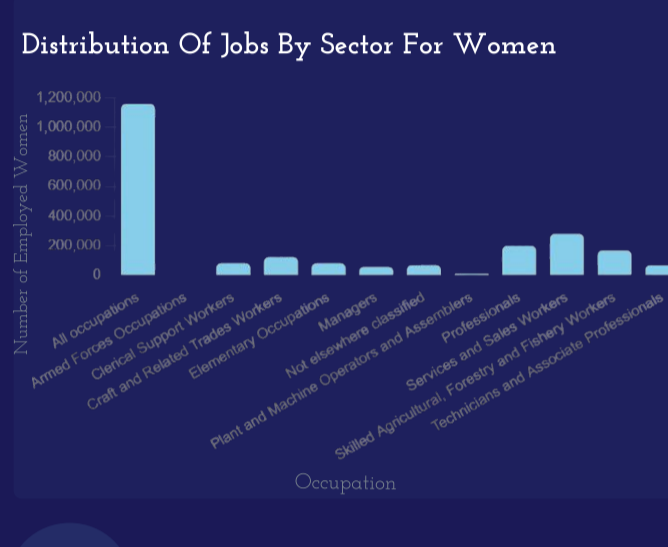
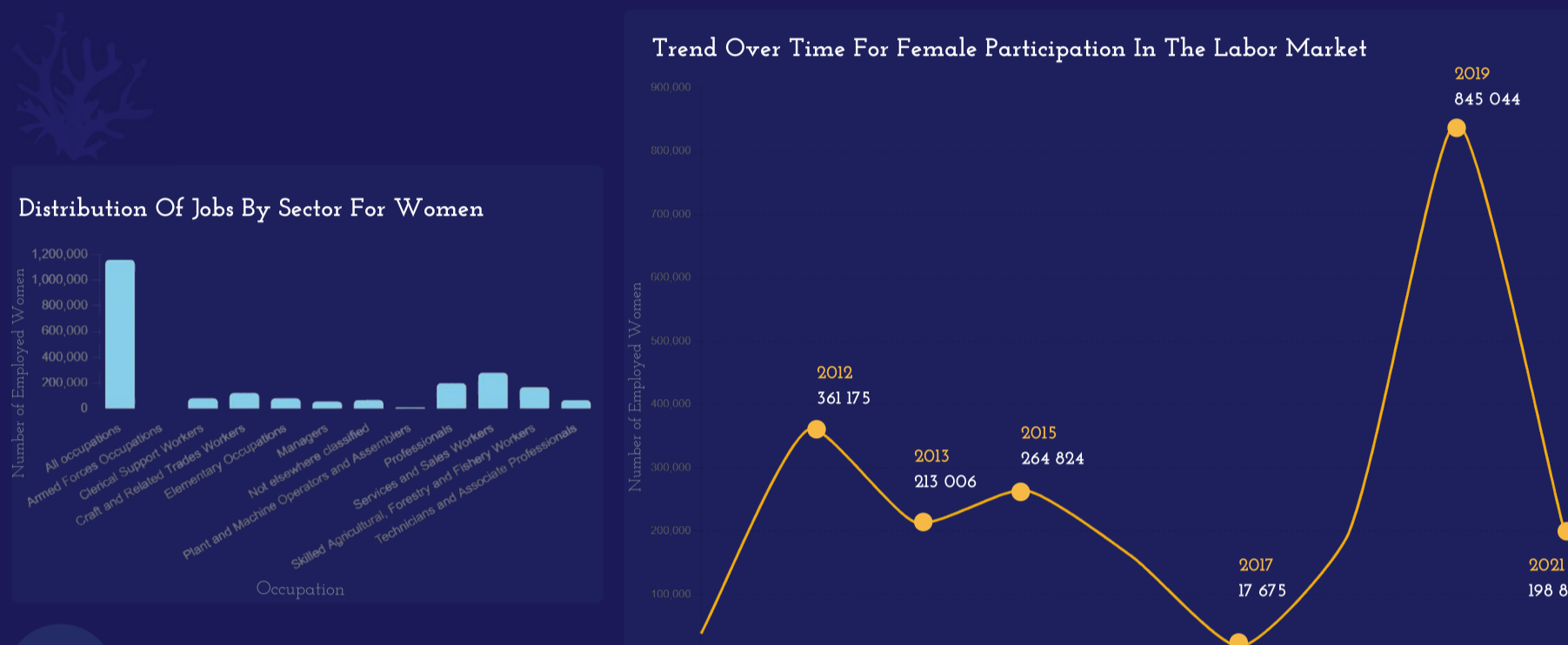
It is crucial to focus on these fundamental pillars:

1. Increasing female participation in the workforce
2. Improving representation of women in leadership positions
3. Enhancing access to digital technology
4. Shifting societal attitudes.

>>> Increasing female participation in the workforce

How can we encourage and facilitate women's access to employment opportunities in the Pacific region?

Interesting Facts - Women in the Labor Market between 2011 - 2021



The 'Services and Sales Workers' sector is the best sector for women.

Between 2015 and 2021, the Pacific Islands experienced fluctuations due to political and climatic events:

>>> Super Typhoon Malaysia (2015), Cyclone Pam (2015), Malinau earthquake (2016), independence referendums in New Caledonia (2018, 2020), COVID-19 pandemic (2019) as well as rising sea levels affecting the low-lying atolls of Kiribati and Tuvalu, and droughts impacting Nauru.

>>> The increase in the job market in the Pacific Islands in 2019 was due to community development projects in the Solomon Islands, Tourism development and Progress in mining operations in New Caledonia.

Insights: To improve women's employability, we need to intensify our efforts in the Marshall Islands (32.20%), Samoa (33.66%), and the Solomon Islands (34.37%), which are the three regions with the lowest employment rates for women.

Takeaways: >>> Increase the participation rate of women in the labor market.
>>> Increase the number of paid hours worked by women (part-time or full-time).
>>> Enhance the productivity of women compared to men by increasing the number of women in high-productivity sectors.

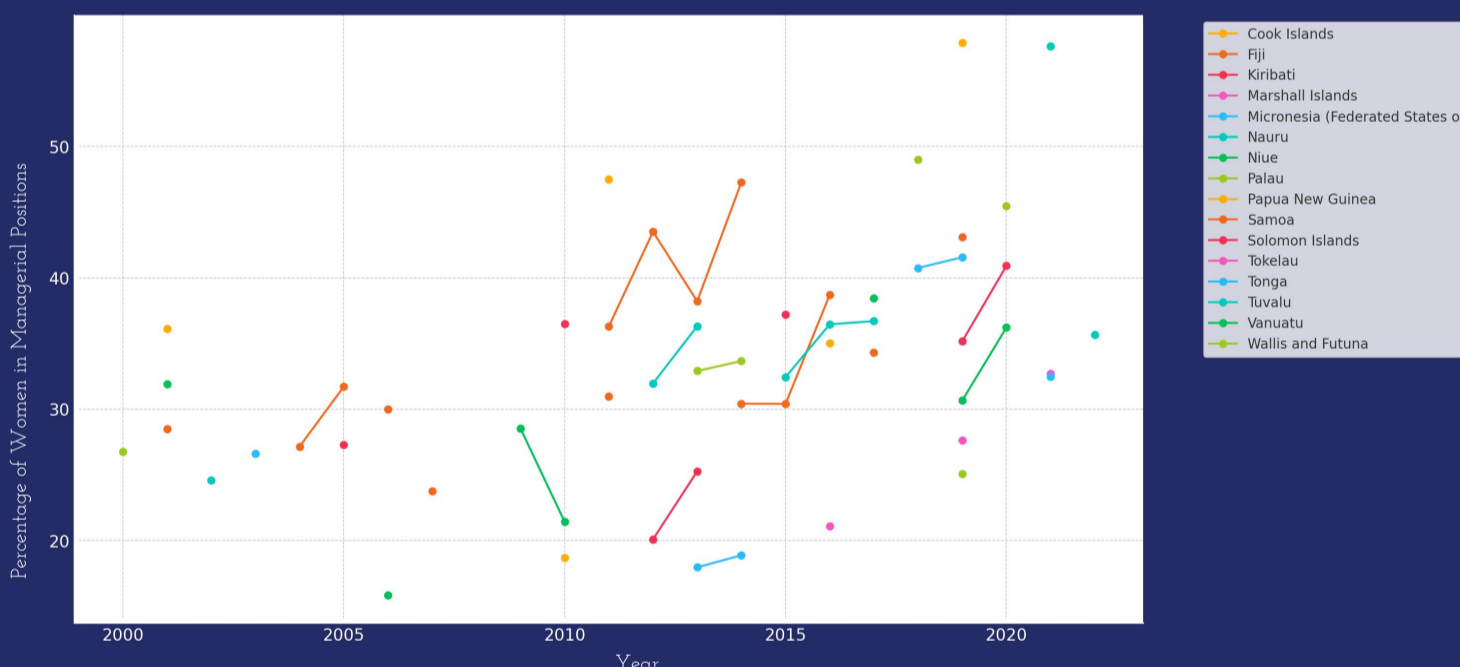
>>> Improving representation of women in leadership positions

What barriers impede women's progress to leadership roles, and what strategies can be employed to address these challenges?

Interesting Facts - Women in the leadership positions



Trends in Women's Representation in Managerial Positions



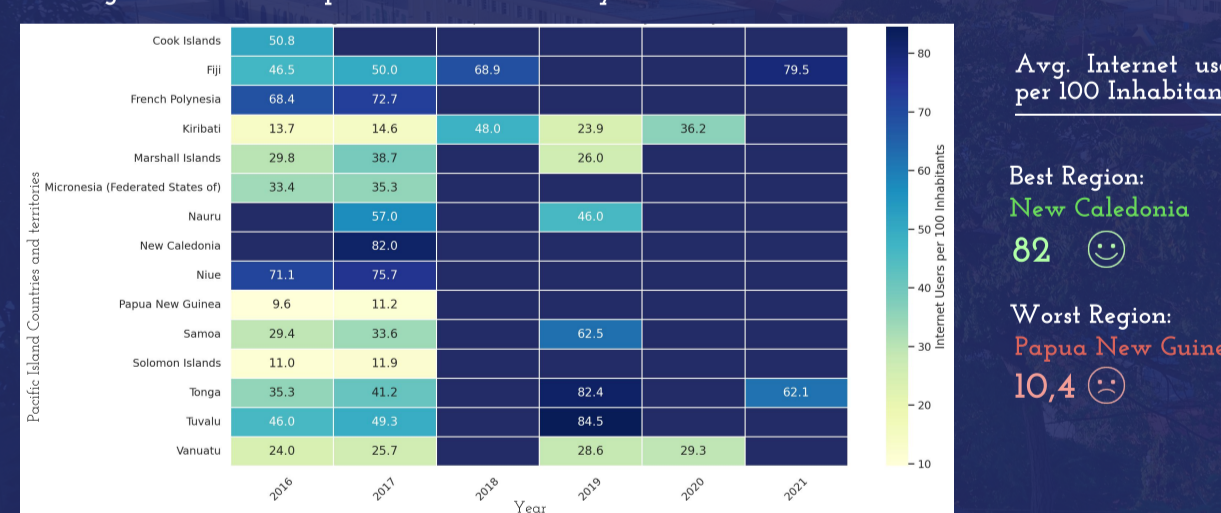
Insights: Women's underrepresentation in leadership positions starts as early as higher education and is exacerbated by the time spent on domestic tasks, hindering their professional advancement. Between 2010 and 2020, several events and trends have shaped women's representation in leadership positions across the Pacific Islands: **Vanuatu:** Political initiatives aimed at increasing women's representation. **Solomon Islands:** Political advocacy for gender equality. **Tonga:** Political and community reform to encourage women's participation. **Kiribati:** Educational initiatives also focused on promoting women's involvement in political processes. **Marshall Islands:** Leadership training programs that have impacted women in politics and leadership roles.

Takeaways: To improve the representation of women in leadership positions:
>>> Develop Support Systems: Create affordable childcare services and improve infrastructure to reduce the time women spend on unpaid care work.
>>> Promote Work-Life Balance: Implement flexible working hours and parental leave policies for both men and women.
>>> Increase Awareness and Mentorship: Educate organizations on the benefits of gender diversity and establish mentorship programs for women's career advancement.

>>> Increased access to digital technology

How can digital technologies boost economic participation and income while advancing gender equality?

Average Internet Users per 100 Inhabitants by Pacific Island Countries and territories and Year



Avg. Internet users per 100 inhabitants

Best Region: New Caledonia 82

Worst Region: Papua New Guinea 10.4

Insights:

Successful Regions: Tuvalu, Niue, and Tonga can serve as models for best practices in infrastructure development and policy implementation.

Under-Served Regions: Kiribati, Papua New Guinea, Solomon Islands, and Vanuatu should be prioritized for infrastructure investments and policies to increase internet access.

Takeaways: >>> Access to technology can create numerous economic opportunities for women, such as through the expansion of e-commerce, the adoption of remote work, and access to banking services, thereby facilitating their continued participation in the labor market.

>>> Shifting societal attitudes

What are the socio-economic factors contributing to violence against women in the Southern Province?

Distribution of types of Violence Experienced by Women



Insights: Traditional attitudes towards gender roles, particularly the perception of women, create inequalities in unpaid work and expose them to discrimination and violence. Moreover, social stigma associated with reporting and lack of access to adequate support services exacerbate the situation.

Takeaways: >>> Pacific Island countries and territories have one of the highest rates of violence against women, involving community leaders in promoting gender equality and increasing access to counseling services and legal assistance will greatly help reduce violence. And, to combat these stereotypes, it is essential to conduct awareness campaigns and educate the new generation.

The Gold of the Pacific Islands

Collaboration among leaders is necessary to take action in the Pacific regions as catalysts for gender equality. It is essential to improve funding for initiatives aimed at combating gender inequalities, including investments in education and vocational training, in order to restore women's value and place in society.

GENDER (IN)EQUALITY

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The data sources are from Data.gouv.nc, New Caledonia's open data platform.
> 2021 population by occupation
> 2021 Women in managerial positions
> 2021 Internet users per 100 inhabitants
> Domestic violence in South Province of New Caledonia
> Gender inequality across the world in 2024 Special Report - Focus2030.org

