



MINISTRY OF WOMEN, YOUTH, CHILDREN AND FAMILY AFFAIRS

CORPORATE PLAN

2015 – 2018

No livim eniwan bihaen

"No Policy goal should be met unless it is met for everyone"

WHO WE ARE

WHAT WE DO

HOW WE DO IT

FRAMEWORKS THAT GUIDE OUR WORK

- National Government Policy
- National Development Strategy 2016 - 2035
- National Gender Equality and Women's Development Policy (GEWD)
- Convention on the Elimination of All forms of Discrimination against Women (CEDAW)
- National Policy on Eliminating Violence Against Women (EVAW)
- Family Protection Act
- National Strategy on Economic Empowerment of Women and Girls (WESS)
- National Youth Policy (NYP)
- Provincial Youth Policies
- National Children's Policy
- Convention on the Rights of the Child (CRC)

Ministry of Women, Youth, Children and Family Affairs

VISION

Solomon Islands that is peaceful, productive, and prosperous that embraces and honours diversity, sustainable futures, justice and equality for all. ?

MISSION

MWYCFA is committed to uphold and promote, protect and fulfil the rights of women, young people, children and families through effective partnerships, inclusiveness, fairness and creating equal opportunities to advance the wellbeing of the nation

Women's Development Division
Youth Development Division
Children's Development Division
Family Development Division
Corporate Services and Executive Management

OUR PARTNERS AND STAKEHOLDERS INCLUDE THE PROVINCIAL GOVERNMENTS, DONORS, CIVIL SOCIETY ORGANISATIONS, THE PRIVATE SECTORS AND RURAL COMMUNITIES GROUPS.

Strategic Objectives

- Advance gender equality and enhance women's development
- Develop Solomon Islands youth to achieve their full potential
- Protect and develop the interests and rights of our children
- Develop & manage MWYCFA's professional and organisational abilities to accomplish MWYCFA's strategic objectives

Women's Development Division

- Equitable health and education for women, men, girls & boys
- Improved economic status of women
- Equal participation of women and men in decision-making and leadership
- Elimination of violence against women
- Increased capacity for gender mainstreaming

Children Development Division

- Advance legislative protection for children
- Promote children's quality access without discrimination
- Strengthen survival mechanism for child development
- Equitable Resources allocation for children

Youth Development Division

- Development of Youth Career Pathways
- Empower Youth in Governance
- Nurturing Youth Wellbeing
- Engaging Youth in Peace-building
- Youth and Sustainable Development
- Support Youth Mainstreaming

Research, Policy, Planning & Information

- Conduct & coordinate research
- Policy advice, analysis, translation & formulation
- Guide development of Strategic plans, corporate plan and annual work plan
- Technical support to all budgetary processes
- Information & communication

Executive Management

- Leadership, Policy Evaluation & Advice
- Financial Management & Systems Control
- Human Resources Planning & Management
- Statutory Compliance
- Public Relation /Stakeholder Engagement
- Structures & Systems Development & Control

Finance and Accounts

- Budget Execution and systematic and timely disbursement of funds
- Reporting on monthly budget expenditure & accountability to donors
- Strengthen financial management & systems control including Audit response
- Provide data base & training
- Asset Management

Human Resources

- Staff Recruitment & Welfare
- Capacity Building
- Learning & Development
- Performance Management Plan
- Publicity
- Events Management
- Implement Policy & Procedures

Approaches

- Community Engagement
- Capacity Development & Mainstreaming
- Strong partnership
- Inclusiveness
- Evidence Based
- Effective Communication
- Good Governance & Accountability

VALUES & PRINCIPLES

Equality before the law and Equity, justice, fairness and participation in all spheres of society

Family is the foundation of society and recognising that the best interest of the child must be paramount

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

Mutual accountability and Partnership between government and NGOs/CSOs and with donor partners can facilitate holistic development

A healthy environment is essential for a sustainable future

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Acronyms

ADRA	Adventist Development & Relief Agency (Int'l. NGO)
CBO	Community Based Organisation
CCC	Christian Care Centre (SI NGO)
CDD	Children's Development Division. (MWYCFA)
CCO	CEDAW Concluding Observation (or CO Concluding Observations)
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
CFWB	Child and Family Welfare Bill
CRC	Convention on the Rights of the Child
CSO	Civil Society Organisation (Also see NGO)
CYP	Commonwealth Youth Programme (SI Centre)
DCC	Democratic Coalition for Change Government (ruling government)
DFAT	Department of Foreign Affairs and Trade (Australian Aid)
DSE	Development Services Exchange (SI NGO)
ECE	Early Childhood Education
EU	European Union
EVAW	Elimination of Violence Against Women (Policy)
FPA	Family Protection Act 2014
FPAC	Family Protection Advisory Council
FSC	Family Support Centre
GEWD	Solomon Islands Gender Equality and Women's Development Policy
GEWD-NSC	National Steering Committee for the GEWD policy
GEWD-PCG	Development Partners Group for the GEWD policy
M4C	Markets for Change (UN Women and HCC Initiatives for Market Vendors)
MDG	UN Millennium Development Goal(s)
MDPAC	Ministry of Development Planning and Aid Coordination
MEHRD	Ministry of Education and Human Resources Development
MHMS	Ministry of Health & Medical Services
MIS	Management Information System
MCILI	Ministry of Commerce and Industry, Labour and Immigration
MJLA	Ministry of Justice and Legal Affairs
MOFT	Ministry of Finance and Treasury
MWYCFA	Ministry of Women, Youth, Children and Family Affairs

NACC	National Advisory Committee on Children (CRC body in SI)
NAPC	National Action Plan for Children (See NCP) National Advisory Committee on Children
NCP	National Children’s Policy
NCW	National Council of Women (SI NGO)
NDMO	National Disaster Management (NDM)
NFE	Non-Formal Education
NGO	Non-Government Organisation (Also see CSO)
NSC-NYP	National Steering Committee for the National Youth Policy
NTF	National Task Force
NYC	National Youth Congress
NYP	National Youth Policy
NYSC	National Youth Stakeholders Committee
NZAID	New Zealand’s International Aid & Development Agency
NWM	National Women’s Machinery
OXFAM	International NGO; represented in SI by OXFAM/Australia and/or OXFAM/NZ
PMP	Performance Management Plan
RAMSI	Regional Assistance Mission to Solomon Islands
RPPID	Research, Policy, Planning and Information Division (MWYCFA)
RSIPF	Royal Solomon Islands Police Force
SCA	Save the Children Australia (Australian NGO)
SICA	Solomon Islands Christian Association
SDGs	Sustainable Development Goals
SPCRRRT	Secretariat of the Pacific Community, Regional Rights Resource Team
SIPPA	Solomon Islands Planned Parenthood Association (SI NGO)
SIRCS	SI Red Cross Society
SPC	Secretariat of the Pacific Community
SWD	Social Welfare Division (MHMS)
TSM	Temporary Special Measure
UNDP	United Nations Development Program
UNFPA	UN Fund for Population Activities
UNICEF	United Nations Children’s Program
UN Women	United Nations Fund for Women
VBM	Voice Blo Mere (SI NGO)

WCW	Ward Council of Women
WDD	Women's Development Division. (MWYCFA)
WHO	World Health Organisation
WISDM	Women In Shared Decision Making
WRC	Women's Resource Centre
YDD	Youth Development Division (MWYCFA)
YWCA	Young Women's Christian Association (SI NGO)

Foreword



Hon. Freda Soricomua Tuki, MP, Minister of Women, Youth, Children & Family Affairs

This Corporate Plan 2015-2018 is the first Plan to be executed under my leadership as the Minister for Women, Youth, Children and Family Affairs. I therefore take immense pride in introducing the MWYCFA Corporate Plan being the third, which my Ministry has produced since its inception in 2007.

The Plan is aligned with the Policy Objectives and commitments of the Democratic Coalition for Change Government (DCC). As such, MWYCFA's vision to which the Corporate Plan aspires to fulfil is grounded let alone underpinned by the Government's reform agenda. The vision seeks to see a Solomon Islands that is peaceful, productive, and prosperous and one that embraces and honours diversity, sustainable futures, justice and equality for ALL. The theme of this Corporate Plan "*No livim eniwan bihaen*" speaks to the need to be inclusive in our approach. We value the protection and enjoyment of the human rights of every citizen of this country irrespective of their sex, gender, shape or form, faith, ethnicity and status.

Building from our gains and learning from challenges experienced through the implementation of the 2011-2014 Corporate Plan, this Plan continues to work towards the advancement of gender equality and empowerment of women by ensuring the active contribution and meaningful participation of both Solomon Islands women and men in all spheres, and at all levels of development and decision making. Where women and girls are underrepresented, this Corporate Plan seeks to call for temporary special measures to ensure substantive equality for women in key priority areas. Solomon Islands is a states party to the Convention on the Elimination of All forms of Discrimination against Women (CEDAW). The Convention requires that women be given an equal start and that they be empowered by an enabling environment to achieve equality of results.

In youth development, the Corporate Plan will continue to promote development and empowerment of this nation's youth to achieve their full potential through a range of programmes and activities that offer choices and assists them to make informed decisions about their futures and their roles and responsibilities in the political, social and economic development of Solomon Islands.

Recognizing the Best Interest of the Child, the Plan remains committed to the full protection and realization of children's rights.

The stability of the family unit as we see today is challenged by the changes we see around us. Through this Corporate Plan we will continue to seek possible ways to improve our approach to family development.

Mainstreaming of our key strategies will be central to our implementation approach given the cross-cutting nature of my ministry's issues. May I therefore appeal for commitment and support from leaders at all levels in the implementation of this Corporate Plan 2015-2018.

Tagio tumas

Hon. Freda Soricomua Tuki MP

Minister of Women, Youth, Children & Family Affairs

Preface & Acknowledgment



Mrs Ethel Falu Sigimanu, Permanent Secretary of Women, Youth, Children & Family Affairs

The Ministry's 3rd Corporate Plan 2015-2018 builds on the achievements, progress and lessons learnt from implementation of the 2011-2014 Corporate Plan. The Plan is closely aligned with the ruling Government's Policy Priorities for the sectors of women, youth and children and operates under the National Development Strategy Framework 2011 to 2020

The Plan prides itself in the wisdom that has paved the way for women, youth and children thus far. On this note, may I offer my profound gratitude to the many partners and stakeholders who have supported us through efforts and initiatives to realize the ministry vision and mission. To my hard working and dedicated staff, thank you for your insights, determination and commitment. This is your plan! As a team, let us welcome the next phase of our journey. The future that we now look forward to depends on how well we execute this Plan but more than that our success should be measured by how best our people could meaningfully benefit from our services as a Ministry through the execution of the Corporate Plan.

Striving towards gender equality, youth empowerment, child protection and institutional strengthening will continue to be the key focus of the Ministry in the planned period. The Ministry's major infrastructure project, the National Centre for Women, Youth and Children is expected to be near completion by the end of this Corporate Plan. This is a mammoth task, which will occupy our time and effort in the four years of the Plan.

The Plan recognizes the Family as the foundation of society and will continue its work towards structural improvement to sharpen the ministry's focus on family development particularly in ensuring equitable and equal treatment of women, men, girls and boys within the overarching theme of the family.

Implementation of the Corporate Plan will embrace a number of implementation approaches where situations or context demand. To be effective and efficient and to appropriately respond to the theme of the Corporate Plan "*No livim eniwan bihaen*" we have been urged by our own experiences to revise our approaches to doing business. Accordingly, as we execute each programme or activity, we will improve our community engagement. In this respect, Ministry services to our rural population should be made more accessible and available for the benefit of our rural people. We will reinforce our links with our partners and networks and will continue to draw from the strength of our existing partnerships. We will be inclusiveness in our approach appreciating the differences and varying situations that shape and influence the lives of our beneficiaries.

Given that women, youth, children and family development are cross-cutting, we will continue to focus on strengthening our mainstreaming approach across the machinery of government including strengthening our capacity as a ministry to coordinate and train our

stakeholders. We acknowledge the need for research to be stepped up to ensure that our work is backed up with evidence to verify our outcomes and to improve on planning. We will see how best we can better the way we reach out to our communities through information and communication and will put in place measures that will improve our responsibility to account to Parliament, Government, Development Partners, stakeholders and target beneficiaries through reporting.

We note that there are emerging issues that have the potential to destabilize the lives of our people and communities. We look forward to increasing our partnerships on areas such as climate change, disaster reduction and management, commercial sexual exploitation of women and children and other areas that are likely to be life threatening or offer breeding grounds for conflict and vulnerability. In this respect, gender Based Violence will continue to be a key priority of the Plan.

The Corporate Plan 2015-2018 is home grown and therefore is fully owned by the staff. It is a Plan with a difference! I should therefore thank the management and staff of the MWYCFA for their vision, insights, commitment and creativity in shaping the Plan to be user friendly and focussed on the Ministry's priorities for the planned period. To the individual staff who took leadership in thinking through the Plan and for weaving the plan together, I salute you for a job well done!

Yours in Solidarity & Strength

Ethel F. Sigimanu
Permanent Secretary

Corporate Plan Overview

The central theme of the 2015-2018 Corporate Plan is “*No livim eniwan bihaen*” or as is commonly expressed, “Leave no one behind”. In this corporate plan, we commit to establishing that **no “policy goal in the Plan should be met unless it is met for everyone.”** This means that the Ministry will be inclusive in its approach and should try as much as possible to ensuring that every individual, group or community that it works with meaningfully benefits from the work it does at any level of operation. Specific programmes that suit particular groups of people will need to be seriously considered. This corporate plan will also make certain that the theme is well defined and placed in context so as to focus on actions that are needed and provide the right framework to monitor success.



The Ministry’s 3rd Corporate Plan 2015-2018 builds on the achievements, progress and lessons learnt from implementation of the 2011-2014 Corporate Plan. The Plan’s mission is closely aligned with the ruling Government’s Policy Priorities for the sectors of women, youth and children and operates under the National Development Strategy Framework 2016 to 2035

The vision which underpins this Corporate Plan aspires to have a **“Solomon Islands that is peaceful, productive, and prosperous; and one that embraces and honours diversity, sustainable futures, justice and equality for all.”**

The five strategic objectives of the Corporate Plan 2015-2018 are:

- achieving gender equality and women’s empowerment
- increasing capacity of our youth to achieve their full potential
- realization of children’s rights through the full protection of the ‘Best Interest’ of the Child;
- strengthened institutional capacity of the Ministry; and
- promote security, stability and ‘good life’ values in families within our community and nation.

Implementation of the Corporate Plan will embrace a number of approaches:

- to be effective and efficient;
- to respond to the theme of the Corporate Plan “*No livim eniwan bihaen*”;
- implementation through community engagement, mainstreaming, effective communication and information, engagement in strong partnerships, good governance and accountability and commitment to be inclusive.

The Plan will be continually reviewed to measure its progress, achievements and impacts and will undertake to step up its reporting obligations. Currently the implementation sits with five Divisions and it is planned in the foreseeable future to create a Family Development Division. There is 39 staff and the Ministry operates on an average recurrent budget of \$12m annually. However, due to major infrastructure projects planned for implementation in the planned period, the budget forecast for the last two years of the plan period (2017 and 2018) will

increase significantly. Major infrastructure projects include construction of the National Centre for Women, Youth, Children and Family Affairs, Establishment of the Centre of Excellence for Women and Youth, Provincial Centres for Youth and Children & Children’s Civic and Amusement Parks. These projects are likely to proceed on to the next cycle of the Corporate Plan (2019-2022).

Table 1: Budget forecast for Corporate Plan Period 2015-2018

Type of Budget	2015	2016	2017	2018
1.Recurrent	\$12,196,612	\$11,590,203	\$14,000,000	\$15,000,000
2.Development	\$4,000,000	\$4,510,000	15,000,000	20,000,000
3. Total	\$16,196,612	\$16,100,203	29,000,000	35,000,000

The ministry will soon have an additional Family Development Division planned for establishment towards end of the life of the corporate plan. The current divisions in the Ministry are:

1. **Women Development Division**
2. **Youth Development Division**
3. **Children Development Division**
4. **Research, Policy, Planning and Information Division**
4. **Corporate Services**

The Ministry expects to have a total of **51 staff** by the end of 2018 so will need to plan for recruitment of an **additional 12 staff** by end of 2018. This will strengthen the manpower base of MWYCFA quite significantly by end of the four years.

Table 2: Manpower forecast for Corporate Plan Period 2015-2018 by division and year

Year	Corporate Services	YDD	WDD	CDD	RPPID	Family FDD	Total/yr
2015	10	8	8	8	5	0	39
2016	11 <i>(Propose 1 legal officer)</i>	8	8	8	6 <i>(Propose 1 M&E officer)</i>	1 <i>(Propose 1 Director of Family Development)</i>	42
2017	13 <i>(1 principal accountant, 1 registry clerk supervisor)</i>	9 <i>(propose 1 deputy director, policy coordination)</i>	10 <i>(propose 1 deputy director, GM coordinator, 1 WIL coordinator)</i>	8	6	3 <i>(propose 2 additional staff)</i>	49
2018	13	9	11	8	7	3	51

Year	Corporate Services	YDD	WDD	CDD	RPPID	Family FDD	Total/yr
			(propose 1 WEE Coordinator)		(Propose 1 gender social protection officer)		
TOTAL by end 2018	13	9	11	8	7	3	51

Capacity Building at MWYCFA is about creating a fair and equitable enabling environment where the staff are encouraged to 'grow' and explore their capabilities in a safe place: testing strengths, measuring outcomes, owning processes, developing a bold approach to face risks and celebrating successes. It is about investing time, energy and passion while committing to ensure that learning pathways are designed to accommodate all team members and that all the necessary supports are planned for properly and are in place.

Capacity building is about us understanding; questioning; thinking things through; being willing to make decisions; to say what we feel; to take some risks while always evaluating and learning lessons at each step in the process.

Table 3: Human Resources Development Plan Period 2015-2018 by training needs, division and year

	Corporate Services	WDD	YDD	CDD	RPPID
Microsoft Suits and Keyboards Skills (excel & powerpoint)	2	4	1	1	2
IPAM Training	6	7	2	1	2
Formal High Education Course (Certificate, Diploma, Degree and Postgraduate Courses)	2 (1 PNG university; 1 USP/SINU)	4 (2 Australian university; 1 SINU & 1 USP)	5 (1 Australian university; 2 USP; 2 UPNG)	5 (4 USP; 1 Australian University)	2 (1 USP; 1 SINU)

People: Professionals who create success for implementation of programmes

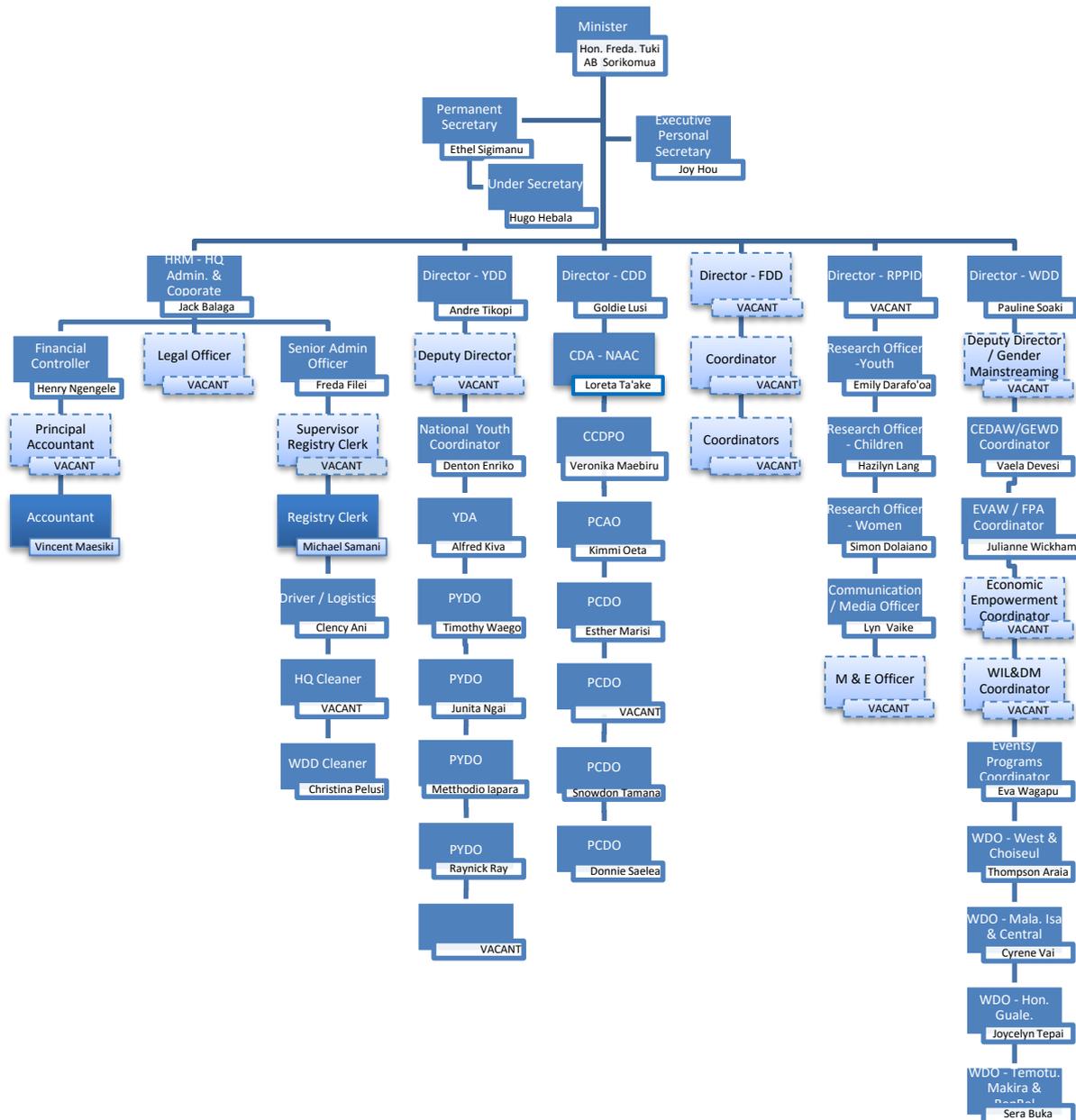
Training: To develop the leadership abilities and potential of our team.

Culture: To align PMP with portfolio implementation performance.

Knowledge: To continually learn and adopt current best practices

MWYCFA Organizational Structure

This organisational structure reflects the staffing for the next four years - 2015 to 2018. The staffing includes the additional division for Family, and will take into consideration the restructuring of the Women’s Development Division and identified manpower needs of other divisions. New posts projected for the next four years is reflected in the organisational structure*



*New posts proposed



Highlights, Opportunities and Challenges

The **opportunities** for implementation of this Corporate Plan will build on the **highlights** of the past Plan, with due consideration to the **challenges** ahead.

Table 4: By Division, the highlights, the platform to build on, and moving forward

DIVISION	HIGHLIGHTS	OPPORTUNITIES	CHALLENGES
Corporate Services	<ul style="list-style-type: none"> Secured land for national centre for women, youth and children Introduction and implementation of Performance Management Plan 	<ul style="list-style-type: none"> build the National Centre support the capacity of staff to target professional learning and development and remuneration 	<ul style="list-style-type: none"> technical capacity and know-how to implement a huge infrastructure project Support by line ministries with technical expertise lacking Turnover of staff through transfers or resignation
Women's Development Division	<ul style="list-style-type: none"> Passage of Family Protection Act Completion and submission of Solomon Islands Combined Initial, Second and Third CEDAW Report to UNCEDAW Committee National Strategy on Economic Empowerment for Women and Girls Conducted Country Gender Assessment and Gender Statistics Initiative- first to be held Safenet Review and National Action Plan 16 Days of Activism against GBV in Honiara & Provinces International Women's Day Celebrations in Honiara and Provinces 	<ul style="list-style-type: none"> Road mapping and garnering support for implementation is clear and achievable On-going dialogue with the UN CEDAW Committee Understanding of women's situation in the economic sector and priority areas for action increases support for priority areas and opportunities for research Evidence from concrete data is available for policy, planning, awareness and advocacy Direction for coordination of safenet referral work is provided Law enforcement strengthened and provides basis for 	<ul style="list-style-type: none"> Structures not yet established Key actors – governments, agencies, donors, development partners, & civil society are fragmented and working in parallel to the mainstream. Finance and technical capacity are weak links for efficient service delivery, policy development and dialogue. General lack of awareness, understanding and sensitivity to women's issues and concerns make it difficult to achieve specific objectives

DIVISION	HIGHLIGHTS	OPPORTUNITIES	CHALLENGES
	<ul style="list-style-type: none"> • Establishment of 24 Gender Focal Points in all govt. ministries • Promotion of TSM • Promotion of WPS through development of NAP –yet to complete but first of its kind • Support to women focussed and women led grants • Hosted visit of Duke and Duchess of Cambridge for women and youth 	<ul style="list-style-type: none"> improved collaboration by GBV stakeholders. • Ongoing support to women’s programmes • Support for addressing gender equality issues and concerns is achievable across govt. • Support for application of TSM in positions of leadership is possible • Mainstreaming WPS into security sector and across development sectors is achievable • increase in grants 	<ul style="list-style-type: none"> • General weakness in systems and processes for service delivery • Existing gaps in legislation weakens efforts to address gender inequalities
Youth Division	<ul style="list-style-type: none"> • Provincial youth mainstreaming Summits in all provinces in 2012 • Regional Youth Parliament 2013 • Youth Music Festivals • Establishment of Provincial Youth Councils • Support to youth focussed and youth led grants 	<ul style="list-style-type: none"> • Direction for future youth collaboration and focus is clear • Potential for increased involvement by young people in government consultations and debate on national issues • youth potential in music and creative arts receive more grant funding • increase support for youth participation is assured by government and development partners • increase in grants 	<ul style="list-style-type: none"> • Support to youth development is small and fragmented • Support by provincial government through youth grants still minimal stretching MWYCFCA youth budget hence limits expanding grant support to other areas of youth development • Donor funding to youth sector minimal • Data on youth is weak including a MIS • General weakness in systems and processes for service delivery
Children’s Development Division	<ul style="list-style-type: none"> • Develop Child and Family Welfare Bill • Develop CRC State Report • Develop Child sensitive Child Protection in 	<ul style="list-style-type: none"> • Clear direction for law enforcement and implementation is achievable • Ongoing dialogue with UNCEDAW Committee 	<ul style="list-style-type: none"> • Gaps in legislation, policy and structure continue to challenge staff capacity • Ownership by key children stakeholders

DIVISION	HIGHLIGHTS	OPPORTUNITIES	CHALLENGES
	<p>Emergency (CPIE) training package</p> <ul style="list-style-type: none"> • Review and Adoption of NACC Review Recommendations • Increased ownership of children’s development by provinces • More awareness on children’s rights 	<ul style="list-style-type: none"> • Child protection is achievable during disasters • Increased ownership by key stakeholders of the NAACC is possible • Possibility for increased support to children’s development guaranteed 	<p>of children’s issues and concerns is weak</p> <ul style="list-style-type: none"> • MIS for children is lacking • General weakness in systems and processes for service delivery • Sensitivity to children’s rights and their context weak among leaders including Cabinet making it difficult for ministry to implement key programmes • Staff capacity to implement programmes remains a challenge • Support to establishing children’s mechanisms and structures as well as provision of sufficient grants at provincial level yet to be stepped up.
<p>Research, Policy, Planning and Information Development</p>	<ul style="list-style-type: none"> • First ever Planning workshop for national and provincial focal points for W,Y,C. • Develop a live website for ministry 	<ul style="list-style-type: none"> • ongoing collaboration between ministry and provinces • virtual source of news, publications, and learning materials 	<ul style="list-style-type: none"> • Continuity due to insufficient budget and manpower resources • Staff capacity to maintain the website with all updates from the Divisions

Implementation approaches

Key Factors for Success

To reinforce the purpose of the theme of this Corporate Plan “*No livim eniwan bihaen*”, the ministry’s work towards realizing key outcomes of the Plan will need to give increased recognition to a number of key factors to ensure success. These factors are cross-cutting and apply to all areas of implementation of the Corporate Plan wherever seen appropriate or needed. The Research, Policy, Planning and Information Division (RPPID) supported by Corporate Services will take leadership in ensuring that the necessary capacity is built at both ministry and division levels to best apply these key approaches for implementation.

a) Community engagement & Effective Communication

The Corporate Plan recognizes that **Community Engagement** is a crucial process for promoting good governance and hence positive impacts brought about by the Plan’s implementation. The Corporate Plan recognizes that development is about people hence the need for their active engagement and participation at all levels of decision making in community



development programmes is critical to improving their lives. The Ministry will look into effective ways of doing business at the community level one of which is to build on existing networks. ***Ongoing and permanent relationships is seen as critical to ensuring that the ministry shares a collective vision with communities concerned for their benefit.***

The Corporate Plan also acknowledges that community engagement without effective communication falls short of meeting the objective to engage actively and meaningfully at the community level. **Effective communication** requires a two-way communication process dictated by the need for more understanding, respect and appreciation for each other’s views and differences. All community engagement programmes implemented through the Corporate Plan will aim at better communication with target beneficiaries so as to ensure ownership of community projects. Community engagement and effective communication must therefore be closely linked with each other by ensuring that the ministry works directly with groups, community and organisations throughout the implementation process to understand the problems and seek alternatives, and to ensure that decision making is well informed and placed in the hands of target beneficiaries.

b) Capacity Development

What do we mean by Capacity Development?

Engaging in activities which strengthen the knowledge, abilities, skills and behavior of individuals and improve institutional structures and processes such that MWYCFA can efficiently meet its mission and goals in a sustainable way.

MWYCFA sees capacity development as a long-term continual process of development that

involves its strengthening as an institution through enhancement of its processes and procedures, strengthening of its roles and functions, policy development and training.

Approach to be taken: All MWYCFA programmes and activities will include capacity development as a key element in implementation hence will be cross-cutting across all programmes.

Capacity development will take place at 3 levels:

- 1) **Individual level** – staff will be trained to enhance their knowledge and skills in areas where there are identified gaps or weaknesses. MWYCFA systems and processes will be strengthened to allow staff to engage effectively and appropriately in the process of implementation. The Human Resources Development Plan (HRDP) will be used as the basis for capacity building of staff.
- 2) **Institutional level** – Effective ways of managing and coordinating policy implementation will be sought. The manpower strength of the Ministry will be considered and budgetary control measures strengthened.
- 3) **Societal level** – skills training, awareness and advocacy on key issues will continue at community level. Feedback from communities will be used to inform implementation so as to be responsive and accountable.



C) Mainstreaming

What do we mean by Mainstreaming?

Mainstreaming recognises that the needs and concerns of women, youth and children—and other marginalised groups—are cross-cutting. Mainstreaming recognises that the needs of gender (women and men), youth and children are usually different from each other, especially in their access to and control over resources. This means that those needs must be separately reflected in policies and activities in all sectors.



Thus mainstreaming is the same as ‘pulling into the centre of public life groups that have been marginalised’. Implicit in this definition is the need to collect data that is disaggregated by age and gender so that it might be possible to measure the effectiveness of policies, budgets and programs on women, youth and children.

Approach to be taken: Implementation of this Corporate Plan will ensure that our work and objectives are understood, supported and owned by all government ministries, provinces, NGOs and development partners so as to reach out to our target beneficiaries as effectively as possible. Efforts will be made by all divisions to mainstream **All** strategic outcomes of this Corporate Plan into policy and development frameworks, plans and programmes at the

national (ministries) and provincial levels as well as vertically into planning and implementation by NGOs and Development Partners.

Existing work undertaken so far will be continued and strengthened through support to gender focal points, provincial mechanisms and processes in terms of policy development, setting up of mechanisms, training advocacy and awareness.

MWYCFA will also undertake to enhance its own institutional capacity so as to strengthen planning and coordination of mainstreaming efforts.

d) Partnerships

What do we mean by partnerships?

MWYCFA's eyes and ears are its partners.

MWYCFA's manpower and financial resources are limited and so is its technical capacity. In every programme, the Ministry will continue to work with its partners and networks and will seek to strengthen its partnership role and build on to the existing number of partners it already enjoys to share knowledge and support existing capacity.



Approach to be taken:

In all its programmes:

- ✓ MWYCFA will work in collaboration with all partners through sharing of resources, technical expertise, policy dialogue, planning, information and training.
- ✓ MWYCFA will enter into a Memorandum of Agreement with each of its statutory authorities (NCW and NYC) and its fixed grants recipients (FSC and CCC) to improve accountability, efficiency and alignment with government policy.
- ✓ MWYCFA will also undertake to develop similar arrangements with key implementing partners as and when necessary.
- ✓ MWYCFA will develop a registry of its partners to improve efficiency

e) All-inclusiveness

The MWYCFA is increasingly aware of the need to be all-inclusive in its planning and implementation approach. The theme of the Corporate Plan resonates this. MWYCFA recognizes that there are women, youth and children living with disability. MWYCFA acknowledges that there are groups of women, youth and children in our communities who are denied access to development opportunities due to their status in society. We have isolated communities in Solomon Islands.

**"Unless one's philosophy is all-inclusive, nothing can be understood".
Mary Ritter Beard**

We have communities who are denied adequate land to live their lives. Climate change is an issue that is here to stay hence we must learn to deal with its impacts because these have a lot of bearing on the most vulnerable.

MWYCFA will approach implementation taking an inclusive approach and will ensure that its capacity to analyze and engage in data collection and research will be stepped up.

MWYCFA will undertake to do a desk review of the situation of women, youth and children living with disability and will strengthen its networks and partnership role with organisations and stakeholders dealing with disability. Monitoring of the Corporate Plan will be inclusive in its application.

f) Monitoring & Review

The Corporate Plan recognises the need to be accountable to government, its stakeholders and most importantly the people of Solomon Islands. Implementation success of the Corporate Plan is dependent on good systems of accountability because it builds trust and confidence. Greater support to planning and implementation of the Corporate Plan must be guaranteed. As such, MWYCFA will undertake to see that a proper M&E framework is put in place; build capacity of staff to collect, collate and analyse data; monitor implementation progress; improve capacity to report. MWYCFA will seek options to ensuring that there is increased access to information by the ministry. Information will be shared to increase people's understanding and appreciation of the issues facing, women, youth, children and families in Solomon Islands to make informed decisions on the best solutions.

The **Research, Policy and Information Division** has a key responsibility to take the lead in corporate reporting and in policy and programme reporting by the ministry and at the divisional level. RPPID will also see that staff is trained on the various reporting tools identified to be used by the MWYCFA for monitoring and reporting purposes. Systematic and timely reviews will be done on sectoral policies and key programmes to sharpen the ministry's focus on priority needs and outcomes and to help improve with planning for programming and implementation.

To improve institutional capacity, the office of the Human Resources Manager is responsible for the Management and Performance Audit and will ensure that these audits are done in a systematic and timely fashion. The HRM will also make certain that necessary capacity is built amongst MWYCFA staff to understand and support the process.

Our Strategic Plan 2015 - 2018

Our Vision

Solomon Islands that is peaceful, productive, and prosperous that embraces and honours diversity, sustainable futures, justice and equality for all.

Our Mission

MWYCFA is committed to uphold and promote, protect and fulfil the rights of women, young people, children and families through effective partnerships, inclusiveness, fairness and creating equal opportunities to advance the wellbeing of the nation.

Our Values and Principles

1. Equality before the law and Equity, justice, fairness and participation in all spheres of society
2. Family is the foundation of society and recognising that the best interest of the child must be paramount.
3. Mainstreaming - needs and empowerment of women, youth, children and other marginalized groups-are cross cutting and central to development planning.
4. Achieving gender equality is the shared responsibilities of women, men, girls and boys.
5. Mutual accountability and Partnership between government and NGOs/CSOs and with donor partners can facilitate holistic development.
6. A healthy environment is essential for a sustainable future

The Democratic Coalition for Change (DCC) Government Policy Objectives

- a) Establish and develop **Community Engagement Programs** that address the needs of women, youth and children.
- b) Develop, promote and facilitate **socio-economic development programmes** that address the specific needs of women, youth and children
- c) Strengthen and support **gender equality, eliminate gender violence and stop abuse of women and children**
- d) Facilitate and strengthen women and youth **livelihood empowerment programmes** through direct funding of micro and small and medium enterprises (SME) projects
- e) Establish national Children Civic Amusement Park
- f) Establish national and provincial sports academies

- g) Strengthen and support music development, and create arts to empower women and youths
- h) Strengthen and increase support women and youth empowerment programmes in Solomon Islands
- i) Work in partnership with organisations, companies, business houses, traders, manufacturers and employers to increase access to labour market for women and youth and increase gender equality in the workplace.

Our Five Strategic Objectives

1. **Advance gender equality** and enhance women’s development ensuring the active contribution and meaningful participation of both Solomon Islands women and men in all spheres, and at all levels, of development and decision-making.
2. The Solomon Islands government will exercise leadership to **end all forms of violence against women** and support advocacy in this regard at the local, provincial national, regional and international levels, by all sectors and all political and community leaders, as well as the media and civil society.
3. Promote the **development of Solomon Islands youth to achieve their full potential** through a range of programs and activities that offer choices and assist them to make informed decisions about their futures and their roles and responsibilities in the political, social and economic development of Solomon Islands.
4. **Protect and develop the interests and rights of our children** regardless of age, gender, religion, ethnicity or cultural background; ensure that these rights are acknowledged and promoted, and that children grow into responsible citizens.
5. **Develop & manage MWYCFA’s** professional and organisational abilities to achieve the above

Divisions Policy Outcomes

For Gender Equality and Women’s Development

The five priority outcomes sought for our women are:

1. To improve and ensure equitability in health and education for women, men, girls and boys
2. To improve the economic status of women
3. Ensure equal participation of women and men in decision making and leadership

4. Elimination of violence against women, by working towards the following objectives to:
 - Develop national commitments to eliminate violence against women
 - Strengthen legal frameworks, law enforcement and the justice system
 - Eliminate and prevent VAW through public awareness and advocacy
 - Strengthen and improve protective, social and support services
 - Work with men to end violence against women
 - Rehabilitate and treat perpetrators
 - Coordinate policy and services
5. Increase the nation's capacities for gender mainstreaming

For Youth Empowerment and Development

The six priority policy outcomes for our youth are:

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

For Children's Protection and Development

The five priority policy outcomes for our children are:

1. We will adhere to, develop and implement laws, Conventions, policies, and related, for children's development and safety from all forms of abuse.

2. We will develop mechanisms to improve the equality of access for our nation's children, without discrimination.
3. We will develop and strengthen mechanisms that help our children survive and develop.
4. We will develop and strengthen mechanisms that help our children to participate in our nation's development efforts.
5. We will develop and support planning and coordination systems that maximise the effectiveness of our nation's limited resources for our children's development.

For Our Operations and Development

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

Joint Ministry Action Plan

a) DCC Policy Objective: Establish & develop community engagement programmes that address the needs of women, youth and children						
Strategies to achieve Policy Objective (DCC)	Key Actions	Expected Outcomes (DCC)	Cost	Performance Measures	Year	Responsibility
1. Development and execution of a community engagement strategic and implementation plan that builds on ongoing commitments for community development; is inclusive and sustainable in its design and approach and addresses the specific needs of women, youth and children at the community level and in the most disadvantaged and vulnerable areas in Solomon Islands	1.1 Develop Community Engagement Strategy 1.2 Revise existing guidelines for assistance development grants	1.2.1 Women and youth are increasingly recognized for their potential to contribute meaningfully to community development and to nation building.	40,000 (RB)	- Community Development Strategy adopted by government - Revised guideline adopted and used to assess project proposal or requests for assistance.	2015	RPPID
2. Facilitation of national and provincial youth policy forums	2.1. Increased focus and commitment on priority areas in youth development at national and provincial levels	2.1.1 Increased focus and commitment on priority areas in youth development at national and provincial levels	400,000 (RB)	- No. of youth desks with youth policy reviewed with action plans revised and launched	On - going 2015 - 2018	YDD RPPID
3. Support to Youth Family Life Education programmes	3.1 Conduct Youth Family Life Education programmes in selected provinces	3.1.1 Young people are well informed of life style choices	200,000 (RB)	- Increased awareness and information, education and training undertaken in the provinces	On - going 2015 - 2018	YDD

4. Promotion of youth issues through celebration of youth memorable events .i.e. International Youth Day & Youth Work Week	4.1 Celebrate Youth memorable events	4.1.1 Increased recognition, appreciation and commitment by govt. and communities of the situation of young people	800,000 (RB)	- No. of provinces, organisations and youth participating and celebrating IYD	On - going 2015 - 2018	YDD
5. Facilitation of Youth Community Services programmes with churches and community groups	5.1 Administer youth grants to support church and community youth groups	5.1.1 Increased collaboration and integration of young people in community work	800,000 (RB)	- Review funding guidelines - No. of church youth groups benefited - No. of community group properly set up and organised	On - going 2015 - 2018	YDD
6. Support to community development youth programmes and projects through provision of youth grants	6.1 Administer Youth grants to youth led and youth focussed programmes and activities	6.1.1 Youth development work is greatly enhanced 6.1.2 Distribution of grant executed in a timely manner	900,000 (RB)	- Review funding guidelines - No. of projects funded according to groups and provinces	On - going 2015 - 2018	YDD
7. Promotion of Youth Awards & Youth Workers Programmes	7.1 Presentation of National Youth Awards and Youth Workers Awards to youth who have taken outstanding leadership	7.1.1 Increased participation and leadership by youth in community work and; for youth development	300,000 (RB)	- No. of young people and youth workers recipients of awards	2016 - 2018	YDD
8. Establishment of community youth resources centers	8.1 Scoping for establishment of provincial resource centres for youth and children	8.1.1 Increased accessibility to information and development opportunities	1m (DB)	- Scoping reports produced - No. of provinces consulted - No. of sites identified and confirmed - No. of centres built	2016 - 2018	YDD

9. Establishment of youth - led actions in environmental conservation in urban and rural areas.	9.1 Strengthen network with relevant organisation to promote and support youth- led actions in environmental conservation in urban and rural areas	9.1.1 Increased participation and leadership by young people in addressing climate change, disasters and environmental conservation	300,000 (RB)	- No. of youth-led environmental activities supported in selected provinces.	2016 - 2018	YDD
10. Provide support to community programmes and projects for women and girls through women's development grants prioritizing rural women and girls, including those with special needs	10.1 Administer women's development assistance grants for women-led and women-focussed programs/activities with priority attention to rural women and women with disabilities	10.1.1 Women and girls including those with special needs are economically empowered and can support their families		- Data on # of projects funded according to thematic outcomes and provinces - Total costs allocated per provinces		WDD
11. Promotion and delivery of skills training for community women's groups (including women with special needs).	11.1 Provide skills training and raise awareness on women's issues at community level	11.1.1 All women at the community level are industrious and self-sufficient	100,000 (RB)	- No. of trainings - No. of groups participating and individuals trained		WDD
12. Civic education to women and communities in rural areas.	12.1 Promote women's rights through International Women's Day (IWD) 12.2 IWD celebrated in Honiara and selected	12.2.1 Increased participation of women in political leadership and decision making at all levels to respond to women's needs and to protect their rights as well as to	100,000 (RB)	- # of stakeholders involved in supporting the celebration of IWD - Amount of funds approved for IWD	On – going 2015 - 2018	WDD

	provinces	promote good governance		- IEC materials developed and distributed		
13.Establishment of Provincial Advisory and Action Committees on Children (PAACC)	13.1 Adopt Provincial Advisory & Action Committees in all provinces including Honiara	13.1.1 The Best Interest of the Child is effectively protected from abuse, exploitation and neglect	60,000 (RB)	<ul style="list-style-type: none"> - Track progress with adoption of PAACC by all provinces including Honiara - Develop budget allocation to children's development by province - Provide annual budget support by National Government - Monitor manpower allocation to children's development by province - Report on type and size of children's development programmes/year 	On – going 2015 - 2018	CDD
14.Promotion of children's rights and responsibilities through the celebration of children's memorable events	14.1 Celebrate Children's memorable events	14.1.1 Increased recognition, appreciation and commitment by the state, by caregivers and by Solomon Islanders of the rights and situation of children in the country through promotions and awareness and through	1.5m (RB)	<ul style="list-style-type: none"> - No. of children & communities benefited from provinces. - No. of provinces celebrated national event 	On – going 2015 - 2018	CDD

		the active participation of children themselves				
15.Improvement of children’s participation and leadership through children’s forums	<p>15.1 Empowering Provincial Governments to mainstream activities for children to local communities.</p> <p>15.2 Supporting and sponsoring popular children events & programmes to promote the recognition for children rights and welfare in the nation.</p>	16.1.1 Children are empowered to participate in decision making and what is in their Best Interest		<ul style="list-style-type: none"> - Assess and monitor the following: - no. of children’s clubs formed throughout SI and their programmes and impact; - size, no. and type of children’s programmes at national provincial and community levels aimed at increasing children’s participation and leadership; - decision making processes and their sensitivity to children’s participation - National and Provincial Policies and their sensitivity to children’s right to participation & leadership 	On – going 2015 - 2018	CDD
b) DCC Policy Objective: Develop, promote & facilitate socio-economic development programmes that address the specific needs of women, youth and children						

Strategies to achieve Policy Objective (DCC)	Key Actions	Expected Outcomes (DCC)	Cost	Performance Measures	Year	Responsibility
1. Provision of skills-oriented training in formal and non-formal environments for women and youth	1.1 Training Programme plan developed for women 1.2 Provide small education grant for selected young leaders	1.2.1 Women and young people are empowered and self-reliant	400,000 (RB)	- Training Programme endorse and used by WDD staff - No. of youth graduated in selected field of study	On – going 2015 - 2018	WDD YDD
2. Creation of opportunities for participation of women and youths in businesses especially in agribusiness such as food and craft markets, fisheries, tourism, the environment and natural resources	2.1 Establish partnership with relevant key authorities in the productive / resources sectors to implement activities in the develop National Strategy for Economic Empowerment of Women and Girls	2.1.1 Women and youths benefit from development opportunities through increased access to the commercial and resources sectors 2.1.2 Women have equal rights to property ownership	100,000 (RB) 150,000 (DB)	- MOA developed with relevant key agencies in the resources sector for women and youth aspecific initiatives - Women's forum on Equal Rights to Property, including recommendations and actions.	On – going 2015 - 2018	WDD YDD
3 Financial inclusion through financial literacy, savings schemes and access to affordable financial services for women and youth	3.1 Promote national drive on savings and establish savings clubs for women and youth	3.1.1 Women and youth have control over their own resources	100,000 (RB)	- No. of trainings, of established savings clubs, and of women members. - Training manual for saving clubs developed - MOU signed for partnerships	On – going 2015 - 2018	WDD YDD
4 Enterprise development and business training through support for women's business	4.1 Development of Programme for Financial inclusion,	4.1.1 Increased women and youth business	50,000 (RB)	- No. of women and youth registering business, accessing	On – going	WDD YDD

associations and youth entrepreneurial groups	Enterprise development and business trainings.	entrepreneurs		finance and trained in business	2015 - 2018	
5 Provision of equal opportunity access for people with special needs	5.1 Strengthen coordination with the PWLD to support activities to increase awareness on their rights and needs	5.1.1 People living with special needs have increased and equal access to development opportunities and to their welfare need		- No. of activity support provided through grants - Meeting minutes on attendance and actioning recommendation for ministry to take on board	On – going 2015 - 2018	WDD YDD

c) Strengthen and support gender equality, eliminate gender based violence and stop abuse of women and children

Strategies to achieve Policy Objective (DCC)	Key Actions	Expected Outcomes	Cost	Performance Measures	Time	Responsibility
1. Review of GEWD & EAW policies and implementation of revised priorities in close alignment with the CEDAW Concluding Observations.	1.1 Review of the GEWD policy and develop a revised policy 2016 – 2020 1.2 Review EAW policy and develop revised policy 2017 – 2021 1.3 Finalise Gender Statistic Initiative Assessment Report 1.4 Country Gender Assessment (GCA) developed and launched	Status of women in Solomon Islands is significantly improved with government increased and strengthened commitment to the advancement of women and girls	100,000 (DB) UN Joint Program 60,000 (RB) 20,000 (SPC) 15,000 (RB)	- GEWD policy 2016 - 2020 approved by government and launched - Number of provinces / organisation consulted for the review – finding report - EAW policy endorsed by cabinet and adopted. - GSIA approved by cabinet and launched - GCA approved by cabinet, and recommendation adopted.	On-going 2015 - 2017	WDD

<p>2. Strengthening of MWYCFA with particular focus on WDD and the need to support gender mainstreaming</p>	<p>2.1 review of the report for organisational structure of WDD and inform the way forward</p> <p>2.2 Develop the Gender Mainstreaming Strategy</p> <p>2.3 Formal appointment for the Gender Focal Points through the Ministry Public Service</p>	<p>MWYCFA's role is effectively improved in the coordination and implementation of the GEWD policy priority areas</p>	<p>20,000 (RB)</p> <p>100,000 (DB)</p> <p>15,000 (RB)</p>	<ul style="list-style-type: none"> - New organisational structure is established - No. of WDD staff - Revised job description - Increase in budget size - Gender mainstreaming strategy approved by PSC, Cabinet and is adopted - No of publication developed and sent to whole of government on gender responsive activities 	<p>On-going</p> <p>2016 - 2017</p>	<p>WDD</p>
<p>4. Adoption of concrete, result-oriented measures, such as quotas and timetables, preferential treatment and outreach and support programmes to promote substantive equality between women and men</p>	<p>4.1 Develop plan and report to Cabinet on the SI CEDAW Concluding Observations and raise awareness among stakeholders on concluding observation</p> <p>4.2 Report on 4 critical areas of concern for CEDAW CO and other key recommendation</p> <p>4.3 Carry out a scoping exercise to identify</p>	<p>4.1.1 Advancement of gender equality through effective means of implementation and IEC material and development tools</p> <p>4.2.1 Report for the 4 Critical Areas of Concern is finalised and submitted to CEDAW Committee in November 2016</p> <p>4.2.2 Fourth periodic reporting of the based on the CEDAW CO is prepared for</p>	<p>82,000 UN Women</p> <p>80,000 RB)</p> <p>DFAT TA support</p>	<ul style="list-style-type: none"> - SI CEDAW Delegation Report and Concluding Observation are endorsed by SINACC and Cabinet - Cabinet approval of the scoping report and strategy, and adopted. - # and type of stakeholder who have knowledge of the CEDAW Concluding Observations i.e. SINAACC, Women's organisations - Cabinet support for CEDAW Concluding Observations 	<p>On – going</p> <p>2015 – 2018</p> <p>2016 - 2020</p>	<p>WDD</p>

	<p>areas for application of Affirmative Actions or Temporary Special Measure (TSM)</p> <p>4.4 Establish Parliamentary Standing Committee on Gender Equality</p>	<p>submission / presentation to the UN CEDAW Committee in 2018</p> <p>4.3.1 Strategy for Affirmative Action informs the legislations reforms for an engendered inclusion.</p> <p>4.4.1 Whole of government are addressing gender concerns in their ministry to report positively to the PSC on Gender Equality.</p>	<p>50,000 (RB)</p> <p>5000 (RB)</p>	<ul style="list-style-type: none"> - No. of donor support for awareness and implementation of CEDAW Concluding Observations - CO POA adopted by relevant government ministries - Concept note and submission on recommendation for Parliamentary Standing Committee approved - No. and type of reports received by the Parliamentary Standing Committee 	2015 - 2018	
<p>5. Family Protection Act 2014 Implementation strategy by collaborating with key stakeholders.</p>	<p>5.1 Provide technical assistance for the implementation of the Act</p> <p>5.2 Training for the key implementers and agencies responsible to implement that Act; the following sectors - justice, health and police</p> <p>5.3 Action the areas in the Act which the</p>	<p>5.1.1 There is an increased access to justice for victims/survivors of GBV/VAWG/DV.</p> <p>5.1.2 There is a strong referral networks for which the Act is implemented effectively.</p> <p>5.2.1 Key agencies trained and execute their roles as defined in the Act effectively.</p>	<p>Donor Funds</p> <p>1M (DB)</p>	<ul style="list-style-type: none"> - Increased awareness raising in the Act, in Honiara, provinces and rural communities - Educate the MPs and Permanent Secretaries and Senior Government officials on the Act and EVAW for good decision making processes. - Number of meetings and records of the meetings 	On-going 2016 - 2018	WDD

	Ministry is responsible for in Part 4 and 5.	5.3.1 Establish the Family Protection Advisory Counsel and formalise the members appointments 5.3.2 Strong Counselling body				
6. Support to and strengthening of the Referral SAFENET and other key GBV/VAWG service providers.	6.1 Provide financial support for monitoring the co-ordination and implementation of the SAFENET MoU and protocol	Referral SAFENET and other key service providers are providing non-judgemental, survivor centred services that respond to the needs of victims/survivors of GBV/VAWG.	UN-SIG JP \$5,260 US Dollar Approx. \$36,820	<ul style="list-style-type: none"> - Provide financial support to SAFENET for the implementation of the activity. - Represent MWYCFA in CARECOM, to provide technical support. 	On-going 2016 - 2018	WDD
7. Development and Implementation of a Communications Strategy on GBV/VAWG and the FPA 2014.	<p>7.1 Information on EVAWG is disseminated to the public</p> <p>7.2 Increased support from public to end violence against women and girls</p>	People, both in urban and rural areas, are fully aware of the issue of GBV/VAWG, and that it is unlawful under the FPA 2014.	Donor Funds 200,000 (RB)	<ul style="list-style-type: none"> - Develop simple tool for the Frequently Asked Questions as part of communication strategy on EVAW and FPA - # of women and girls in rural areas participating in the prevention programs - # of women and girls with special needs participating in the prevention programs 	On-going 2015 - 2018	WDD

8. Partnership with stakeholders, including community and traditional leaders, and community groups(men, women and youth)to implement behavioural change programs to end GBV/VAWG	8.1 Carry out 16 Days of Activism Campaign in selected areas in Honiara and Provinces	Behavioural change programs are being run, and people are changing their violent behaviours.	400,000 (RB)	<ul style="list-style-type: none"> - # and location (rural/urban) of communities taking part in the annual event - # of participants in the 2016 campaign. - # of IEC materials disseminated 	On-going 2015 - 2018	WDD
9. Adoption of National Action Plan for Women, Peace and Security to give due consideration of women in the maintenance of peace	9.1 Finalize and adopt the National Action Plan on Women, Peace & Security	Women’s security is well protected and women are recognized as peace builders	300,000 (RB and DB)	<ul style="list-style-type: none"> - Cabinet approval of WPS NAP and adopted by key implementing agencies 	On-going 2016 - 2018	WDD
10. Review and reforming of existing laws to address child abuse, exploitation and neglect and to promote the welfare and protection of children	10.1 Support legislation for child welfare and protection through the development of the Child and Family Welfare Bill and support to other legislations relating to child protection.	Children are effectively protected through policy and legislation, and have participant and respond positively without duress when in contact with the law	\$30,000 (RB)	<p>Monitor:</p> <ul style="list-style-type: none"> - implementation progress on Bill - no. of cases being reported on child abuse - no. of cases being heard by the courts - Size and type of Budgetary support to Social Welfare Division, - Manpower Size against functions at Social Welfare Division - Systems and processes and how 	On-going 2016 - 2018	CDD

				best they serve abused children		
11. Establishment of an independent mechanism to monitor the implementation of the CRC, to deal with complaints from children in a child-sensitive and expeditious manner and to provide remedies for violations of children's rights under the CRC	11.1 Pursue the best option to set up an independent mechanism to provide remedies for violation of child rights	Children's rights are effectively protected by the State	400,000	Assess: - - recommendations by Scoping mission for children's complaints mechanism - Government support for a complaints mechanism for children - Public support for a complaints mechanism	On-going 2016 - 2018	CDD
12. Revitalisation of the roles and functions of the National Advisory and Action Committee on Children (NAACC)	12.1 Restructure NAACC set-up and review functions through the review of the National Children's Policy to improve on state compliance to CRC	Protection, survival, participation, development and planning needs of children are significantly improved through improved compliance by state to its obligations under CRC	400,000 (RB)	Monitor: - state compliance to CRC through SI state report - Budgetary support by NAACC Members to address	On-going 2016 - 2018	CDD
13. Promotion of CRC Report & Concluding Observations	13.1 Conduct training and awareness in all provinces on the CRC, the situation of children and Concluding Observations	SI strengthens its compliance with the CRC and other state party obligations through improved implementation and coordination	800,000 (RB)	Monitor: - Frequency of meetings with UNCRC - -Size of SIG budget to implement CRC Concluding Observations - -No. of ministries implementing recommendations by the CRC Committee through the	On-going 2016 - 2018	CDD

				Concluding Observations		
d) Facilitate and strengthen women and youth livelihood empowerment programmes through direct funding of micro and small and medium enterprise (SME) projects						
Strategies to achieve Policy Objective (DCC)	Key Actions	Expected Outcomes	Cost	Performance Measures	Time	Responsibility
1. Adoption of a women and youth livelihood empowerment strategy	1.1 Implement the WEES Action Plan effectively 1.2 Provide financial support to women's and youth driven and focussed SME initiatives through youth development grants	Women and youth livelihood needs are effectively supported through increased budgetary support and funding	1.5 M (DB and RB)	Review of budget and effective implementation of activities in the WES, and impact assessment on the development grants	2016 - 2018	WDD YDD
2. Increase in budgetary support to finance SME projects under partnership arrangements with public and private sector organisations and with development partners	2.1 Provide financial support to Youth @Work Program 2.2 Support to SIWIBA and other Women business organisations	Improvement of livelihood programmes through Increased funding	400,000 (RB)	<ul style="list-style-type: none"> - No. of youth engaged under Y@W Programme - No. & type of training offered - No. of organizations hosting young people under Programme 	2016 - 2018	WDD YDD
3. Application of special conditions for SME projects to guide distribution of women and youth development grants	3.1 More awareness of guidelines and fair distribution of grants, applying special measure for women	Improvement of livelihood programmes through increased allocation of budgetary support for livelihood empowerment programmes by MWYCFA	100,000 (RB)		2016 - 2018	WDD YDD

	and youth empowerment					
4. Mainstreaming in the resources and productive sectors to support women and youth livelihood	4.1 Scope the availability for market access to women handicraft entrepreneurs and vendors	Increased commitment by sectors to address women and youth livelihood needs	100,000 (RB)	- Work with MLHS to secure land - Secure budget towards the women's handicraft centre	2016 - 2018	WDD YDD
e) Establish National Children's Civic Amusement Parks						
Strategies to achieve Policy Objective (DCC)	Key Actions	Expected Outcomes	Cost	Performance Measures	Time	Responsibility
1. Adoption and implementation of a children's civic amusement park plan for urban areas and safe place for children in schools and selected communities	1.1 Set up a master plan for implementation of national civic amusement parks in selected areas in Solomon Islands	Increased safe space for children's enjoyment and development	2M (DB)	Monitor: - project implementation - No.of provinces in support of concept and plan - No. of sites identified - Type of parks	2016 - 2018	CDD
f) Establish National and Provincial Sports Academies						
Strategies to achieve Policy Objective (DCC)		Expected Outcomes	Cost	Performance Measures	Time	Responsibility
1. Development of training programmes which promote sport and physical activity for all to ensure healthy lifestyle and breed untapped sports talents and skills as well as to use sports as a developmental tool for addressing issues faced by	1.1 Develop, organise and support programmes which promote sports and physical exercise and health education	People enjoy and live healthy life styles	500,000	Program design and developed with sufficient funding allocation	2016 - 2018	YDD

women, youth and children such as mental health and well-being, sexual and reproductive health (including STIs, HIV and AIDS) addictions and gender based violence.						
g) Strengthen & Support Music development & Creative Arts to empower women and youths						
Strategies to achieve Policy Objective (DCC)	Key Actions	Expected Outcomes	Cost	Performance Measures	Time	Responsibility
1. Revision of Copyright law to properly cater for intellectual property rights	1.1 Liaise with Legal Affairs and relevant partners to support review of copy right workshop	Improve protection of intellectual property rights of music entrepreneurs	300,000 (RB)	No. of consultation carried out	2017 - 2018	YDD
2. Promotion of young people's creative and innovative expression through the various arts and music	2.1 Provide financial assistance through the Musical Youth Empowerment Programme (MYEP)	Young people are empowered to increase and improve their participation and contributions to creative arts and music	500,000	- Funding support for projects in constituencies and provinces. - No. of project supported and monitored with reports compiled	2015- 2018	YDD
3. Establishment of music and performing arts academy	3.1 Support revitalisation of Solomon Islands Music Federation	More young people take performing arts as a potential career	200,000	- Discuss with SIMF executive and discuss plans for of music and performing arts academy -Concept paper in place to seek approval for funding	2016- 2018	YDD
4. Promotion of music festivals and creative art expo to showcase the potential of young people in music and creative arts	4.1 Organise and support National Music and creative art expo	Young people are empowered to pursue their interests and talents	300,000	- Advance planning, promotion and registration of event	2017- 2018	YDD

		through the promotion of music and creative arts		- Budget allocated to find event. -Youth issue and concerns creatively through musical talents and creative arts		
h) Strengthen and increase support to women and youth empowerment programmes in the Solomon Islands						
Strategies to achieve Policy Objective (DCC)	Key Actions	Expected Outcomes	Cost	Performance Measures	Time	Responsibility
1. Creating an enabling environment through the establishment of a National Centre for Women, Youth & Children	1.1 Scope for location to establish a national centre 1.2 Consultation with relevant authorities and stakeholder on viability for the centre	Improved service delivery by government for women, youth and children	3M (DB)	- Location identified for Women, Youth & Children to benefit directly from government services. - Budget allocation made for establishment of centre	2016 - 2018	YDD WDD CDD
2. Review of National Youth Policy to closely align strategic areas of focus with government priorities for youth empowerment	2.1 Review National Youth Policy	Status of youths in Solomon Islands is significantly improved with Government increased and strengthened Commitment to the advancement of young people	300,000 (RB)	National Youth Policy reviewed and adopted by government	2016 - 2017	YDD
	2.2 Develop Framework for Youth Development in Solomon Islands	Government increased and strengthened commitment to the advancement of young people	200,000 (RB)	Government increased and strengthened commitment to the advancement of young people	2016 - 2017	YDD
	2.3 Review youth mainstreaming work and develop youth	Status of youth development work at national and in provincial levels significantly improved with Government	200,000 (RB)	Youth mainstreaming strategy adopted by Govt.	2016 - 2017	YDD

	mainstreaming strategy	and development partners increased and strengthened commitment to the advancement of young people				
3. Revitalisation of National Youth Congress (Implement the NYC transition strategy)	3.1 Strengthen Institutional capacity of National Youth Congress (NYC)	Effective coordination of Youth programmes and increased participation by young people in managing their affairs	600,000 (RB)	<ul style="list-style-type: none"> - New staff is recruited - NYC has new management to run its operations 	2017 - 2018	YDD
4. Strengthen support for uniform youth bodies (Scouts, Guides and, Brigade & Pathfinders)	4.1 Provide financial support through the youth grants	More young people actively participate in uniformed bodies	200,000 (RB)	<ul style="list-style-type: none"> - No. of projects funded according to groups and provinces - No. of young people participating in event - No of participating organisations - Budgetary support 	2015 - 2017	YDD
5. Support National Youth Parliament	5.1 Convene National Youth Parliament in collaboration with the National Parliament of Solomon Islands	Youth are empowered to raise awareness on their issues and concerns	900,000	<ul style="list-style-type: none"> - No. of youth representatives from 50 constituencies attended and participated 	2017 - 2018	YDD
6. Establish Youth Excellence Centre for Training and Research	6.1 Design programme for Centre of Excellence for women and youth	Improved skills among young people to participate in national development	600,000	<ul style="list-style-type: none"> - CoE programme design phase completed and adopted - No. of consultation conducted 	2017 - 2018	YDD
7. Review of Gender Equality and Women's Development Policy to closely align strategic areas of focus for women's advancement with government priorities for empowerment of women	7.1 The Action Plan for the GEWD incorporates recommendations from CEDAW CO, GCA	The policy informs individual women, organisation, private sectors, NGOs and whole of government on areas to accelerate response and	200,000 (DB)	<ul style="list-style-type: none"> - Consultation for the review of the policy - Validation workshop in Honiara upon the a first draft of the policy 	2015 - 2018	WDD

	and other govt. policies	resources to address national gender concerns.		- Finalise the revise policy draft		
8. Adoption and Implementation of the National Strategy for the Economic Empowerment of Women and Girls	8.1 Implement the activities under the implementation Plan	Increased coordination of programmes targeted at empowerment of women	500,000 (DB) 200,000 (RB)	- Partnership for effective implementation, coordination and monitoring established - MWYCFA capacity developed to effectively implement WES	2015 - 2018	WDD
9. Support to Provincial Governments to develop Provincial Women's Policies	9.1 Develop provincial women's policies	Policies are developed and endorsed by Provincial Assembly and adopted by WDO	100,000 (RB)	- Provinces developed policies - # of CEDAW recommendations incorporated in the policies	2015 - 2018	WDD
10. Expansion of skills training for women and girls with particular emphasis on building capacity of women's organisation'	10.1 Provide skills and knowledge, and information to rural women on gender concerns at community level	10.1.1 Increased focus and commitment to the advancement of women at provincial level 10.1.2 Women are effectively supported through skills development especially at the community level	100,000 (RB)	- No of training held - No of participant attended - No of thematic specific training held	2015 - 2018	WDD
i) Work in partnership with organizations, companies, business houses, traders, manufacturers and employers to increase access to labour market for women and youth and increase gender equality in workplace.						

Strategies to achieve Policy Objective (DCC)	Key Actions	Expected Outcomes	Cost	Performance Measures	Time	Responsibility
1. Legislation and policy for special measures on equal employment opportunities in the formal labour market and for gender sensitive conditions of service	1.1 Engage effectively with the Ministry of Public Services and Labour Division in the Ministry of Commerce and Industry, Labour and Immigration on General Orders and Labour Laws reviews	1.1 .1 Advancement of gender equality in formal employment 1.1.2 Increased access by women and girls to employment opportunities (formal and informal)	80,000 (RB)	Special measures incorporated into the amendment of relevant legislation WDD contribute effectively to committees through minute minutes	2017-2018	WDD
2. Application of special measures for women and girls through allocation of training scholarships	2.1 Engage with the Ministry of Education and Human Resources Development, and the National Training Unit on scholarship allocation for men and women.	2.1.1 Provision of enabling conditions for women 2.1.2 Appropriate focus and increased commitment to employment of women and girls	In kind	- Policy on Scholarships that reflects equal allocation for scholarships and training awards that is gender equal and without bias in selection endorsed by government and adopted.	2015-2018	WDD
3. Recognition of businesses with good gender and equal employment practice through implementation of a "Gender awards for business" programme	3.1 MOA with Chamber of Commerce to present award for recognition to business with gender lens in operations	Partnership with Chamber of Commerce for establishing an annual 'gender award' to recognize achievement on gender equality	300,000 (RB)	- No. of individuals recipients to the award	2015-2018	WDD
4. Supply of employment databased on age, sex, industry & type of work	4.1 Develop a Women's Employment Data Collection System	Data based that is equip with relevant information on sex disaggregated data		- RPPID to liaise wit MPS and MCILI	2015-2018	WDD RPPID
5. Expansion of youth mentoring in the workplace	5.1 Provide financial and technical support to	5.1.1 Increased access by youth to employment opportunities	800,000	- Monitor progress and re-design of	2015-2018	YDD

	Youth @Work Program	5.1.2 Increased recognition of young people's needs in employment		Youth@Work programme		
6. Adoption of a National Youth Employment Strategy	6.1 Develop National Youth Employment Strategy	Youth priorities on employment are addressed and well-coordinated.	200,000	- Recruit TA - YES in place and endorsed by Cabinet	2016-2018	YDD
7. Support the Setup of National Youth Workers Association	7.1 Provide financial and technical support to establishment of YWA	Increased recognition of youth workers needs in employment and professionalization of youth work	100,000	- Concept paper and association constitution in place - Registration of association	2015 - 2018	YDD
8. Establishment of a coordination mechanism to strengthen existing partnerships	8.1 Establish a national youth employment coalition	Effective coordination for collective decision making on employment matters	100,000	- Task force/Committee established with TOR and provide coordination	2017-2018	YDD

j) Provide Enabling Environment for effective and efficient service delivery through corporate & support services

Strategies to achieve DCC Policy Objectives (a-i)	Key Actions	Expected Outcomes	Cost	Performance Measures	Time	Responsibility
1. Improve ministry's strategic leadership through sound policy advice	1.1 Provide support to role of the Minister, Cabinet & the Parliament	Efforts towards achieving gender equality and women's empowerment; Youth empowerment; improved child protection; and family development are given increased recognition and support at all levels of decision making.	\$80,000	Reviews of policy, corporate Plan, annual work plans, Cabinet decisions and business of Parliament	On going 2015-2018	RPPID Corporate Services
2. Improve MWYCFA's management, professional and	2.1. Provide improved access to government services to women,	Women, Youth and Children are empowered and active in their development pursuits	\$25m	- Monitor NC project implementation	On going	Corporate Services

organisational abilities to ensure effective service delivery	youth and children by building a National Centre for Women, Youth and Children	through increased access to information /resources sharing, training, improved networking and communication.		<ul style="list-style-type: none"> - Review project concept, purpose and functions of NC - Review physical layout of Infrastructure 	2015-2018	
	2.2. Ensure MWYCFA is adequately supported by appropriate level of manpower strength through recruitment of identified no. of staff and filling up of vacancies	MWYCFA delivers its planned outputs and achieves its outcomes in a timely and efficient manner	80,000	<ul style="list-style-type: none"> - Monitor Policy Implementation, budget performance, - Progress of AWP and corporate plan. - Review MWYCFA annual reports 	On going 2015-2018	Corporate Services <i>(HRM)</i>
	2.3. Actively engage in seeking options for rewarding staff performance	Staff performance is significantly improved under the Public Service Performance Management Programme by managing and rewarding performance.	80,000	<ul style="list-style-type: none"> - Monitor Policy Implementations, budget performance, - Progress of AWP and corporate plan. - Review MWYCFA annual reports 	On going 2015-2018	Corporate Service <i>(HRM)</i>
	2.4. Provide opportunities for training and capacity building of staff through development of the Human Resources Development Plan	MWYCFA staff is highly competent in their performance at all levels resulting in public satisfaction about the ministry's performance	\$80,000	<ul style="list-style-type: none"> - Monitor policy implementation, budget performance, - Progress of AWP and Corporate Plan. - Review MWYCFA annual reports 	2016	Corporate Services <i>(HRM)</i>
	2.5 Improve Ministry's policy and functional role by establishing the 6 th division for family development and restructuring of	Women, youth and children, receive more access to services offered by ministry through improved focus and attention on their specific needs.	\$80,000	<ul style="list-style-type: none"> - Review alignment of MWYCFA functions and strategic policy outcome areas with government policy 	2016	Corporate Services RPPID

	divisions to align to policy outcomes.			<ul style="list-style-type: none"> - Review manpower capacity and strength by division and level. - Review budget support to specific areas of need 		
	2.6 Build and institute proper code of conduct, values and principles among staff	Gender, youth, children and family issues are adequately addressed as the MWYCFA staffs improves its level of commitment to its responsibilities by performing with integrity, discipline, honesty and pride as public servants or servants of the Crown.	80,000	<ul style="list-style-type: none"> - Conduct review on staff absenteeism, staff discipline, staff appraisals, implementation of annual work plan 	On going 2016-2018	Corporate Services
3. Enhance service delivery through effective budget support and sound financial management and control to increase resources and accountability to the use of those resources	3.1 Strengthen institutional and technical capacity for improved support to budget development and its execution	People's demands and expectations are met through improved budget support for implementation of MWYCFA's plans and programmes as well as through strict compliance with financial management and control systems (PFMA, FI, Procurement, budget audit recommendations).	60,000	<ul style="list-style-type: none"> - Review budget performance - Review Auditor's report and recommendations 	On going 2015-2018	Corporate Services <i>(Accounts)</i>
	3.2 Improve internal controls for procurement	With sound financial management and improved accountability, more support towards MWYCFA's work is gained and that public places more trust and confidence in MWYCFA as it improves on service delivery.	50,000	<ul style="list-style-type: none"> - Review internal controls for procurement - Review Auditor's recommendations and MWYCFA's response 	On going 2015-2018	Corporate Services <i>(Accounts)</i>

4. Improve systems and processes for effective implementation of MWYCFA sectoral policies and Plans	4.1 Undertake policy and corporate plan reviews	Government policy, planning and implementation frameworks are supportive, sensitive and committed to addressing priority areas of focus for women, youth, children and families at all levels.	150,000	<ul style="list-style-type: none"> - Monitor progress of review - Assess Review recommendations - Against priority issues women, youth, and children. 	2015-2016	RPPID
	4.2 Set up website to improve MWYCFA's profile and image	There is increased support for MWYCFA's role, programmes and activities.	130,000	Review impact of website, website material and its relevance, usage/no. of visits, type of user, no. of likes, no of uploads and down loads & frequency	On going 2015-2018	RPPID
	4.3 Provide technical support to all budgetary and planning processes	MWYCFA meets its policy objectives for women, youth, and children.	100,000	Review internal budget process, timeliness of budget submissions, training undertaken to understand and increase capacity, quality of budgets	On going 2015-2018	RPPID
	4.4 Coordinate and develop an M&E system for monitoring and reporting	MWYCFA programmes are properly focussed on identified needs and implementation of these programmes meets expected results.	120,000	<ul style="list-style-type: none"> - M&E System in place - No. of monitoring done - Annual reports - Policy and Plans 	2017-2018	RPPID
	4.5 Coordinate and develop a communication strategy	There is more understanding, appreciation and support towards the roles and functions of MWYCFA as a result of improved	150,000	<ul style="list-style-type: none"> - Communication Strategy in Place - Review purpose of strategy 	2015 - 2017	RPPID

		communication networks, partnerships and awareness of issues at the community level.		- Review support given by no. of communities for MWYCFA programmes		
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