KIRIBATI WIP ACTION PLAN

1. Gap analysis

Where are we and where we want to go in terms of:

a). Women candidates
   • The non-organization which serves as a National body for Women in Kiribati named AMAK has not been well informed and has no full support for woman candidates.
   • Lack of confidence.
   • Lack of financial support for individual campaign.

b). Woman voters and men voters:
   • In the second round of election they have no candidate on the list as he/she did not pass the first round of election.
   • Women don’t know how to do MP’s work.
   • Women don’t work well with each other, jealous of other women.
   • In the rural areas decision making was culturally males’ domain while women are expected to implement rather than initiate or decide on a village or community affairs.

c). Electoral system and political reform:
   • People are not well informed on the importance of voting.
   • There were no reserve seats for woman in parliament.
   • Kiribati have not fulfils it commitment to various international and regional undertakings concerning women e.g CEDAW.
   • There was no sex disaggregated recording of those registered for voting so it was so hard to tell if more men or women went to the polls.

d). Culture
   • A maneaba system dictates that a woman’s place is behind/after her man, never in front /before.
   • Women are weaker than men when dealing with heavy tasks.
   • Men are decision makers.
   • In the rural areas decision making was culturally males’ domain while women are expected to implement rather than initiate or decide on a village or community affairs.

e). Leadership
   • Don’t have the will to have that power.
   • Poor networking don’t have the proper tools and connections.
1). Formalization of the WIP network.

<table>
<thead>
<tr>
<th>Key Issues</th>
<th>Specific Action</th>
<th>Who should be doing this?</th>
<th>By when?</th>
</tr>
</thead>
<tbody>
<tr>
<td>WIP has not been established on its own.</td>
<td>Meeting for all women who has been contesting in the previous elections/woman interested.</td>
<td>Interim WIP executives.</td>
<td>December 2008</td>
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<tr>
<td>WIP has not been legally registered.</td>
<td>To register at KANGO/AMAK Draft constitution/finalized for the next house of parliament/elect new executive.</td>
<td>WIP –new elected executive members.</td>
<td>March 2009</td>
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<td>Few number of women run for campaign.</td>
<td>Participation at annual general meeting for all women NGOs.</td>
<td>AMAK/Woman NGOs.</td>
<td>MAY 2009</td>
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<td>We don’t have a strong network for WIP</td>
<td>Identify temporary office And voluntary staff Next Meet of Members Locate temporary office And voluntary staff Advertise Coordinator Role depending on assurance of available funds Participate on National Council of women Participate in consultation to be carried out by AMAK.</td>
<td>WIP/AMAK</td>
<td>AUGUST 2009</td>
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3. Team strengths and weakness to complete the task:

Strengths:
- Talented women/different expertise.
  - Teaching skills
  - Management skills
  - Accountant skills
  - Lobbying skills
  - Leader skills
- Having woman in government at high level post.
- Strong woman in Parliament.
- Strong national woman umbrella body/strong NGO body (mother bodies).

Weakness:
Don’t have the confident.
Women don’t want to look up on other woman/feeling of jealousy.
House comes first before other roles.
2). Objective: To have more women into Parliament

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<td>The percent of woman representation at Parliament level remains low.</td>
<td>Conduct workshop on gender equality – target group, youth 15-25 years of age, unemployed, different church members, NGOs, civil servant, private companies’ employees etc.</td>
<td>AMAK - women’s organization body.</td>
<td>Feb 2009</td>
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<td>Inactive role of women NGOs.</td>
<td>Provide forum for learning on how best a woman can face going into poll in a male domain.</td>
<td>AMAK/WIP</td>
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<td>Some Male MPs still don’t understand why woman should be in Parliament.</td>
<td>Lobby with the MPs to have reserve seats for women in multi-member constituencies.</td>
<td>Female MPs/WIP</td>
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<td>No reserve seats for woman.</td>
<td>To amend electoral legislation.</td>
<td>WIP/ MPs</td>
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Meet with WIP members to finalize the constitution for the next house of Parliament.