

# Women in Media Outcome Statement

## VANUATU



**On Wednesday 9<sup>th</sup> November, 17 female media practitioners came together to attend a forum organized by SISTA Association at The Grand Hotel, Port Vila, Vanuatu. The purpose of the forum was to validate findings of a survey conducted by SISTA to understand the current status of women in the media in Vanuatu and to develop an outcome statement to improve the standards of journalism, media, and communications in Vanuatu.**

**The Oceanic Pacific Women in Media (WIM) Research 2022 was supported by PACMAS and facilitated by SISTA with the endorsement of Media Association blong Vanuatu (MAV) in Vanuatu.**

1. We acknowledge the women media practitioners who have come before us and honour their journey. We learn from their stories and recognise that many of the challenges they faced are the same ones we still face today. We strive to make a better future for ourselves and those will come after us.
2. We enjoy our work as women media practitioners and are motivated by our passion to tell stories, meet new people and share information to the public, especially to those at the community level. We want to see media organisations enable a workspace that promotes creativity, new ideas and provide resources to create new content and opportunities for professional growth.

3. As women, we represent more than half of the population in Vanuatu. We acknowledge that the interests and issues of women, families, and communities cannot be effectively reported for unless we are fairly and equitably represented in media organizations and are given support mechanisms that include recognition of our responsibilities in the home and community. We expect to be fairly paid and to have flexible working conditions in order to uphold our responsibilities as Ni-Vanuatu women.
4. We want to women media practitioners to be made aware of their employment rights and for Human Resources departments within media organisations to play a bigger role in supporting the welfare and success of women media practitioners. This includes providing clarity on organisational structures, performance reviews, salary scales and fair wages, assistance on understanding contracts, developing and implementing policies that prevent sexual harassment and promote safe and gender-sensitized workplaces, encouraging succession plans and training opportunities, providing clear mechanisms on addressing complaints, ensuring the welfare of mothers by ensuring a supportive work environment including child friendly spaces and promoting the leadership of women.
5. We want to see a future where media organisations promote a diverse and inclusive workspace that meaningfully engages women. While we recognise that women are represented in senior management and leadership positions, we do not see the power and translation of women's voices being included in decision-making, and recognise this is a challenge also faced by young people and people in all their diversities. We want to see media organisations create a space that fosters and welcomes diverse and independent thinking where constructive feedback and inclusive discussions are had across all levels of the organisation, and are seen as essential in order to provide the public with a wide representation of ideas and news.
6. We recognise the power of those in leadership positions to set the news agenda and their ability to empower or disempower others. We want to see media organisations strengthen accountability

and governance mechanisms to ensure power is not abused and workplaces are non-discriminatory.

7. We recognise the Media Association of Vanuatu (MAV) as the body that represents our interests as media practitioners. We want to collaborate with MAV to advocate for fair workplaces and to support media organisations to strengthen their accountability and governance mechanisms. We expect MAV to identify training opportunities for capacity building and to advocate for better opportunities to further our studies and advance our qualifications.
8. We understand that our work as media practitioners is not just a profession – it is also a public service, as mentioned in MAV’s Code of Ethics. Our work requires us to work after hours and to talk to different people that we may not normally associate with it beyond our professional capacity. Media organisations can play a critical role in ensuring our partners and families support and understand our work, and providing sensitization to families can be the game changer for our professional success.
9. As women working, or having formerly worked, in the media industry, we want to create an inter-generational network, either formally or informally, to connect with each other, share our experience, knowledge and skills, and lift each other up. We will work together for a future where we can support each other openly and safely without judgement. We will encourage our own workplaces to create an internal network for women to share and connect with each other.
10. We recognise that we must be the agents of change and find our own opportunities to empower ourselves. We will improve our skillset by finding resources online, conduct research and teach ourselves, build our own networks, form alliances with men and find mentors. We will take responsibility to strengthen our skills and deepen our knowledge, while advocating for better opportunities for women in the media.