

## FFA GENDER EQUITY FRAMEWORK

### Mandate

1. “We will bring a new determination and invigorated commitment to efforts to lift the status of women in the Pacific and empower them to be active participants in economic, political and social life.” - *Pacific Leaders Gender Equality Declaration - 30 August 2012, Rarotonga, Cook Islands*
2. “Our Pacific Vision is for a region of peace, harmony, security, social inclusion, and prosperity ...we embrace .....the promotion of all human rights, gender equality, and commitment to just societies - *The Framework for Pacific Regionalism - endorsed by Pacific Islands Forum Leaders, Palau, July 2014*
3. “FFA is committed to ensuring that sustainable development of the fishery industries includes steps to ensure the promotion of gender issues, fair working conditions and equitable access to fisheries resources by local communities.” *FFA Strategic Plan 2014 – 2020*

### Objectives:

4. To identify and remove barriers to the full participation by women in all aspects of the regional tuna fishery.
5. To ensure that appropriate gender policies are identified, prioritised and mainstreamed into the Agency’s internal administration and promoted actively in the Agency’s broad-based engagement within the regional fisheries sector.

### Commitment:

6. The FFA will review its corporate governance to remove barriers and promote the full participation by women in all aspects of the Agency’s operations.
7. Working with partners and stakeholders within the fisheries sector, the FFA will identify specific initiatives and incorporate gender principles into all appropriate aspects of its work and mobilise resources to effectively implement the Framework.
8. The FFA will ensure that gender issues are fully considered within the implementation of the Regional Roadmap for Sustainable Pacific Fisheries focussing on the offshore tuna sector.
9. The FFA will welcome and respond to member requests for assistance in implementing Framework principles at the national or sub-regional level.
10. The FFA will observe the ‘do no harm’ principle, remaining sensitive to its role in catalysing long-term outcomes within differing individual, cultural and socio-economic values and circumstances across the region.
11. FFA will better measure both quantitative and qualitative improvements in the gender outcomes in all aspects of its work.

## **Implementation**

12. Supported by the Director General, FFA's Corporate Services Division will assume management responsibility for implementation of the Framework, including in respect of internal capacity building including in gender mainstreaming for FFA staff.
13. Specialist assistance in the refinement, articulation and implementation of the Framework will be sought from qualified gender specialists, utilising potential offers of assistance and acknowledging that cross-cultural issues will be of importance.
14. A Terms of Reference to develop a Program of Work and a stocktake of existing initiatives across the sector will be an immediate priority for attention.
15. Work under the Framework will engage in both the offshore and onshore sectors of the industry as they apply to catching, processing, marketing, management and IUU enforcement operations.
16. Processes surrounding recruitment and training, including within industry, the public sector, technical and tertiary studies will be evaluated.
17. Alignment with relevant Council of Regional Organisations in the Pacific (CROP) member initiatives will be promoted, including key Roadmap partners, and within the CROP Gender Working Group Activity Plan.
18. Enhanced engagement with donor, NGO and member initiatives will be actively pursued, including in respect of potential stakeholders new to FFA.
19. The program of work under the FFA Gender Framework will recognise existing FFA member initiatives which will be critical in developing further priorities for action. Members may request assistance under the Framework be extended to their national administrations and industries.
20. Strengthened media outreach and public diplomacy will identify and highlight successes and challenges within the sector.

## **Reporting and Outcomes**

21. Commencing in 2017, a standing item on the Framework will be included on annual Officials FFC agendas, to review the Program of Work, identify progress and challenges, provide direct the scope of work for the coming year.
22. The FFA will provide dedicated analysis and gender disaggregated statistics wherever feasible.
23. The Framework will promote dedicated media and outreach activities.

The Framework will be evaluated and integrated into post 2020 Strategic Plan.