

**ADD LOGO**

## RESOLUTIONS AND WORK PLAN

1. The first meeting of State WIMA was held on the **add date** at the **add venue** facilitated by the Maritime Administration (**add name**) and attended by women in the maritime industry.
2. The welcome address was delivered by **add name** for **add organization**, reinforcing the need to raise awareness of women's role in the maritime sector in **add country**. This was followed by the discussion of the draft Constitution and nomination and appointment of the Executive Committee and Trustees.
3. State WIMA adopted and signed its Constitution on **add date** and officially launched State WIMA on **add day and date**, with the **add name** as its Chief Guest.

## MEETING RESOLUTION

4. Recognizing the benefits and importance of achieving the goals of the 2030 Agenda for Sustainable Development to the Pacific island communities, and in this respect the relevance and pivotal role of the maritime sector to the economies of the region.
5. Desiring to make a tangible contribution towards the fulfilment of the Sustainable Development Goal 5 whose target is to achieve gender equality and empower all women and girls.
6. The Members developed a Work Plan (**Annexure 1**) to take necessary steps such as to:
  - .1 **URGE** the Governments to provide the policy, legislative and administrative frameworks required to empower women as stakeholders in the maritime sector and to facilitate their full participation as resources to the maritime sector;
  - .2 **INVITE** all maritime sector related employers, stakeholders and government entities to recognize and implement the provisions contained in national legislation pertaining to the equal treatment, empowerment and protection of women, particularly as regards to women seafarers on ships engaged in domestic and international trade;
  - .3 **ENCOURAGE** Government entities with responsibility for women, education and employment strategies to address the issues of equal opportunities and career advancement for women to enable them to be active participants in the maritime sector;

.4 **REQUEST** development partners, international and regional organizations to work with **State** WIMA in developing collaborative programs to enhance the training opportunities for women in the maritime sector and allow for career progression;

.5 **URGE** all maritime sector employers to recognize the expertise and value of women as managers and personnel at all levels and to enable them to discharge their professional duties without undue hindrances;

.6 **ENCOURAGE** civil society and local communities to provide an enabling environment for women who aspire to train for, and work in, the maritime sector;

.7 **UNDERTAKE** to work with government entities, development partners, international and regional organizations to identify and collect relevant data and statistics on women employed across the different areas of the maritime sector;

.8 **ADVOCATE** for the development and provision of maritime transport services which are energy efficient to remote communities and serve the women who are engaged in Small-Medium Enterprises.

**Add Date e.g. 01<sup>st</sup> January 2017**

## ANNEXURE 1

OBJECTIVE	ACTIVITY	RESPONSIBILITY	TIMELINE
<p><b>Resolution 1</b></p> <p>Develop a national strategy for the empowerment and advancement of women in the State's maritime sector.</p>	<ol style="list-style-type: none"> <li>1. Consult and develop a context document related to women employment in the State's maritime sector.</li> <li>2. Conduct a gap analysis of existing national gender-related policies and laws in all sectors.</li> <li>3. Seek funding support and technical assistance from donor agencies to develop a national strategy.</li> <li>4. Communicate and consult with private and public sectors and share information on existing national policies and strategies, employment and all gender-related relevant information.</li> <li>5. Participate in the project to develop a global strategy for women seafarers and provide cases studies, gender related policies, enabling systems to incorporate strategy at the national level and photos of women seafarers with suggested captions – visibility of women.</li> <li>6. Develop a monitoring and evaluation framework for the implementation of the Strategy.</li> <li>7. Mobilize and foster participation of common interest among relevant women groups and similar associations, networks at the national level (Women in Fisheries, women in small business ventures).</li> </ol>		
<p><b>Resolution 2</b></p> <p>Promote MLC 2006</p>	<ol style="list-style-type: none"> <li>1. Promote MLC 2006 during national activities, initiatives, promotions and trainings targeting shipping operators and crews to promote</li> </ol>		

	<p>women seafarers protection policies and procedures.</p> <p>2. Identify contacts and establish working relationships with national agencies responsible for policies in line with the objectives of Convention on the Elimination of all forms of Discrimination Against Women (CEDAW).</p> <p>3. Initiate and assist submission for government's approval of MLC 2006 implementation.</p> <p>4. Identify and communicate generic legislation on MLC 2006.</p>		
<p><b>Resolution 3</b></p> <p>Development of a national framework for Staff Development Plan that is gender sensitive</p>	<p>1. Share existing national framework for Staff Development Plan that are gender-sensitive nationally, specific achievement, methods and funding solutions.</p> <p>2. Share established coaching and mentoring system in nationally.</p> <p>3. Promote gender-sensitive staff development plan for funding.</p>		
<p>Equal participation of male and female at all International/regional organization meetings</p>	<p>4. Promote for a policy to ensure women's mandatory attendance to international and regional meetings.</p>		
<p>Identification of national and regional training opportunities inclusive of scholarships, secondment programs, capacity building programs to match the specific needs and requirements for women in the maritime sector.</p>	<p>5. Secure funding opportunities for young women.</p> <p>6. Identify job opportunities, training opportunities and funding opportunities for young women.</p> <p>7. Request for trainings, for example,</p> <ul style="list-style-type: none"> <li>(i) Oil Spill Responses;</li> <li>(ii) Auditing Training;</li> <li>(iii) Port Security Guards Training (if there are females</li> </ul>		

	<p>employed as Security Guards at the Port);</p> <p>(iv) Port Facility Security Officer Training (PFSO) if there are female PFSO at the Ports;</p> <p>(v) Port Workers Training;</p> <p>(vi) Pacific Island Domestic Safety (PIDSS) training;</p> <p>(vii) Search and Rescue.</p>		
<p><b>Resolution 4</b></p> <p>Consolidate the structure of WIMA for better recognition and sustainability.</p>	<p>1. Develop a Constitution aligned to the Pacific Women in Maritime Association Constitution.</p> <p>2. Create a logo</p>		
<p>Partner with PacWIMA, for capacity building.</p>	<p>3. Ongoing communication with PacWiMA.</p> <p>4. Participation to relevant national and regional meetings to advocate women in maritime and State WIMA work.</p> <p>5. Identify training opportunities and seek funding support from PacWIMA and promote through PacWIMA and regional networks.</p> <p>6. Communicate regularly with PacWIMA on training opportunities and funding supports through scholarship.</p> <p>7. Identify funds to support annual meetings of State WIMA executives and general meetings of the association.</p> <p>8. Identify opportunities for mentoring and coaching specifically for women by women.</p>		
<p><b>State</b> WIMA to be affiliated to PacWiMA and National focal points to report to PacWiMA.</p>	<p>9. State WIMA to be affiliated to PacWiMA and provide annual report on activities to ensure activities are in line with PacWiMA objectives.</p>		

	10. Request National focal points to provide annual reports on activities.		
Appoint National focal point to participate in all national and regional activities, initiatives, promotions and trainings	11. Identify a National focal point (independent or with State WIMA) and communicate focal point contacts to PacWIMA.		
Establishment of State WIMA	12. Formulation and provision of State WIMA' constitution.  13. Promote the establishment of State WIMA through: a. medias including a website, posters, flyers, social media (Facebook) and career expo. b. visits/meetings with all women in the maritime industry and government  14. Convene meeting when starting the process of establishment and at the official launch.		
<b>Resolution 5</b> Appoint focal point from women in maritime in State WIMA to participate in all national and regional activities, initiatives, promotions and trainings targeted shipping operators and crews.	1. Ensure active participation of National focal points to all national and regional organizations' projects/programed activities for joint activities and Women in Maritime promotion.		
Develop gender awareness training modules to be delivered to maritime trainings.	2. Draft and communicate to Maritime Trainings Institutes (MTIs) and other maritime training providers and regional organizations, gender awareness training modules to be incorporated in in all maritime training.		

	<p>3. Draft communication Plan on gender awareness to be used by State WIMA and in their work plans.</p>		
<p>Improve visibility of Women in Maritime at the highest level of governments</p>	<p>4. Participation and submit Paper (as requested) to relevant national and regional meetings/workshops/conference to advocate women in maritime and State WIMA work.</p> <p>5. Collaborate with similar or other Associations who have had hosted/ conducted trainings or have Gender main-streaming training modules and packages offered at Universities and National Training Institutions.</p>		
<p>Promote women role in all government agencies/administrations.</p>	<p>6. Participate in the Regional Conference for Pacific Women in Maritime.</p> <p>7. Promote women nomination by Government to attend trainings at WMU and IMLI or other institutions.</p> <p>8. Develop a matrix of all principal actors and stakeholders within the maritime sector outlining their respective responsibilities and potential influence over the development of policies and systems relating to all aspects of gender equity.</p> <p>9. Promote a National Day for Women in Maritime.</p>		
<p><b>Resolution 6</b> Encourage families, communities to be involved and support women to job holders specifically women who aspire to work in the maritime field</p>	<p>1. Identify, collect and share success stories of women in maritime roles through various media.</p> <p>2. Promote success stories in all activities involving communities, schools.</p>		

	<p>3. Promote maritime training to communities and youth through various media.</p> <p>4. Collect and communicate information on flexible systems established to facilitate the work of women.</p> <p>5. Develop and share awareness programmes to be conducted at primary and secondary schools.</p> <p>6. Develop and share awareness programmes to be conducted in maritime communities, Career Expo and road shows.</p>		
<p><b>Resolution 7</b></p> <p>Provide baseline data and statistics on women in maritime</p>	<p>1. Develop a questionnaire and start collecting gender-related data and information.</p>		
<p>Define gender-based criteria to develop project/funding</p>	<p>2. Identify funding support and liaise with donor agencies and relevant networks to expand the module 2 of Pacific Gender Climate Change Toolkit for the maritime sector.</p> <p>3. Promote gender-based criteria for the development of projects.</p>		
<p><b>Resolution 8</b></p> <p>Create the link between Small-Medium Enterprises (SMEs) and shipping agent/operators to support small businesses in remote communities</p>	<p>1. Identify SMEs in remote communities.</p> <p>2. Communicate information on SMEs and shipping needs to government, established shipping entities and regional organizations.</p> <p>3. Develop advisory package including information on shipping services and shipping agents/operators contacts.</p>		

	4. Liaise with Department in charge of Women Affairs to communicate information.		
State WIMA to promote practical measures on energy efficiency in domestic shipping using international tools and regional programmes.	5. Support PacWIMA to promote energy efficiency tools for shipping		

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