



		Less than 6 months	1-2 years	3 years
OBJECTIVE	ACTIVITY	RESPONSIBILITY		TIMELINE
<b>RESOLUTION 8.1</b>				
Develop a regional strategy for the empowerment and advancement of women in the Pacific maritime sector.	1. Consult and develop a context document related to women employment in the Pacific maritime sector	PacWIMA StateWIMA National focal points.	with and	
	2. Conduct a gap analysis of existing national gender-related policies and laws in all sectors	PacWIMA StateWIMA National focal points	with and	
	3. Seek funding support and technical assistance from IMO to develop a regional strategy	PacWIMA with SPC		
	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	PacWIMA StateWIMA National focal points	with and	
	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	PacWIMA with IMO		
	6. Develop a monitoring and evaluation framework for the implementation of the strategy	PacWIMA		
<b>RESOLUTION 8.2</b>				
	1. Promote MLC 2006 during national and regional activities, initiatives, promotions and trainings targeting shipping			



Promote MLC 2006 amended requirements and provisions	operators and crews to promote women seafarers protection policies and procedures		
	2. Identify contacts and establish working relationships with national agencies responsible for policies in line with the objectives of the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW).		
	3. Assist StateWIMA and National focal points to prepare submission for governments approval of MLC 2006 implementation	PacWIMA with StateWIMA and National focal points	
	4. Identify and communicate generic legislation on MLC 2006	PacWIMA with SPC	
<b>RESOLUTION 8.3</b>			
Development of a national framework for Staff Development Plan that is gender sensitive	1. Share existing national framework for Staff Development Plan that are gender-sensitive in the region, specific achievement, methods and funding solutions	PacWIMA with StateWIMA and National focal points	
	2. Share established coaching and mentoring system in the Pacific region	PacWIMA	
	3. Promote gender-sensitive staff development plan for funding	PacWIMA	
Equal participation of male and female from each country at all International/regional organisation meetings	4. Promote for a policy to ensure women’s mandatory attendance to international and regional meetings.	PacWIMA	
Identification of regional training opportunities inclusive of scholarships, secondment programs, capacity building programs to match the specific needs and requirements for women in the maritime sector	5. Secure funding opportunities for young women	PacWIMA	
	6. Work with StateWIMA and National focal points to identify job opportunities, training opportunities and funding opportunities for young women	PacWIMA with StateWIMA and National focal points	
	7. Request for Search and Rescue and Oil Spill trainings	PacWIMA	

RESOLUTION 8.4			
Consolidate the structure of PacWIMA for better recognition and sustainability	1. Review, amend and adopt a constitution based on the resolution of the Regional Conference for Pacific Women in Maritime	PacWIMA	
	2. Create a logo	PacWIMA	
Partner with IMO and regional organisations for capacity building	3. Ongoing communication with IMO and regional organisation	PacWIMA	
	4. Participation to relevant regional meetings to advocate women in maritime and PacWIMA work		
	5. Identify training opportunities and seek funding support from IMO and regional organisations and WMU women association and promote through StateWIMA and regional networks	PacWIMA	
	6. Communicate regularly with WMU and IMLI on training opportunities and funding supports through scholarship	PacWIMA	
	7. Identify funds to support annual meetings of PacWIMA executives and general meetings of the association	PacWIMA	
	8. Identify opportunities for mentoring and coaching specifically for women by women	PacWIMA	
StateWIMA to be affiliated to PacWIMA and National focal points to report to PacWIMA	9. Request StateWIMA to be affiliated to PacWIMA and provide annual report on activities to ensure activities are in line with PacWIMA objectives.	PacWIMA	
	10. Request National focal points to provide annual reports on activities	PacWIMA with StateWIMA and National focal points	
Appoint National focal point to participate in all national and regional	11. Identify a National focal point (independent or with the National Chapter) and communicate focal point contacts to regional organisations.	PacWIMA with StateWIMA and National focal points	



activities, initiatives, promotions and trainings.			
Establishment of StateWIMA	12. Formulation and provision of StateWIMA' constitution templates	PacWIMA	
	13. Advisory assistance to establish StateWIMA	PacWIMA	
	14. Promote the establishment of StateWIMA 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	PacWIMA with National focal point PacWIMA with SPC to develop and maintain a website	
	15. Convene meeting when starting the process of establishment and at the official launch	PacWIMA with National administrations	
<b>RESOLUTION 8.5</b>			
Appoint focal point from women in maritime in each Pacific Island Country to participate in all national and regional activities, initiatives, promotions and trainings targeting shipping operators and crews	1. Ensure active participation of National focal points to all regional organisations' projects/programmes activities for joint activities and Women in Maritime promotion	PacWIMA with National focal points, SPC and SPREP	
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 organisations, gender awareness training modules to be incorporated in in all maritime training	PacWIMA	



	3. Draft communication Plan on gender awareness to be used by PacWIMA and StateWIMA in their workplans	PacWIMA	
Improve visibility of Women in Maritime at the highest level of governments and Promote women role in all government agencies/administrations	4. Participation to relevant regional and national meetings/workshops/conference to advocate women in maritime and PacWIMA work	PacWIMA with StateWIMA and National focal points	
	5. Participate to the meetings and the Governing Council of the Pacific Island Maritime Conference	PacWIMA	
	6. Promote women nomination by governments to attend trainings at WMU and IMLI or other institutions	PacWIMA	
	7. 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	PacWIMA with StateWIMA and National focal points	
	8. Promote a National Day of Pacific Women in Maritime	PacWIMA with StateWIMA and focal points	
<b>RESOLUTION 8.6</b>			
Encourage families, communities to be involved and support women to job holders specifically women who aspire to work in the maritime field	1. Identify, collect and share success stories of women in maritime roles through various media	PacWIMA with StateWIMA and National focal points	
	2. Promote success stories in all activities involving communities, schools	PacWIMA	
	3. Promote maritime training to communities and youth through various media	PacWIMA	
	4. Collect and communicate information on flexible systems established to facilitate the work of women	PacWIMA with StateWIMA and National focal points	



	5. Develop and share awareness programmes to be conducted at primary and secondary schools	PacWIMA with StateWIMA and National focal points	
	6. Develop and share awareness programmes to be conducted in maritime communities, Career Expo and road shows	PacWIMA	
<b>RESOLUTION 8.7</b>			
Provide baseline data and statistics on women in maritime	1. Develop a questionnaire and start collecting gender-related data and information	PacWIMA with StateWIMA and National focal points and national statistic departments	
Define gender-based criteria to develop project/funding	2. Identify funding support and liaise with SPC and relevant networks to expand the module 2 of Pacific Gender Climate Change Toolkit for the maritime sector	PacWIMA with SPC	
	3. Promote gender-based criteria for the development of projects		
<b>RESOLUTION 8.8</b>			
Create the link between Small-Medium Enterprises (SMEs) and shipping agent/operators to support small businesses in remote communities	1. Identify SMEs in remote communities through StateWIMA and National focal points	PacWIMA with StateWIMA and focal points	
	2. Communicate information on SMEs and shipping needs to government, established shipping entities and regional organisations	PacWIMA with StateWIMA and National focal points	
	3. Develop advisory package including information on shipping services and shipping agents/operators contacts	PacWIMA with government agencies in charge of transport and regional organisations,	



		churches and communities' councils	
	4. Liaise with Department in charge of Women Affairs to communicate information	PacWIMA with government agencies in charge of Women Affairs	
PacWIMA to promote practical measures on energy efficiency in domestic shipping using international tools and regional programmes	5. Liaise with international and regional organisations to promote energy efficiency tools for shipping	PacWIMA	