



Indian Ocean Rim Association (IORA)
Ministerial Conference on Women's Economic Empowerment: A Pre-requisite for Sustainable Development
The Ravenala Attitude Hotel, BalACLava, Mauritius
28-29 August 2018

WORK PLAN

Background

In 2016, at the Council of Ministers' Meeting held in Indonesia, the Jakarta Concord and Action Plan for 2017-2021 was adopted. The Action Plan sought to promote gender equality and the empowerment of women and girls by:

- (i) Establishing an IORA Working Group on Women's Empowerment;
- (ii) Establishing a Women's Business Forum in the Indian Ocean Business Forum (IPRBF);
- (iii) Establishing cooperation with UN Women and relevant organisations for capacity building and information exchange;
- (iv) Champion initiatives to increase women's economic empowerment such as the Women's Empowerment Principles;
- (v) Implement training and capacity building programs; and
- (vi) Organise activities and to strengthen economic capacity and participation in business.

The proposed work plan is guided by the Terms of Reference of the WGWE, the IORA Action Plan; the outcome of the IORA Preparatory Workshop on WEE held in May 2018 at Pearl Beach, Mauritius; the Ministerial Declaration on Women's Economic Empowerment as well as recommendations emanating from events organised so far by IORA, namely the: Workshop on Paths to Women's Economic Empowerment with a focus on Tourism and Textiles in IORA countries (Kuala Lumpur, Malaysia in August 2014); Workshop on Women's Empowerment and Poverty Alleviation (Hyderabad, India in September 2014); IORA Women's Economic Event: Mobilising Markets and Commitments to Gender Equality in the Indian Ocean Rim (Mahe, Seychelles in 2015); and IORA Women in Business Symposium: Implementing Women's Empowerment Principles (Jakarta, Indonesia in October 2016).

The Work Plan aims at focusing on six key pillars impacting on women's economic empowerment, namely:

- (i) Skills and Capacity Building;
- (ii) Innovation and Technology;
- (iii) Research Based Initiatives;
- (iv) Networking;
- (v) Resource Mobilisation; and
- (vi) Access to Finance and Market Opportunities.

A	Specific Objective	Implement skills and capacity building programmes						
Serial Number	Objective	Activity	Implementing Organisation/ Country	Time Frame	Target Group	Indicators	Resource Mobilisation	Remarks
1.	Ensure that gender is mainstreamed in all priority areas of interventions of the IORA.	Hold in-depth capacity building programme (consideration could be given to a Training of Trainers Programme also) on the gender implications of the priority areas of the IORA.	Proposal to be considered: -Mauritius and/ or any other MS	July 2019	IORA Focal Point/ IORA Gender Focal Point/ Senior Technical Officer from line Ministries in relation to the priority intervention areas.	<ul style="list-style-type: none"> • Number of Officers trained. • Training Manual on the gendered implications of the priority areas of the IORA designed and published online. 	Special Fund and Mauritius	Costs to be partly met under the Special Fund and the Ministry of Gender Equality, Child Development and Family Welfare annual voted Budget.
2.	Improve women's participation in IORA events.	Ensure women are included on panels through a 'Panel Pledge'.	Working Group Lead Coordinator/ all Member States	ongoing	All IORA panels	<ul style="list-style-type: none"> • At least one woman on all three+ person panels. • IORA events to record how many men and women are registered and the WGWE to report these numbers to the Committee of Senior Officials to encourage gender parity in delegations. 		IORA may develop a Panel Pledge such as the example attached to be endorsed by the CSO.

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3.	Promote training of women entrepreneurs.	Training Programme for women entrepreneurs using the SheTrades Platform.	Any Member State	First Quarter of 2019	Women Entrepreneurs (micro, small and medium ones).	<ul style="list-style-type: none"> Number of women entrepreneurs who have been able to connect with the market by 2020. 	ITC	The support of the ITC to be solicited for conducting the training.
4.	Improve financial inclusion.	IORA Workshop on Financial Inclusion for Women entrepreneurs	UAE	Late 2019 – dates (tbc)	Women entrepreneurs	<ul style="list-style-type: none"> Number of women trained. 	Funded	UAE plans to circulate a concept note shortly.
5.	Support women entrepreneurs.	Implementation of the IORA Memorandum of Understanding for the Promotion of Small and Medium Enterprises (SMEs).	Any Member State	Mid 2019	Support women-owned and -led SMEs	<ul style="list-style-type: none"> Number of women owned and led SMEs with improved access to credit, networks and technology; number accessing international value chains. 		

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6.	Enhance the capability and capacity development of women in the coast guard work.	Training of women coast guards and working in ports management to be held on lessons learnt, opportunities, challenges and strategies to overcome barriers.	Any Member State	Mid 2019	Coast Guard Women and those working in ports.	<ul style="list-style-type: none"> • Number of women coast guard trained. • E- Association of women coast guards created. 	To be discussed.	Collaboration and support from Dialogue Partners solicited.
7.	Enhance capability development in Marine Research and Planning.	Technical capacity for Marine Research and Planning with emphasis on Marine Biotechnology as potential avenue for development.	Any Member State	End of 2019	Biotechnologists and Marine Researchers, including young women scientists.	Number of workshops held; number of specialists trained.	To be discussed.	The technical expertise of the International Maritime Organisation could be solicited.

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8.	Mitigate and use adaptation Strategies for climate change.	Hold exchange programmes on the use of SMART Technology and innovative tools and methods in addressing climate change.	Any Member State	2020 (consideration for two batches)	Environment talists; civil society organisations working on climate change issues, including private companies.	2 Exchange programs held	To be discussed.	
9.	Establish constructive dialogue and partnership with other Working Groups for youth engagement as Blue Economy Leaders.	Collaborate with the Indian Ocean Rim Academic Group as well as the Regional Centre for Science and Technology in identifying higher educational institutes and designing short term innovation programs for the youth from	WGWEE	End of 2018	University Students/ Scientists	Number of students having benefitted from fellowship programmes/ short term programme.	To be discussed	

		diverse and social backgrounds in supporting a new generation of Blue Economy Leaders.						
10.	Develop a framework for responsible tourism and Sustainable Development to advance women's economic empowerment, in collaboration with the Core Group on Tourism and Cultural Exchanges (CGTCE).	Consultative meetings held between the WGWE and the CGTCE to discuss on the strategies and the framework including its set targets.	Any Member State	Mid 2019	Focal Points of both sectors to meet including private sector organisations engaged in the field of tourism.	Framework formulated	Beginning of 2020	

B.	Specific Objective	Using Innovation and Technology in advancing women's economic empowerment						
Serial Number	Objective	Activity	Implementing Organisation/ Country	Time Frame	Target Group	Indicators	Resource Mobilisation	Remarks
1.	Link Science and Technology with Food Security, with particular emphasis on the fisheries industry.	Workshop on Scientific and Technological Innovation for Higher Added Value in Food Production Chain	Any Member State	Mid 2019	Women Entrepreneurs engaged in the field of fish processing; food technologists	<ul style="list-style-type: none"> • Number of participants trained. • Number of project proposals submitted by participants. 	To be discussed.	Collaboration of FAO, Indian Ocean Tuna Commission and other organisations could be sought.

C.	Specific Objective:	Research Based Initiatives for enhancing women's economic empowerment						
Serial Number	Objective	Activity	Implementing Organisation/ Country	Time Frame	Target Group	Indicators	Resource Mobilisation	Remarks
1.	Research on Women and the Blue Economy	Conduct a Research Study on women in the Blue Economy	UK Foreign and Commonwealth Office	August - December 2018	Member States	<ul style="list-style-type: none"> • Outcome report published. • Set of recommendations and strategies identified. 	Funded	Concept Note approved at the CSO Meeting of 30-31 July 2018.
2.	Conduct research on Status of Women in the Indian Ocean Rim Economies	Launch of the IORA/ UN Women Second Publication on the status of women's economic empowerment in the IORA Economies.	IORA Secretariat/ UN Women	December 2019	All IORA Member States	<ul style="list-style-type: none"> • Published and available online. 	Funded	

D.	Specific objective	<i>Networking</i>						
Serial Number	Objective	Activity	Implementing Organisation/ Country	Time Frame	Target Group	Indicators	Resource Mobilisation	Remarks
1.	Adopt the Women Empowerment Principles (WEPs).	Promote the WEPs, including participants of the IORA Women's Business Forum.	Australia, Australian Chamber of Commerce and Industry and UN Women.	October 2019	Private sector companies and Women engaged in business.	Partially funded	Tracking of the number of private sector having adopted the WEP by the Australian Chamber of Commerce and Industry.	
2.	Support women entrepreneurs	(a) Create a database of Angel investors in supporting start-ups women businesses. (b) Organise a forum with Angel Investors in supporting new and young women	Any Member State	End of 2019-Mid 2020	Young women innovators and entrepreneurs	To be discussed	<ul style="list-style-type: none"> • List of Angel Investors established • Number of young women supported by the Angel Investors 	

D.	Specific objective	Networking						
Serial Number	Objective	Activity	Implementing Organisation/ Country	Time Frame	Target Group	Indicators	Resource Mobilisation	Remarks
3.	Recognise outstanding women entrepreneurs	Launching of an IORA Women's Business Success Target Award.	WGWEE	Mid 2020	Women Entrepreneurs from the IORA region.	<ul style="list-style-type: none"> Competitive process to identify successful women entrepreneurs held. Award ceremony organised. 	To be discussed.	
4.	Establish partnerships and business networks.	Organise public – private networking events for women for greater inclusion of women in corporate business, including support to the IORA Women's Business Forum.	USA	To be determined	Proposal still under formulation.	Under formulation.		Concept Note still under formulation as noted at the CSO Meeting of 30-31 July 2018, in Durban.

E.	Specific objective	Resource Mobilisation						
Serial Number	Objective	Activity	Implementing Organisation/ Country	Time Frame	Target Group	Indicators	Resource Mobilisation	Remarks
1.	Mobilise Resources	Build synergies and establish working relationships with donor agencies.	IORA Secretariat and WGWE	End of 2018 and should be ongoing afterwards	-	Agreement/ Memorandum of Understanding developed/signed with Dialogue Partners and other international and regional organisations.		<i>Working relationships to be established with international and regional blocks.</i>

F.	Specific objective	<i>Access to Finance and Market Opportunities</i>						
Serial Number	Objective	Activity	Implementing Organisation/ Country	Time Frame	Target Group	Indicators	Resource Mobilisation	Remarks
1.	Provide access to finance for women start-ups/emerging entrepreneurs	Establish fund for start-ups and emerging entrepreneurs	IORA Secretariat and WGWE	End of 2018 and should be ongoing	IORA Women start-ups and emerging entrepreneur	10,000 Women start-ups and emerging entrepreneurs accessing the fund	Special Fund	Funds to be set-aside/ring-fenced from Special Fund
2.	Provide Rapid Response Bridging finance for women entrepreneurs to access markets	Set-aside rapid Response Bridging finance for women owned entrepreneurs	IORA Secretariat and WGWE	On-going	IORA Women owned entrepreneurs	500 women-owned entrepreneurs accessing bridging finance	Special Fund	Funds to be set-aside/ring-fenced from Special Fund
3a.	Provide access to market opportunities	Establish National, Regional and International e-platforms for market opportunities	IORA Secretariat and WGWE and Member States	On-going	IORA Women entrepreneurs	Number of Women entrepreneurs accessing the platform	ITC and other national and regional platforms	Explore possible ITC engagement
3b.		Develop/facilitate	IORA Secretariat and	On-going	IORA Women	Number of women entrepreneurs	During IORA events/Target	Target IORA/IORA

		information sessions to guide	WGWEЕ and Member States		entrepreneur s	participating at information sessions	ed National Forums	Womens Business Forum
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