

Women in Fisheries Network- Fiji

Strategic Plan 2021 to 2025

*Growing With Audacity-a programme of the possible for steady
growth and impact*



Nama diving in deep water is a cold business

Why the next 5 Years is crucial?

The Reserve Bank of Fiji reports the Fijian economy is forecast to contract by 21.7 percent this year – our largest contraction since the 6.3 percent decline in 1987. The economic situation is setting the population up for greater devastation in the coming years by delaying critical projects, programmes and initiatives that seek to address the drivers of the country’s inherent vulnerabilities and development obstacles – climate change being at the heart of it all.

Government services are likely to not operate at pre-COVID level for a number of years. Life on a daily basis in Fiji therefore, will be extremely challenging, especially for rural communities, especially for women and particularly those already most vulnerable due to the collective impacts of climate change, Covid-19 pandemic, decline in economic activity and the shrinking economy.

How do we meet the challenges?

The organisation’s broad **mandate is women’s rights and environmental /ecological sustainability**. With a platform covering a section of 50% of the population and issues mounting and pressing on fisherwoman and her fishing grounds, in the next five years at least, the impact of the downturn in the economy & from expected increases in natural disasters, the organisation is stepping up boldly with willingness to learn fast and be guided to manage its growth with steadiness, transparency and integrity, to address the challenges of this time.

Strengthening our internal capacity & systems

With the planned expansion in staff numbers and in budget to deliver the five-year Fisherwomen Empowerment & Ecological Systems Health Programme (FEESH) programme, WiFN-Fiji has set out steps to ensure its internal systems are set up so management decisions & actions flow seamlessly. Forms, tools and processes are developed & in place, relevant policies developed, reviewed and updated and that staff are recruited at strategic points during the period to provide target support when need arise. The organisation is seeking service from current auditor to undertake the financial system & management review. A Human Resource (HR) specialist to review the HR aspect of the system is being sought.

Boost fund raising through commitment & plans

WiFN-Fiji has a unique, strong and aspirational platform, women’s rights and environmental/ecological sustainability, which widens opportunities to fundraise in the conservation/natural resource sector as well as in the gender movement sector. WiFN-Fiji is committed to tapping all funding sources in these as well as other sectors.

With a FJD3.6 million (350% increase from the last 5 years) fundraising target, we are moving forward anyway. Given the good relations with current donors, donors reaching out to the organisation, a newly created donor database, the concept development training undertaken, the

training guideline & other tools now available to the team, we are stepping beyond our apprehensions.

Strategic Partnerships

The nature of WiFN-Fiji platform, women's rights & protection of ecological health offers it the unique opportunity of sets of frameworks at different levels for enabling and amplification of its activities & its impacts long term, as well as exit strategies, through existing governance structures, frameworks, plans and champions that the organisation can work with in both the women empowerment & environment conservation sectors. To achieve this, the organisation will address challenges that need to be managed through open communication and appropriate ways for the relationships to work. As such, partner engagement at the outset is key to building long term relationships

Fisherwomen Empowerment Ecological Systems Health (FEESH) Program

The FEESH Programme describes the five-year programme of work the organisation will deliver on the ground during the period 2021-2025 towards achieving its mission. It synchronises past and future WiFN-Fiji activities under a connected programme. The FEESH Programme has a 30-year goal, three priority areas and priority area goals and 13 objectives altogether.

Focussing on biodiversity and ecosystem health to alleviate poverty is a central broad theme for WiFN-Fiji. In Fiji, natural resources are the mainstay of the economy, and with little alternative income and food options, maintaining the health and integrity of the environment is the basis for supporting sustainable fisheries, thereby securing long term food supply, livelihoods and well beings.

Findings from the report on Fiji's Country Gender Assessment (ADB, 2015), showed that rural women have fewer economic opportunities and that women across Fiji are subject to high levels of violence from men. While more young women than men are graduating with tertiary qualifications, women are still a minority in the workforce. To address these challenges, recommendations were made for strategic analysis of women's and men's relative access to, and control of, resources; equitable access to economic opportunities; and improved data collection.

Thirty-year GOAL: By 2030, healthy recovering and resilient ecosystems providing improved food security, livelihoods, and well-being for dependent fisherwomen & their communities are achieved through fishing area management, sustainable trade in inshore fisheries, expanded livelihood source, economic security for self-reliance, and by strong policy advocacy by empowered fisherwomen and their partnerships for social justice.

Priority Area 1: *Fisherwomen forever nurtured by the healthy of fishing area and sustainability of fishery*

GOAL: *Restore and protect coral reefs, mangroves and seagrass beds through management strategies of marine protected areas and sustainable fishing practices in at least 2 fishing areas, and*

at least one province actively supporting food security health, education and economic initiatives of fisherwomen

Women make up 50% of the population of the country. Women are a major user of natural resource, harvesting for food, traditional craft, traditional cloths, dyes, fibres, medicine, beauty products, house hold products, building construction, firewood for the family's subsistence, income source and food security. The *iTaukei* woman holds customary fishing rights legally in her place of origin, linked to her *iqoliqoli* and in marriage outside her place of origin is without this protection. Women of other ethnic groups, like *iTaukei* women marrying outside her fishing area, share this challenge and constraint. Fisherwomen are the overlooked user group in the coastal fishery sector, whose voice is often not heard routinely, yet is the mainstay for family subsistence and wellbeing.

Objective 1.1: *Livelihood & Wellbeing;*

By December 2025, food security and livelihood for fisherwomen through access to at least two markets and savings plans towards future shocks in a climate impacted marine environment and a declining economy is improved.

Objective 1.2: *Fishing Area Management & Integrated Coastal Zone Management Plan (ICZM) review*

By June 2022, women fishers and partners have contributed to sustainable use and protection of the health of coastal ecosystems by participating in the development and review of fishing area management strategies and provincial Integrated Coastal Zone Management Plan (ICZM).

Objective 1.3: *Home/Community-based Education Support*

By December 2023, fisherwomen community children learn informally to enhance skills and capacity to succeed through basic education provision for early education and tutoring services for schoolers and parents trained to support learning during lock down.

Objective 1.4: *Family/Community Health support*

By June 2024, fisherwomen and community health improved through service by trained community nurse, with a support network and basic supplies, connect fisherwomen communities to providers of women's health services and training provided in waste management, nutrition & lifestyle and in self-care for all women in the community

Priority Area 2: *Transformative Research, Policy development and advocacy for change*

GOAL: *By December 2025, WiFN-Fiji credibility as clearing house for information on all aspects of women fishers and fisheries is established and enhanced through providing comprehensive, quality information to members, partners and stakeholders to inform planning, targeted advocacy and the publication of at least 1 article annually in reputable journal/ newsletter*

Western science and local/indigenous knowledge are key for making sound decisions on coastal fisheries resource management. As the major contributors to coastal fisheries, evidence-based data on women's involvement is critical to effect relevant actions for their benefit. Supportive research

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is needed more so now, with the COVID-19 impact on fisherwomen so that food security, wellbeing and livelihoods are maintained. Interpreting supportive research on women in fisheries is useful for advocacy on improved policy and policy implementation for greater gender equality and gender responsive budgeting in all sectors of fisheries, thus benefiting fisherwomen.

Objective 2.1: *Publish recent women in fisheries survey data*

By 2022, data collected in 2021 to be organized by themes and written up for publication and advocacy.

Objective 2.2: *Advocacy Programme initiated*

By December 2022, WiFN-Fiji a 3-year advocacy strategy developed and implemented using available knowledge products

Objective 2.3: *Infrastructure established*

By June 2023, a state-of-the-art database system for all issues related to fisherwomen & fisheries is established, operationalised and maintained by trained personnel.

Objective 2.4: *Information Dissemination*

By 2024, communities are analysing and using data cleared by WiFN-Fiji to make decisions and changes to fishing practices, income generation, livelihood, health and fishing area management practices

Objective 2.5 *Update data collection*

By 2024, wider coverage of women fishers and partners in research through communities on fishing ground status, stability and assessment, as well as impact on issues such as COVID-19, Gender Based Violence, Family planning and human rights on women collectively

Priority Area 3: *Strengthened Organisation and Networks for Transformation by building and strengthening internal capacity & leveraging external partnerships*

GOAL: *Strong recognised, well-connected, accountable, transparent organisation through strengthened governance, policies, procedures and decision making to contribute to established fisherwomen groups and strengthened partnership and membership*

Community based networks are only as strong as the organization that services them. The WiFN-Fiji will implement good governance practices, will build internal capacity of the organisation to provide quality services to its members. The WiFN-Fiji will build community based fisherwomen's groups and network of fisherwomen's groups by area and by product on which they depend for their livelihood. A network that continues to harness the expertise of its members whilst leveraging collaborative partnerships with the public and private sectors for the benefit of fisherwomen and their families.

Objective 3.1: *Organisation strengthening*

By 2022, strengthened governance and decision making mechanisms, adopt improved policies and standard operating procedures for greater accountability and transparency of the organization

Objective 3.2: *Fisherwomen Groups built & strengthened*

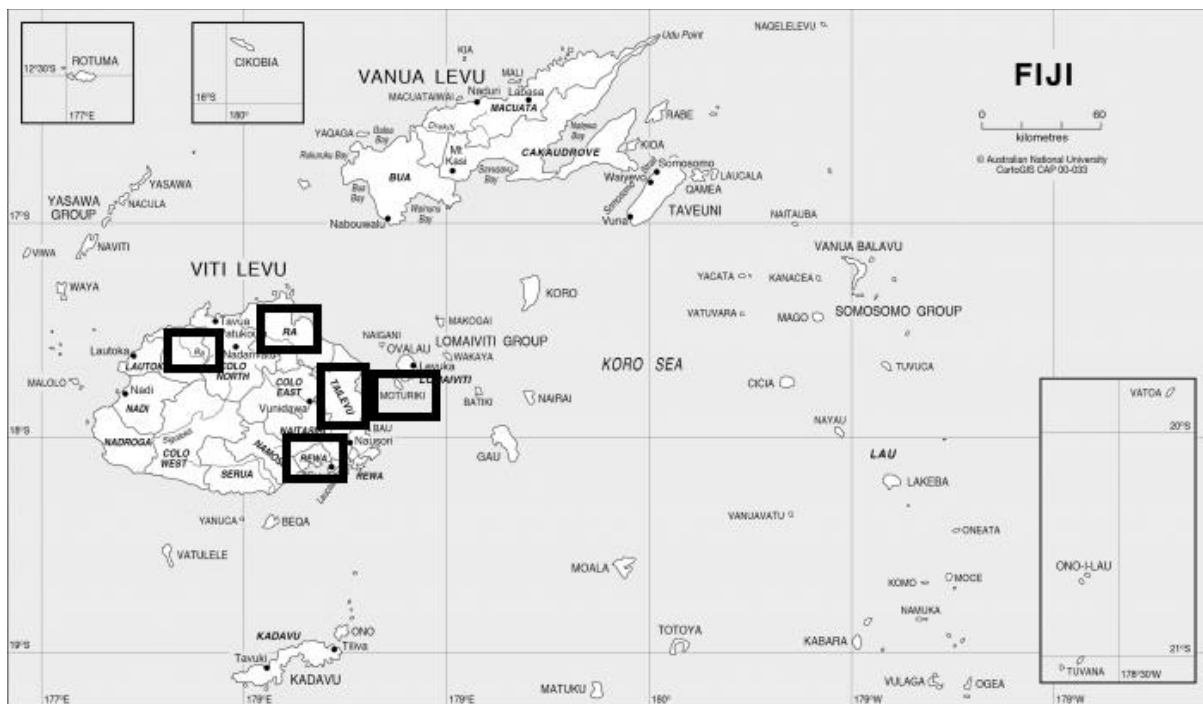
By 2025, forty product-based or area-based fisherwomen's groups will be formed, assisted in their governance and decision-making mechanism and affiliated to the WiFN-Fiji

Objective 3.3: *Private Sector Partnership*

By 2024, at least 3 key partnerships formalised with the public and private sectors in relation to five priority seafood products

Objective 3.4: *Strengthen Membership*

By 2024, to strengthen existing membership base, identifying core skill set and securing key partnerships with at least 2 key conservation organisations



Map of Fiji marking target provinces & island (Rewa, Tailevu, Ra, Ba & Moturiki island)

FEESH Budget Summary by Objectives

FEESH PROGRAMME GOAL: By 2030, healthy recovering and resilient ecosystems providing improved food security, livelihoods, and well-being for dependent fisherwomen & their

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communities are achieved through fishing area management, sustainable trade in inshore fisheries, expanded livelihood source, economic security for self-reliance, and by strong policy advocacy by empowered fisherwomen and their partnerships for social justice.

Priority Area (PA) 1: Fisherwomen forever nurtured by the health of fishing area and sustainability of fishery

PA 1 GOAL: Restore and protect coral reefs, mangroves and seagrass beds through management strategies of marine protected areas and sustainable fishing practices in at least 2 fishing areas, and at least one province actively supporting food security health, education and economic initiatives of fisherwomen

Objective 1.1: <i>Livelihood & Well Being</i>	<i>Total 5 Year Cost (F\$)</i>
	\$671,000.00
Objective 1.2: <i>Fishing Area Management & Integrated Coastal Zone Management Plan (ICZM) review</i>	\$220,000.00
Objective 1.3: <i>Home/ Community-based Education Support</i>	\$250,000.00
Objective 1.4: <i>Family/ Community Health support</i>	\$730,000
Sub-total	\$1,871,000.00

Priority Area 2: Transformative Research, Policy development and advocacy for change

Objective 2.1: <i>Publish recent women in fisheries survey data</i>	\$9,300.00
Objective 2.2: <i>Advocacy Programme initiated</i>	\$140,050.00
Objective 2.3: <i>Infrastructure established</i>	\$67,150.00
Objective 2.4: <i>Information Dissemination</i>	\$53,000.000
Objective 2.5: <i>Update data collection</i>	\$118,500.00
Sub-total	\$388,000.00

Priority Area 3: Strengthened Organisation and Networks for Transformation by building and strengthening internal capacity & leveraging external partnerships

PA 3 GOAL: Strong recognised, well-connected, accountable, transparent organisation through strengthened governance, policies, procedure and decision making to contribute to established Fisherwomen groups and strengthened partnership and membership

Objective 3.1: <i>Organisation strengthening</i>	\$925,500.00
Objective 3.2: <i>Fisherwomen Groups built & strengthened</i>	\$238,000.00
Objective 3.3: <i>Private Sector Partnership</i>	\$48,000.00
Objective 3.4: <i>Strengthen Membership.</i>	\$142,000.00
Sub-total	\$1,353,500.00
Grand Total	\$3,612,500.00

Selection of photos from the field & COVID 19 activities



Loss of fish/produce sales during COVID-19 cause hardship for fisherwomen. Women of Tailevu province queue at the registration centre Ratu Cakobau House carpark in Nausori for interim support



Information gathering in the village



Amele Senikula – Baileu Bridge (COVID-19 Market Survey)

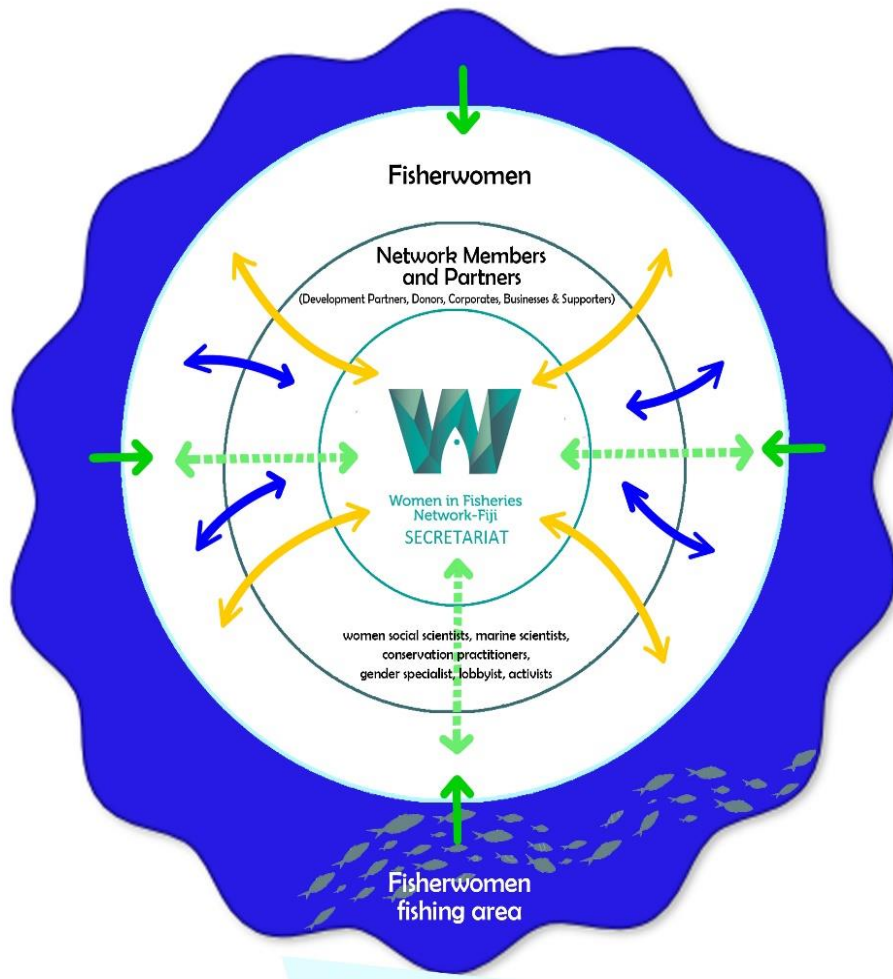


WiFN-Fiji stakeholder consultation on a data and engagement strategy

Representation of WiFN-Fiji Membership Relationship

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WiFN-Fiji Secretariat, Membership, Partners, Fisherwomen
to Coastal, Inshore Marine Areas - Fisherwomen Fishing Area



KEY

- █ The solid orange line indicate the good relationship WiFN – Fiji aspire to have created with the fisherwomen in their fishing area through members and partners.
- █ The green dotted line represent the current weak relationship between the Secretariat & Fisherwomen in their fishing area through members and partners.
- █ The green solid line from fishing area to fisherwomen represent the sourcing of food security & livelihood relationship between fisherwomen & her fishing area.
- █ The blue solid line from 2nd circle to first circle represent the strong relationship WiFN – Fiji aspire to have created between its members and the fisherwomen in their fishing area.

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WiFN – Fiji Vision

Women socio-economically empowered, recognised and valued to participate in all aspects of sustainable fisheries

WiFN-Fiji Mission

To build networks and partnerships to inform women about all aspects of sustainable fisheries in Fiji, strengthen their socio – economic security and livelihood, increase their meaningful participation in decision making and fisheries management.

Operating Principles

- **Empowerment** of women to achieve economic and social justice
- **Inclusivity** of women, men and their families in fisheries and the WiFN -Fiji
- **Trustworthiness** we are trusted by our members and partners
- **Non-Political** we not aligned to any political party or group
- **Environmental sustainability** is core in everything we do
- **Integrity** We expect high levels of integrity from our members, staff and those who work with us
- **Accountability** to our members, community and donors
- **Commitment** to women in fisheries, our members, our members, our stakeholders and the environment and
- **Transparency** we operate and conduct our activities in an open manner

Executive Board

Executive Board Chair: Cherrie Morris

Members: Ms. Chinnamma Reddy, Ms. Kristyn Lobendahn, Ms. Cema Bolabola,

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