



# Regional Learning Forum on Women's Economic Empowerment

Participants program

27–30 May 2019

Japan ICT Theatre, University of the South Pacific, Suva, Fiji

## Welcome to the Pacific Women Shaping Pacific Development (*Pacific Women*) Regional Learning Forum on Women's Economic Empowerment (WEE)!

Over the next three days together, we aim to:

- contribute to and build Pacific understanding and knowledge of women's economic empowerment and approaches;
- build on regional research, practitioner expertise and the experiences of women in the region to adapt and improve the Pacific Women approach to WEE;
- strengthen relationships between development partners working on WEE and catalyse increased communication and more coordinated action.

With you, we are looking forward to:

- considering the evidence and context in the Pacific Islands region, including research, statistics and other evidence about social norms and women's economic empowerment;
- sharing approaches, programs, activities, experiences, practices and lessons learned from different parts of the Pacific Islands region;
- discussing ways to build on and improve approaches to and recognition of WEE in the Pacific Islands region.

Follow the updates on <https://www.facebook.com/PacificWomenProgram/>

Use the hashtags: #PacificWomen #PacificWEE

If you have any issues, do let any of us on the *Pacific Women* Support Unit team know!

Regarding logistics, contact:

Mere Tuivuniwai, *Pacific Women* Support Unit Event Coordinator

[mere.tuivuniwai@pacificwomen.org.fj](mailto:mere.tuivuniwai@pacificwomen.org.fj) | Phone +679 331 4098 | Mobile +679 8735904

Regarding accommodation, contact:

Kim Beddoes, Party & Events Managing Director

[kim@partyevents.com.fj](mailto:kim@partyevents.com.fj) | +679 9908750

Regarding speakers, contact:

Tara Chetty, *Pacific Women* Support Unit Gender Adviser

[tara.chetty@pacificwomen.org.fj](mailto:tara.chetty@pacificwomen.org.fj) | Phone +679 331 4098 | Mobile +679 9268342

## Pacific Women Regional Learning Forum on Women's Economic Empowerment: full program

5.30–7.30pm	<b>Monday, 27 May 2019: Welcome cocktail</b> <ul style="list-style-type: none"> <li>▪ Video: Welcome by <b>Her Excellency Hilda Heine</b>, President of the Republic of the Marshall Islands</li> <li>▪ Opening remarks by <b>Professor Pal Ahluwalia</b>, University of the South Pacific Vice-Chancellor</li> <li>▪ Marketplace for women entrepreneurs to sell their products</li> <li>▪ Registration, refreshments and networking</li> </ul>									
	<b>Tuesday 28 May 2019: Day One</b>			<b>Wednesday 29 May 2019: Day Two</b>			<b>Thursday 30 May 2019: Day Three</b>			
	Social norms and women's economic empowerment			Ensuring women's economic empowerment interventions and research are inclusive of all women			Changes in enabling environments and institutions to support genuine women's economic empowerment			
8–8.30am	Registration									
9–10.30am	<b>Session 1:</b> Welcoming address by <b>Anna Dorney</b> , Australia's Deputy High Commissioner to Fiji Screening of 7-minute video Keynote by <b>Dr Vijaya Nagarajan</b> , Macquarie University, Sydney <i>Talanoa</i>			<b>Session 5:</b> Keynote by <b>Dr Yvonne Underhill-Sem</b> , University of Auckland <i>Talanoa</i>			<b>Session 9:</b> Keynote by <b>Adimaimalaga Tafuna'i</b> , Women in Business Development Inc, Samoa <i>Talanoa</i>			
10.30–11am	Morning Tea									
11–12.30pm	<b>Session 2</b>			<b>Session 6</b>			<b>Session 10</b>			
	Panel 2A	Panel 2B	Panel 2C	Panel 6A	Panel 6B	Panel 6C	Panel 10A	Panel 10B	Panel 10C	Panel 10D
12.30–1.30pm	Lunch									
	<b>Session 3</b>			<b>Session 7</b>			<b>Session 11:</b>			
	Panel 3A	Panel 3B	Panel 3C	Skills-building session 7A	Panel 7B	Panel 7C	Closing Plenary Reflection from three keynote speakers and three selected participants on the outcomes of the Forum, centred on: <i>research, policy and practice</i> Closing address: <b>Leituala Kuiniselani Toelupe Tago-Elisara</b> , Director, Social Development Programme, Pacific Community			
3–3.30pm	Afternoon tea						End: Closing refreshments			
3.30–4.30pm	<b>Session 4:</b> Interactive end of day reflections			<b>Session 8:</b> Interactive end of day reflections						
4.30pm	End									
5–7.30pm				<b>Cocktail event:</b> Launch of UN Women Markets for Change video						

## Keynote speaker bios

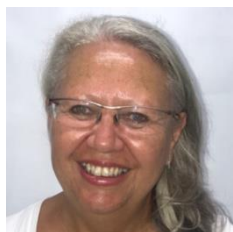
### Day one: Dr Vijaya Nagarajan



Dr Vijaya Nagarajan is a Professor in the Law School at Macquarie University. She teaches corporate governance and sustainable financing and supervises doctoral students on gender and law. She has a background in Law and Economics and was able to use these disciplines in her doctorate dissertation that examined how public benefit can have a place in competition policy. She has authored several books and articles including *Women and Business in the Pacific* (ADB, 2018), a chapter titled 'Gender Equality in International Law and Constitutions: Mediating Universal Norms and Local

Differences' (2016) and another chapter titled 'The Community Company as a vehicle for corporate governance in Solomon Islands: hopes, challenges and possibilities' (forthcoming). She is a consultant with the Pacific Private Sector Development Initiative of the Asian Development Bank and is based in Sydney.

### Day two: Dr Yvonne Underhill-Sem



Associate Professor Yvonne Te Ruki Rangi o Tangaroa Underhill-Sem is a Cook Island Niuean New Zealander with close family ties to Papua New Guinea. She teaches development studies at the University of Auckland with a particular focus on gender and development. She is a feminist human geographer who has published on maternities, mobilities and markets in Pacific development. She is co-chair of the *Pacific Women* Advisory Group on Research and lead author of *Gender Research in the Pacific 1994-2014: Beginnings*.

### Day three: Adimaimalaga Tafuna'i



Ms Adimaimalaga Tafuna'i is an entrepreneur from Samoa. She is co-founder and executive director of Women in Business Development Inc, which works to economically empower rural families through organic agriculture in Samoa. She is a mentor on the US based Vital Voices/Ann Taylor Program and the Vital Voices/Bank of America Global Ambassador Program for emerging women leaders and sits on the Global Agenda Council for New Growth Models for the World Economic Forum. She was involved in bringing organic virgin coconut oil pressing to Samoa in 1995 and negotiated a fair trade contract with

The Body Shop in 2007. She was instrumental in reviving Samoa's fine-mat weaving and transforming it into an income-generating activity. Regionally, she was one of the initiators of the Pacific Organic and Ethical Trade community and has assisted other Pacific organisations to become organically certified and negotiated their inclusion into world markets.

# Day one: Social norms and women's economic empowerment (WEE)

Tuesday 28 May 2019

8–9am	Registration					
9–10.30am	<p><b>Session 1</b></p> <p>Welcoming address by <b>Anna Dorney</b>, Australia's Deputy High Commissioner to Fiji</p> <p>Screening of 7-minute <i>Pacific Women</i> video</p> <p><b>Keynote speaker: Dr Vijaya Nagarajan</b>, Macquarie University, Sydney</p> <p><b>Talanoa</b> moderated by Michelle Reddy, Fiji Women's Fund</p>					
10.30–11am	Morning Tea					
11–12.30pm	<p><b>Session 2</b></p> <table border="1"> <tr> <td> <p><b>Panel 2A:</b></p> <p><i>Yes, she can:</i> Changing social norms to support entrepreneurs</p> </td> <td> <p><b>Panel 2B:</b></p> <p><i>Unpacking power:</i> What is a feminist approach to WEE?</p> </td> <td> <p><b>Panel 2C:</b></p> <p><i>Weaving our way:</i> Working with culture to achieve WEE.</p> </td> </tr> </table>			<p><b>Panel 2A:</b></p> <p><i>Yes, she can:</i> Changing social norms to support entrepreneurs</p>	<p><b>Panel 2B:</b></p> <p><i>Unpacking power:</i> What is a feminist approach to WEE?</p>	<p><b>Panel 2C:</b></p> <p><i>Weaving our way:</i> Working with culture to achieve WEE.</p>
<p><b>Panel 2A:</b></p> <p><i>Yes, she can:</i> Changing social norms to support entrepreneurs</p>	<p><b>Panel 2B:</b></p> <p><i>Unpacking power:</i> What is a feminist approach to WEE?</p>	<p><b>Panel 2C:</b></p> <p><i>Weaving our way:</i> Working with culture to achieve WEE.</p>				
12.30–1.30pm	Lunch					
1.30–3pm	<p><b>Session 3</b></p> <table border="1"> <tr> <td> <p><b>Panel 3A:</b></p> <p><i>Women in the world of work:</i> Supporting positive social norms change in employment and entrepreneurship</p> </td> <td> <p><b>Panel 3B:</b></p> <p><i>Family first:</i> WEE through family financial management training</p> </td> <td> <p><b>Panel 3C:</b></p> <p><i>Disturbing social norms:</i> WEE, violence against women and the 'do no harm' principle.</p> </td> </tr> </table>			<p><b>Panel 3A:</b></p> <p><i>Women in the world of work:</i> Supporting positive social norms change in employment and entrepreneurship</p>	<p><b>Panel 3B:</b></p> <p><i>Family first:</i> WEE through family financial management training</p>	<p><b>Panel 3C:</b></p> <p><i>Disturbing social norms:</i> WEE, violence against women and the 'do no harm' principle.</p>
<p><b>Panel 3A:</b></p> <p><i>Women in the world of work:</i> Supporting positive social norms change in employment and entrepreneurship</p>	<p><b>Panel 3B:</b></p> <p><i>Family first:</i> WEE through family financial management training</p>	<p><b>Panel 3C:</b></p> <p><i>Disturbing social norms:</i> WEE, violence against women and the 'do no harm' principle.</p>				
3–3.30pm	Afternoon Tea					
3.30–4.30pm	<p><b>Session 4</b></p> <p>Interactive end of day reflections</p>					

## Day one: Session 2

### Panel 2A: *Yes, she can: Changing social norms to support entrepreneurs*

The panel will explore how innovative gender responsive approaches to WEE can contribute to changing discriminatory social and institutional norms. Panellists will share experiences about working at various levels, and in different Pacific contexts, to develop gender responsive business modalities that can expand economic and decision making opportunities for women.

- Alexia Hilbertidou, Girl Boss NZ
- Adimaimalaga Tafuna'i, Women in Business Development Inc, Samoa
- Elizabeth Larson, Pacific Financial Inclusion Programme

### Panel 2B: *Unpacking power: What is a feminist approach to WEE?*

This panel will examine women's economic empowerment from a feminist perspective and explore what approaches and methodologies can best support feminist outcomes in the context of Pacific realities.

- Noelene Nabulivou, DIVA for Equality
- Nalini Singh, Fiji Women's Rights Movement
- Maureen Penjueli, Pacific Network on Globalisation

### Panel 2C: *Weaving our way: Working with culture to achieve WEE*

This panel will explore how changes in women's engagement in economic activities are linked to: changes in perceptions about women's roles; how they are valued as community members; and the extent to which they are able to engage more equitably in different types of decision making at household and community level.

- Dr. Alice Pollard, Solomon Islands Savings Club
- Grace Hilly, Strongim Bisnis, Vanuatu
- Adimaibole Waqainabete, Market Development Facility

## Day one: Session 3

### Panel 3A: *Women in the world of work: Supporting positive social norms change in employment and entrepreneurship*

How can academic, development and private sector interventions expand and diversify the vision of 'what women can be and do in the world of work'? What barriers exist and what supports do women and their families need to optimise women's engagement and independence in the world of work.

- Tanya Caufield, Pacific Labour Facility
- Sandy O'Brien, Australia Pacific Training Coalition
- Jill Makikon, Oxfam Vanuatu

### Panel 3B: *Family first: WEE through family financial management training*

This panel will examine the family financial management approach used by CARE Vanuatu and CARE PNG to create changes in social norms and the Women in Business Development Inc approach used in Samoa. The panel will discuss stories of change and how working through families can covertly change gender power relations.

- Mala Johnson, CARE Vanuatu
- Sharon Adler, CARE Vanuatu
- Maureen Patia, CARE PNG
- Adimaimalaga Tafuna'i, Women in Business Development Inc, Samoa

### Panel 3C: *Disturbing social norms: WEE, violence against women (VAW) and the 'do no harm' principle.*

This panel will examine research and community-based findings and experiences about the intersections between VAW and WEE. The panel will discuss strategies for success and the importance of integrating 'do not harm' objectives into WEE initiatives.

- Preeya Ieli, UN Women
- Jean Jano, Justice Services and Stability for Development (JSS4D)
- Ofa-ki-Levuka Guttenbeil Likiliki, Women and Children's Crisis Centre Tonga
- Lily Be'Soer, Voice for Change

## Day two: Ensuring interventions and research are inclusive of all women

Wednesday 29 May 2019

8–9am	Registration		
9–10.30am	<b>Session 5</b> Keynote speaker: <b>Dr Yvonne Underhill-Sem</b> , University of Auckland Talanoa moderated by Raijeli Nicole, Oxfam Pacific		
10.30–11am	Morning Tea		
11–12.30pm	<b>Session 6</b>		
	<b>Panel 6A:</b> Promising practices from the field	<b>Panel 6B:</b> Alternative approaches to inclusion	<b>Panel 6C:</b> <i>Getting un-stuck</i> : WEE programming in systems of structural inequality
12.30–1.30pm	Lunch		
1.30–3pm	<b>Session 7</b>		
	<b>Skills-building session 7A:</b> Gender in Melanesia Resource Kit	<b>Panel 7B:</b> <i>Making it count</i> : Monitoring and evaluation and data collection for WEE	<b>Panel 7C:</b> <i>The e-way</i> : Can technological change drive women's economic empowerment?
3–3.30pm	Afternoon Tea		
3.30–4.30pm	<b>Session 8</b> Interactive end of day reflections		
5–7.30pm	<b>Cocktail event</b> Launch of UN Women Markets for Change video		



## Day two: Session 6

### Panel 6A: Promising practices from the field

The panel will present experiences from three organisations working to support WEE in rural and remote areas of Fiji. The panel will clarify organisational ways of working and how they strive to promote women's economic capabilities and balance the interplay between communal norms and individual benefit.

- Rachna Kumari and Ilisapeci Ranitu, Talanoa Treks
- Janet Lotawa, Rise Beyond the Reef
- Alparti Josephine, Ra Naari Parishad

### Panel 6B: Alternative approaches to inclusion

The panel will explore what inclusive WEE looks like from different perspectives. Panellists will explore the importance of: learning from successes and failures; working with and around cultures and social norms; and thinking outside the box to make women's economic empowerment initiatives more inclusive of all women.

- May Garae, Vanuatu Skills Partnership
- Millicent Barty, Young Entrepreneurs Council of Solomon Islands
- Savina Nongebatu, Pacific Disability Forum
- Lily Kumkee, Nei Mom Uprising

### Panel 6C: *Getting un-stuck*: WEE programming in systems of structural inequality

The panel will focus on structural systems of inequality and how they impact the economic empowerment of Pacific women. Panellists will consider examples of unequal gender relations, the structural systems that perpetuate them, and explore how gendered power relations are changing over time.

- Elyse McInerney, International Women's Development Agency
- Lily Be'Soer, Voice for Change
- Dorothy Aian, Wide Bay Conservancy
- Elizabeth Tongue, Wide Bay Conservancy

## Day two: Session 7

### Skills-building session 7A: Gender in Melanesia toolkit

This skills-building session will share how to use the recently updated Gender in Melanesia Communities Resource Kit developed by the International Women's Development Agency. The session will examine and test some of the participatory tools designed to start conversations about gender relations and economic development in rural and urban areas.

Facilitator: Elyse McInerney, International Women's Development Agency

### Panel 7B: *Making it count: Monitoring and evaluation and data collection for WEE*

The panel will look at how good data is critical to track progress in promoting gender equality, designing interventions to address gender-based constraints and evaluate their impact. Panellists will discuss tools and frameworks that are being used with success in Pacific development initiatives.

- Ajla Vilogorac, Market Development Facility
- Farida Flemming, *Pacific Women* & Fiji Women's Fund M&E Adviser
- Kim Robertson, Pacific Community (SPC)

### Panel 7C: *The e-way: Can technological change drive women's economic empowerment?*

This panel will explore how the definition and conceptualisation of WEE is expanding through the use of new technologies including social media and mobile money. Panellists will share practical experiences and discuss how technological change can support women to drive their own economic empowerment approaches.

- Miel Sequeira-Holm, Palau
- Millicent Barty, Young Entrepreneurs Council of Solomon Islands
- Bram Peters, Pacific Financial Inclusion Programme

## Day three: Changes in enabling environments and institutions to support genuine women's economic empowerment (WEE)

Thursday 30 May 2019

8–9am	Registration			
9–10.30am	<p><b>Session 9</b></p> <p>Keynote speaker: <b>Adimaimalaga Tafuna'i</b>, Women in Business Development Inc, Samoa</p> <p>Talanoa moderated by Sandra Bernklau, UN Women</p>			
10.30–11am	Morning Tea			
11–12.30pm	<b>Session 10</b>			
	<p><b>Panel 10A:</b></p> <p><i>Making the business case:</i> The changing private sector environment for gender equality</p>	<p><b>Panel 10B:</b></p> <p>Gender and value chains</p>	<p><b>Panel 10C:</b></p> <p><i>Markets for Change:</i> Supporting women in the informal environment</p>	<p><b>Panel 10D:</b></p> <p><i>Sea-change:</i> Creating an enabling environment to economically empower women in fisheries</p>
12.30–1.30pm	Lunch			
1.30–3pm	<p><b>Session 11: Closing</b></p> <p>Reflection from keynote speakers and selected participants on the outcomes of the forum: research, policy and practice</p> <p>Closing address: <b>Leituala Kuiniselani Toelupe Tago-Elisara</b>, Director, Social Development Programme, Pacific Community</p>			
3–3.30pm	Closing refreshments			

## Day three: Session 10

### Panel 10A: *Making the business case: The changing private sector environment for gender equality*

How is the private sector integrating new policy approaches, strategies and practices that benefit business effectiveness and profitability and the advancement of gender equality?

- Lilika Fusimalohi, International Finance Corporation
- Bram Peters, Pacific Financial Inclusion Programme
- Eseta Nadakuitavuki, Pacific Islands Private Sector Organisation & Women Entrepreneurs and Business Council

### Panel 10B: *Gender and value chains*

This panel will share experiences, emerging good practice and constraints to involving women more effectively in Pacific value chains in different sectors.

- Victoria Carter, Pacific Horticultural and Agricultural Market Access Program (PHAMA)
- Jane Sloane, Asia Foundation
- Karen Mapusua, Pacific Community (SPC)

### Panel 10C: *Markets for Change: Supporting women in the informal economy*

What does it mean to support women in the informal economy and how can different types of support benefit women in other areas of their lives?

Panellists will discuss direct and indirect support mechanisms and how working with multiple partners can create more sustainable change.

- Leisavi Daisy Kenneth, Silae Vanua Market Vendors Association
- Joy Janet Ramo, Auki Market Vendors Association
- Mareta Tagivakatini, Labasa Market Vendors Association
- Jitendra Singh, Market Manager, Nausori Town Council

### Panel 10D: *Sea-change: Creating an enabling environment to economically empower women in fisheries*

Panellists bring a wealth of experience in building an enabling environment for women in Pacific fisheries. They will explore what needs to change to advance women's economic empowerment.

- Sangeeta Mangubhai, Wildlife Conservation Society
- Margaret Batalofo, Worldfish Solomon Islands
- Dr Alice Pollard, Solomon Islands Savings Club
- Aliti Vunisea, Consultant

