



**INDIAN OCEAN RIM ASSOCIATION GENDER PLEDGE
INTERNATIONAL WOMEN'S DAY 2022
8 MARCH 2022**

We, the Ministers of the Member States of the Indian Ocean Rim Association (IORA): Commonwealth of Australia, People's Republic of Bangladesh, Union of Comoros, French Republic on account of Reunion (henceforth France/Reunion), Republic of India, Republic of Indonesia, Islamic Republic of Iran, Republic of Kenya, Republic of Madagascar, Malaysia, Republic of Maldives, Republic of Mauritius, Republic of Mozambique, Sultanate of Oman, Republic of Seychelles, Republic of Singapore, Federal Republic of Somalia, Republic of South Africa, Democratic Socialist Republic of Sri Lanka, United Republic of Tanzania, Kingdom of Thailand, United Arab Emirates and Republic of Yemen, on the occasion of the International Women's Day 2022:

Restate the shared commitment to Goal 5 of the 2030 Agenda for Sustainable Development: achieve gender equality and empower all women and girls;

Recognise that women's full, equal and meaningful participation in decision-making is crucial to achieve the first objective in the IORA Charter: to promote the sustained growth and balanced development of the region and of the Member States, and to create common ground for regional economic co-operation;

Reaffirm past IORA statements on women's economic empowerment, including *Mahé Consensus on Gender Equality and Women's Economic Empowerment* adopted on 24-25 August 2015, *Declaration on Gender Equality and Women's Economic Empowerment* adopted on 27 October 2016, and *Balaclava Declaration on Women's Economic Empowerment and Gender Equality as a Pre-Requirement for Sustainable Development* adopted on 28-29 August 2018;

Reaffirm the women's economic empowerment elements in the *Jakarta Concord* adopted at the IORA Leaders' Summit on 7 March 2017;

Recognise women's economic empowerment is a cross-cutting issue of IORA;

Welcome the continued cooperation in IORA's Working Group on Women's Economic Empowerment;

Recognise that international practice for gender equality is to seek 40:40:20 women to men ratio, comprising at least 40 per cent women, 40 per cent men with 20 per cent being either women or men.

Pledge to make best efforts to:

1. achieve and maintain an average of 40:40:20 women to men attendance ratio across all IORA meetings, activities and events by 2030;
2. achieve and maintain an annual average of 40:40:20 women to men ratio of speakers or Head of Delegation in IORA meetings, activities and events by 2030;
3. achieve and maintain a 40:40:20 women to men ratio across the management positions at the IORA Secretariat by 2030;

Welcome the IORA Secretariat's commitment to preparing annual reports against pledges 1-3 from 2022, and providing the necessary support to assist with achieving the pledges.