The Pacific Association of Women Judicial Officers (PAWJO) Strategy 2026-2029

Vision: Gender competent and balanced judiciaries providing accessible and reliable justice services that are responsive to the needs of diverse Pacific communities

GOAL 1



Promote culturally competent and gender-responsive judicial leadership across Pacific judiciaries:

Adopt and deliver gender competence and awareness professional development activities that also recognise and incorporate Pacific cultural values, languages, and indigenous perspectives for all members of judiciaries and judicial appointment bodies

Keep an active watch of gender balance trends across all levels of courts in Pacific judiciaries and maintain gender-disaggregated data of judiciary composition

Monitor and support equitable representation across all Pacific jurisdictions, including small island states and community-level courts

Raise awareness and share good practices from around the region to address gender bias in judicial decision making across all levels of Pacific courts

GOAL 2



Strengthen inclusive, supportive, and empowering environments within judiciaries to enable women judicial officers across all levels and sizes of Pacific courts to thrive and advance by:

Providing or facilitating opportunities for professional development, mentoring and collaboration between women judicial officers

Supporting holistic wellbeing initiatives that recognise cultural, spiritual, family, & community responsibilities of Pacific women judicial officers & support workload management & safe workplaces

Developing and sustaining advancement pipelines for women at all levels and stages of their judicial careers

Supporting targeted gender support networks for women judicial officers working in community-level courts and small island jurisdictions

GOAL 3



Promote and support Court leaderships to increase access to and coherence of justice for remote communities and vulnerable social groups in Pacific societies by:

Expanding the reach and accessibility of court services to remote communities including through court outreach efforts and flexible, innovative and community-based processes

Increasing the responsiveness of court services to diverse community needs including for women, children,people with disabilities and elderly people

Encourage collaboration with traditional, village, church, and community leaders where appropriate to strengthen justice awareness, accessibility and coherence

Promote culturally safe and community-responsive justice services that recognise Pacific customs and local realities

GOAL 4



Promote the diverse voices of women judicial officers and support networking and two-way knowledge exchange between all levels of courts, including smaller jurisdictions and in regional and international platforms by:

Ensuring equitable representation of all Pacific regions and smaller island jurisdictions in regional and international platforms

Promoting the sharing of indigenous Pacific judicial knowledge, experiences, and culturally grounded justice approaches

Disseminating knowledge and approaches for advancing the rule of law, access to justice and respect for Pacific diversity with the wider PAWJO membership and with Pacific judiciaries

GOAL 5



Ensure the long-term sustainability of PAWJO as a resilient and effective regional association by:

Strengthening governance, management, and operational systems

Securing diversified and sustainable support to underpin PAWJO's core functions and priorities

Fostering active, engaged, and representative membership, including tailored support for small island jurisdictions, including building future judicial leadership pathways and recognising the important roles played by lay judiciaries across the region

Supporting leadership development and succession to sustain institutional knowledge

Strengthening strategic partnerships and regional visibility, including those needed to sustain participation of remote and smaller island members in PAWJO initiatives and activities

Mission: Empowering and supporting women to thrive in their roles as judicial officers and contribute to culturally responsive, inclusive, and excellent Pacific judiciaries that reflect the values, diversity, and realities of Pacific communities