



## Terms of Reference

### PREAMBLE

At the first meeting of the INTERPOL Fisheries Crime Working Group (FCWG) Board held in Lyon, France, on 2-3 November 2017, it was agreed to create a new project on the establishment of a Network for Women in Fisheries Crime Law Enforcement, the LE Femmes network (LE: 'law enforcement'), hereinafter 'the network'.

On 23 April 2018, the FCWG Board met with representatives of the INTERPOL General Secretariat, the North Atlantic Fisheries Intelligence Group, the PescaDOLUS network, the United Nations Development Programme and the United Nations Office on Drugs and Crime to provide advice on the establishment of the network.

On 17 October 2018, the participants of the first general meeting of the network met in Copenhagen, Denmark, and agreed on a Terms of Reference as follows:--

#### 1. Vision and missions

The network will enhance women's role in fisheries crime law enforcement and ensure that this emerging field is conscious of the gender perspectives, with a particular focus on the issues facing women in developing countries.

#### 2. Objectives

The objectives of the network are to provide a platform for:

- a) Assessing women in fisheries crime law enforcement's needs.
- b) Mentoring women in fisheries crime law enforcement.
- c) Building capacity of women in fisheries crime law enforcement.
- d) Raising awareness of gender in fisheries crime law enforcement.
- e) Promoting and facilitating female researchers and professional development.
- f) Enhancing the recruitment and retaining women in employment.
- g) Build partnerships to coordinate and cooperate with organisations with similar aims and objectives.

#### 3. Composition of the network

Membership of the network is opened to experts and professionals working in the area of fisheries crime law enforcement upon application to or invitation of the Board. Members should support the vision and objectives of the network.

Membership of the network does not make the member an employee of the network, but offers is a professional affiliation based on the individual's expertise. Members do not represent an organisational affiliation, but join in their personal capacities. Members cannot speak on behalf of the network or its affiliated organisations.

There are no fees or specific obligations associated with membership.

Members shall aim to meet annually (hereinafter 'the general meeting').

#### **4. Board**

The network shall be governed by a Board consisting of, at least, a Chair, a Deputy Chair, a Secretary and two Executive Members. The members of the Board shall be elected by the network members present and voting at the general meeting of the network and shall hold their office for two years. Members of the network should strive to elect a geographically representative Board. Candidates with the most votes are elected to the Board.

The Board shall draft the strategy, the work plan and the budget of the network, as well as facilitate network activities, set the agenda and invite members to meetings. The Chair has the overall responsibility for the activities of the Board and shall chair the network's meetings. The Deputy Chair shall assist the Chair and act as Chair if the Chair is unable to do so. The Secretary shall support the Board and carry out administrative support functions, including keeping a database of members.

The Board may, subject to resources becoming available, establish a secretariat to support the network.

#### **5. Finances**

The network is not for profit. The Board and the members shall carry out their duties and take part in activities without compensation unless otherwise is agreed and possible.

#### **6. Amendment procedure**

This Terms of Reference may be amended upon the agreement of two thirds of members present and voting at the general meeting.

\* \* \*