



ANNUAL PROGRESS REPORT

JANUARY - DECEMBER



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Cover Image

The Fiji Women's Fund is proud to be a partner in our grantees respective journeys to bring about transformative changes for women and girls in Fiji.

Published in February 2019

Every effort was taken to ensure information included in this publication was correct at the time of printing.

Preferred citation: Fiji Women's Fund Annual Progress Report: January-December 2018

Photos: Rob Rickman/Fiji Women's Fund unless otherwise stated

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Fiji Women's Fund is supported by the Australian Government and implemented by Cardno
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This publication has been funded by the Australian Government through its Department of Foreign Affairs and Trade. The views expressed in this publication are the author's alone and do not necessarily reflect the views of the Australian Government.





A member of the Naitasiri Women in Dairy Group.

FIJI WOMEN'S FUND



Supporting women's groups, organisations and networks
in Fiji to expand and enhance their work on women's
empowerment and gender equality.

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Rise Beyond the Reef's paper bead jewellery crafted by the women of Namarai Village in Fiji.

Acronyms

ADRA	Adventist Development Relief Agency Fiji	FWF	Fiji Women's Fund
ANZ	Australia and New Zealand Banking Group Limited	FWRM	Fiji Women's Rights Movement
AUD	Australian Dollar	GBV	Gender Based Violence
AWED	Aging with Empowerment and Dignity	GESI	Gender Equality and Social Inclusion
CAs	Community Activists	GWF	Graduate Women (Fiji)
CD	Capacity Development	HoS	House of Sarah
CSO	Civil Society Organisation	LGBTQI	Lesbian, Gay, Bisexual, Transgender, Questioning, and Intersex
DFAT	Australia's Department of Foreign Affairs and Trade	LRI	LäjeRotuma Initiative
DRR	Disaster Risk Reduction	M&E	Monitoring and Evaluation
DWG	Delailasakau Women's Group	MEL	Monitoring, Evaluation and Learning
EOI	Expression of Interest	MOP	Maritime Outreach Program
EVAW	Eliminating Violence Against Women	MSP	Medical Services Pacific
FAD	Fiji Association of the Deaf	NWDG	Naitasiri Women in Dairy Group
FDPF	Fiji Disabled People's Federation	PCDF	Partners in Community Development Fiji
FGGA	Fiji Girl Guides Association	PSA	Psychiatric Survivors Association
FJD	Fijian Dollar	PNG	Papua New Guinea
FM	Financial Management	PSGDN	Pacific Sexual and Gender Diversity Network
FTUC- Women's Wing	Fiji Trades Union Congress - Women's Wing	PVAWFFS	Preventing Violence Against Women in Fiji's Faith Settings



Delailasakau Women's Group member working in her backyard organic vegetable garden.

RBTR	Rise Beyond the Reef	UAF A&P	Urgent Action Fund Asia and Pacific
RFHAF	Reproductive and Family Health Association of Fiji	UBPF	United Blind Persons of Fiji
RMI	Republic of Marshall Islands	USD	United States Dollar
RNP	Ra Naari Parishad	VAW	Violence Against Women
SAN	Survival Advocacy Network	VCAT	Values Clarification, Attitude and Transformation
SIA	Spinal Injuries Association	WCC	Women's Coalitions for Change
SLIAF	Sign Language Interpreters Association Fiji	WEBC	Women Entrepreneurs and Business Council
SOGIESC	Sexual Orientation, Gender Identity and Expression, and Sex Characteristics	WEE	Women's Economic Empowerment
SRH	Sexual and Reproductive Health	WiFN-Fiji	Women in Fisheries Network-Fiji
SRHR	Sexual and Reproductive Health and Rights	WLDM	Women's Leadership and Decision Making
STEM	Science, Technology, Engineering and Mathematics	WUTMI	Women United Together Marshall Islands
TT	Talanoa Treks		

*All monetary units are in Australian dollars unless otherwise stated.



Women fishers in Burerua Village, Tailevu.

Foreword

Nalini Singh, Steering Committee Chair



Bula vinaka and warm greetings to you all!

I have the pleasure of writing this foreword to our Annual Report.

When I returned to Fiji two years ago from working in the women's movement at the regional level, I was delighted to be nominated as a Steering Committee member. Over the 12 years away from home, I had seen and interacted with a range of Funds and so I was excited to hear one was being set up for Fiji.

It was an incredible honour to be elected as Chair of the Fiji Women's Fund in 2018. Although it was a sad circumstance given our then Chair, Archana Mani, passed away suddenly after a short period of illness. We are grateful for the very useful insights Archana provided to aid our work in her brief tenure as a member of the Steering Committee and Chair.

Strengthened governance and accountability of the Fund

The Fiji Women's Fund's Steering Committee guides the Fund to ensure that it remains accountable to the women of Fiji and its donor. The Steering Committee comprises representatives from women's civil society organisations (at least three), a private sector representative, Australia's Department of Foreign Affairs and Trade (DFAT), the *Pacific Women* Support Unit, and the Department of Women of Fiji's Ministry of Women, Children and Poverty Alleviation (see Appendix 1 for profiles of Steering Committee members). The Fund Manager joins the Committee in guiding our work and decisions. In 2018, we had a full complement of Steering Committee members with myself as Chair; Tupou Vere as Co-Chair; and members Sarah Boxall, Litia Naigulevu-Ashley, Mere Roden, Christina Munzer, Leaine Robinson, and Selai Korovusere. Later in 2018, we welcomed Leonie Whyte, Mareta Salacakau Fong and Dr Litea Meo-Sewabu who were elected to take up the vacant positions.

A Grants Committee has also been set up with at least two members from the Steering Committee, representatives from DFAT and the Fund on a rotational basis as well as an external expert (see Appendix 2 for profiles of Grant Committee members). The Grants Committee selects grantees through a consultative and participatory process using a clear set of criteria and guidelines. Assessment and selection decisions require the agreement of all Grants Committee members. I take the opportunity to thank this year's Grants Committee members (Leaine Robinson, Tara Chetty, Sala Tupou Tamani and Mareta Salacakau Fong) for their diligent work.

Increasing support and outreach to women's groups and organisations

The Fund contributes to key Fiji Government strategies on gender equality and the empowerment of women and girls, including the National Women's Plan of Action and the National Gender Policy. In 2018, the Fund began supporting the work of women living in rural and remote locations and those that are marginalised. An important initiative in 2018 was the Steering Committee decision that the Fund would allocate 10 per cent of its annual grant funding to organisations supporting people with disabilities. I am glad to say this decision has been operationalised and the Fund has worked with groups such as the Pacific Disability Forum and the Fiji Disabled People's Federation.

Progress of the Fund's transition to an independent entity

A key outcome of the Fund by the end of 2022 is that it will have transitioned to an independent local entity. I am happy to report that work in this direction has begun and the Fiji Women's Fund has embarked on securing further funding, capacity development and strengthening its structure and processes. Our Fund Manager reports on this in more detail in her report. And I would like to thank our local business houses and corporations, DFAT and other sister funds in the region, for being supportive of this transition. I believe the Fund needs to be an independent entity, to best serve its mandate.

I take this opportunity to thank the Steering Committee members, the Fund Manager, Fund Team and all those involved in making the Fund work as smoothly as it did last year.

I invite you to read the full report. You will certainly be enlightened about the achievements and learnings of the Fund in 2018. I have thoroughly enjoyed contributing to, and watching the Fund grow in strength in 2018. I hope to see your continued support in 2019.



Foreword

Michelle Reddy, Fund Manager



The year 2018 was a significant one for us at the Fiji Women's Fund. It was the year we put our principles into practice, implemented strategies we had devised, and, consulted with a wide range of women's funds, organisations, networks and groups. It was a year that brought us much success and failure – in equal measure. We do not shy away from failures at the Fund. If anything, it is one of the things that makes us stronger. The Fund team holds each other accountable in how we work with and support women's groups, networks and organisations. We continuously strive to ask ourselves the hard questions about power dynamics, our role in the women's movement and so much more. We examine what went wrong and why, and learn from these experiences to do things differently.

Relationships matter and are a fundamental component of movement building, especially in the women's movement. The Fund has intentionally invested time and resources to foster new relationships and to strengthen existing relationships with our grantees, partners, sister funds, women's movement, private sector, government and stakeholders. In 2018 we strengthened our

relationships through co-learning with our myriad of grantees and partners who have contributed to refining the way that the Fund works. At the international level the Fund became an associate member of Prospera, the peak global body of women's funds. Prospera's network connects the Fund to 38 women's funds who mobilise an average of USD66.3 million and provides more than 1,800 grants to women's organisations annually.

The Fund recognises that we are a part of the larger, vital women's movement in Fiji. The gains and setbacks of the larger movement constitute the broader context of our work¹. In 2018, the most substantive area of success for the women's movement was in the area of Eliminating violence against women (EVAW) – the fruition of more than 30 years of work. There has been an improvement in monitoring the progress of the Pacific Island Leaders Declaration for Gender Equality which has contributed to an increased awareness of VAW in the region. The greater level of awareness has led to an increase in the number of women reporting violence, accessing crisis centres and seeking assistance. The increased awareness of VAW is also seen in more Parliamentary discussions and debates

¹This overview of gains and setbacks for the women's movement in Fiji is a summary of a panel with prominent leaders of the women's movement that the Fund, in partnership with the Pacific Women Support Unit, ran as part of the Fiji annual reflection workshop, in October 2018.

on VAW, which has led to opportunities for the Fiji Women's Crisis Centre to train Parliamentarians and sensitise them. Fiji's National Service Delivery Protocol for Responding to cases of GBV, completed in 2018, outlines best practice and minimum standards for a survivor-centred approach to service delivery.

Another key indicator of success in 2018 was the increase in the number of women candidates contesting the general elections; 18 percent of candidates were women including a number of younger women. Critical issues include the growing involvement of men and boys in work on women's human rights with some movements being run by men for women - which can be challenging to deal with. Additionally, there is a need to address implicit classism as initiatives too often focus on easy to reach areas.

I would like to thank members of the Fund's Steering and Grants Committee who have guided our work. I especially would like to acknowledge former members of the Steering Committee, Sarah Boxall and Litia Ashley Naigulevu who provided valuable insight and direction on the Fund's work. The late Archana Mani, the former Chair and member of the Steering and Grants Committee, was instrumental in assisting the Fund Team as we set up the grants mechanism. I also wish to thank Shirleen Ali, the former Capacity Building Specialist who spearheaded the creation and

implementation of the Fund's Capacity Development Strategy and the development of the Fund's gender equality and social inclusion trainings and toolkit. I am indebted to the small yet dynamic team at the Fund who continue to work alongside me in fulfilling the Fund's purpose to serve the women and girls of Fiji, to support women's groups, networks and organisations on their journey towards transformative gender equality (see Appendix 3 for staff profiles).

I also wish to acknowledge and appreciate the skills, knowledge and passion that each of our grantees, allies and partners bring to the Fund. They have enabled us to be better development workers, stronger and fiercer feminists. I am committed to being a dependable, supportive and empathetic partner in their respective journeys to bringing about transformative changes for women's rights.



Executive Summary

This is the second annual progress report of the Fiji Women's Fund. It provides details of the Fund's progress in 2018, progress towards its three outcomes, key learnings from the year and plans for 2019. In addition, the report provides a breakdown of the Fund's grant allocation and financial expenditure.

The Fund made good progress in 2018. The Fund provided funding to 18 grantees who implemented activities in each of Fiji's four Divisions. The work of 17 grantees is documented in this report, as support for one grantee (Fiji Disabled People's Federation) was for one-off procurement of equipment and workshop facilitation rather than a broader activity. The Fund is supporting activities across each of its four thematic areas: eliminating violence against women, strengthening women's groups and coalitions for change, empowering women through increased economic opportunities, and improving women's participation in leadership and decision making. Through these activities, the Fund reached 7,869 people including 5,321 women, 2,481 men, and 67 representatives of the lesbian, gay, bisexual, transgender, questioning, and intersex (LGBTQI) community. Of the total people reached, 25 women and 14 men are living with disabilities.

The Fund is making good progress towards its three intended outcomes. The first outcome is that women's groups, organisations, and networks supported by the Fund are empowered and have improved capacity (knowledge, skills, resources, and relationships) to contribute to

transformative change that improves women's lives. Almost all grantees report that the Fund's capacity development support has been beneficial to their organisation. This feedback aligns with the Fund's monitoring data. Grantee staff improved their individual skills and confidence, and a number of organisations (5 of 17) have improved their organisational management systems.

The second outcome is that women's groups, organisations and networks supported by the Fund are more influential at different levels (individual/systems and formal/informal) and are contributing to transformative change in women's lives. On the one hand, grantees are making the most progress through increasing the scale and influence of their work in the thematic areas of empowering women through increased economic opportunities and eliminating violence against women. On the other hand, progress towards outcomes is preliminary in the areas of improving women's participation in leadership and decision making and strengthening women's groups and coalitions for change. An analysis at activity level shows that grantees are working across a number of thematic areas simultaneously. This multi-pronged approach increases the potential for positive impact on the lives of individual women, their families and communities. While grantees are making progress, they are also facing instances of backlash, which individual women and grantee organisations are working to mitigate.

The third outcome is that the Fund has transitioned to an independent local entity and has secured funding from donors, private sector, and local philanthropy. The Fund has developed its internal strategy and strengthened its human resources, communications and governance structures. The Pacific Philanthropy Scoping Study that the Fund has commissioned in collaboration with Urgent Action Fund Asia and Pacific (UAF A&P), will take place in 2019. This study will provide direction to the Fund on its plans for resource mobilisation and its engagement with donors and the private sector.

In 2018, the Fund learned three key lessons: how to operationalise its values of being a supportive, empathetic and dependable funder, the critical importance of relationship building to its work, and, the importance of taking a collaborative approach to resource mobilisation.

The Fund will focus on five areas in 2019 based on its learnings and experience in 2018. First

the Fund will continue to provide capacity development including tailored one-on-one support through its local capacity development specialists. Second, the Fund will engage with the private sector as part of its strategy to mobilise resources. Third, the Fund will engage with grantees to support them mitigate backlash. Fourth, the Fund will continue to engage with national, regional and international women's Funds. Fifth, the Fund will develop a localisation strategy including an approach to registering as an independent entity.

The financial section of the report shows that in 2018 the Fund spent approximately 60% of its budget which is AUD835,602 in grants, approximately 10% which is AUD74,055 in capacity development support and AUD7,987 in movement building support. The Fund's operational expenditure were AUD722,896, constituting approximately 30 per cent of total expenditure.



Hand woven purses on display at the Ministry of Women, Children and Poverty Alleviation's Fiji National Women's Expo in Suva, Fiji.

About Us

The Fiji Women's Fund (The Fund) was established in 2017 with the objective of reaching women in rural and remote areas and those who are marginalised, for example those living with disabilities or facing some form of discrimination.

The Fund aims to achieve the three following outcomes by 2022:

- ✦ **Grantees' capacity strengthened:** Women's groups, organisations, or networks supported by the Fund are empowered and have improved capacity to contribute to transformative change that improves women's lives;
- ✦ **Grantees' influence strengthened:** Women's groups, organisations, or networks supported by the Fund are more influential at different levels (individual / systemic and formal / informal) and are contributing to transformative change in women's lives; and
- ✦ **Independent Fund:** The Fund has transitioned to an independent local entity and has secured funding from donors, private sector, and local philanthropy.

The Fiji Women's Fund receives funding from the Australian Government through *Pacific Women* Shaping Pacific Development (*Pacific Women*) and the Fund commits up to AUD10.5 million from 2017 to 2022 to enhance progress towards women's empowerment and gender equality in Fiji.

The Fund supports groups, networks and organisations across the thematic areas of:

WEE

Empowering women through increased economic opportunities

EVAW

Eliminating Violence Against Women

WLDM

Improving women's participation in leadership and decision making

WCC

Strengthening women's groups and coalitions for change

The Fund provides grants and capacity development support to a diverse range of groups, networks and organisations working towards empowering women in Fiji. In 2018, funding provided, ranged from AUD3,200 for implementation of one activity for a month, to AUD288,000 for implementation of a program for 30 months. Grants are categorised into Type A (multi-year funding), Type B (one-year funding), and Type C (less than one-year funding).

The Fund's approach is to pair grant-making with capacity development support. It provides mandatory capacity development in the areas of gender equality and social inclusion (GESI), financial management, monitoring and evaluation, and child protection, through training workshops and one-to-one mentoring.

The Fund Steering Committee, comprising nine women representing diverse sectors in Fiji, provides strategic guidance to the Fund and makes sure to align implementation with agreed strategy and principles. The current Steering Committee consists of representatives from civil society and the women's

movement, Ministry for Women, Children, Poverty Alleviation, the *Pacific Women* Support Unit, the private sector and DFAT.

There have been some changes to the Fund's personnel and structure in 2018. The Capacity Building Specialist finished her term in November 2018 after a significant contribution to the Fund.

By December 2018, the Fund team comprised six dynamic women - the Fund Manager, two Program Officers, the Finance Officer, the Communications Officer and the Monitoring, Evaluation and Learning Officer.



The Fund team at the Ministry of Women, Children and Poverty Alleviation's Fiji National Women's Expo in Suva, Fiji.

2018 Progress at a Glance

The Fund has made progress in 2018 by funding grantees across the country in their efforts to advance gender equality and opportunities for women in Fiji. This section provides a snapshot of the Fund's work.



Ministry of Women, Children and Poverty Alleviation's Fiji National Women's Expo in Suva, Fiji.



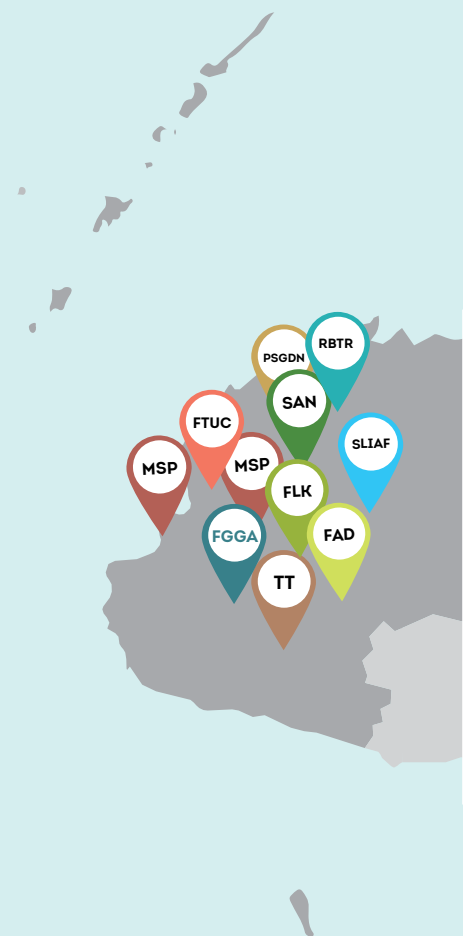
Sesenieli Naitala, Coordinator, Survival Advocacy Network (SAN).

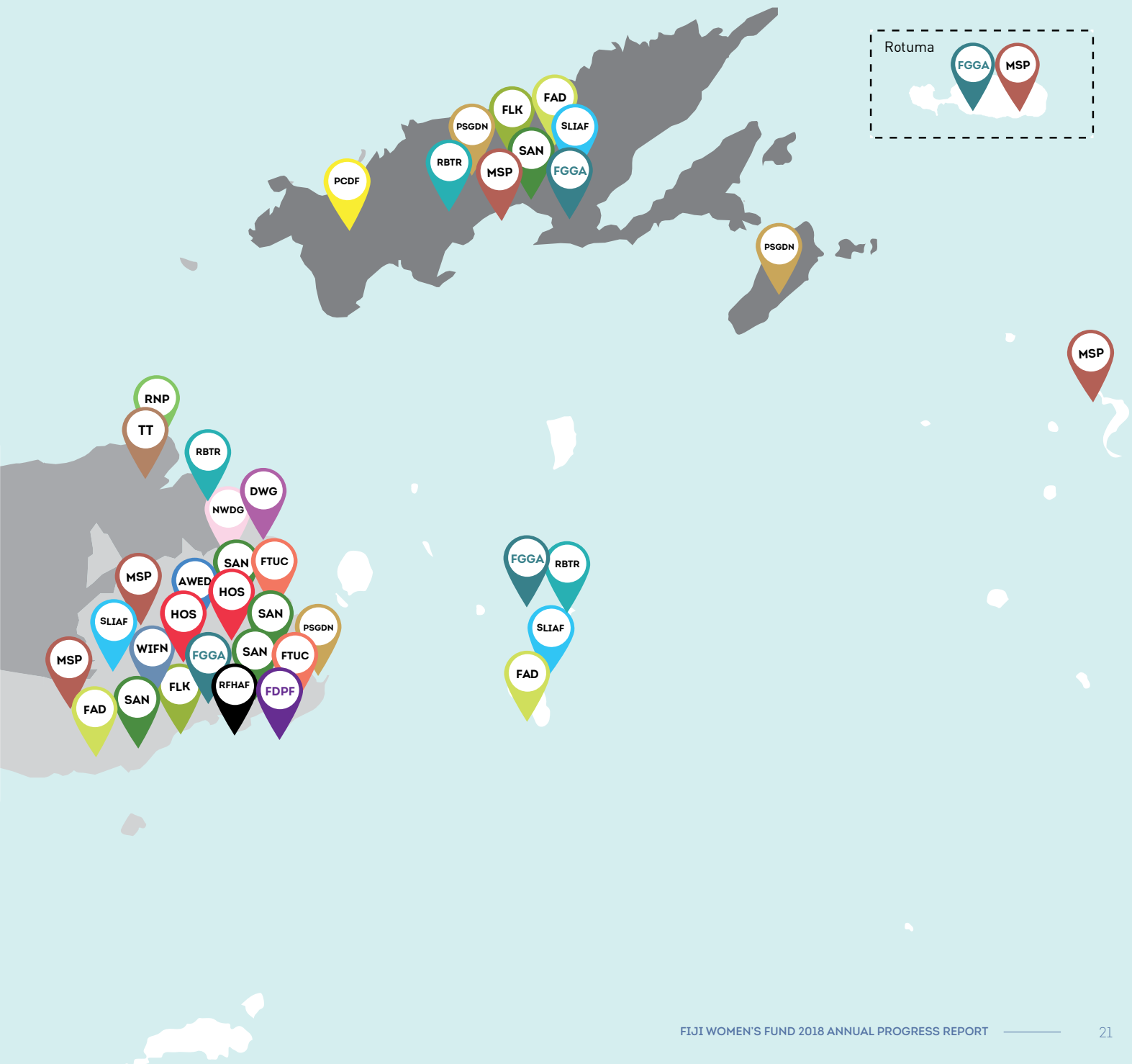
Map of Grantee Activities

Fund grantees from the first call for funding implemented activities across the country as shown in Figure 1. Grantee activities occurred in 12 of the 14 provinces across the Central, Eastern, Northern and Western Divisions.

Figure 1: Map of grantee activities across the four divisions in Fiji

RNP	Ra Naari Parishad
NWDG	Naitasiri Women in Dairy Group
FLK	femLINKpacific
RBTR	Rise Beyond the Reef
HoS	House of Sarah
TT	Talanoa Treks
DWG	Delailasakau Women's Group
FTUC	FTUC -Women's Wing
FAD	Fiji Association of the Deaf
SLIAF	Sign Language Interpreters Association Fiji
SAN	Survival Advocacy Network
MSP	Medical Services Pacific
WiFN-Fiji	Women in Fisheries Fiji
PSGDN	Pacific Sexual and Gender Diversity Network
AWED	Aging with Empowerment and Dignity
FGGA	Fiji Girl Guides Association
FDPF	Fiji Disabled People's Federation
PCDF	Partners in Community Development Fiji
RFHAF	Reproductive and Family Health Association of Fiji



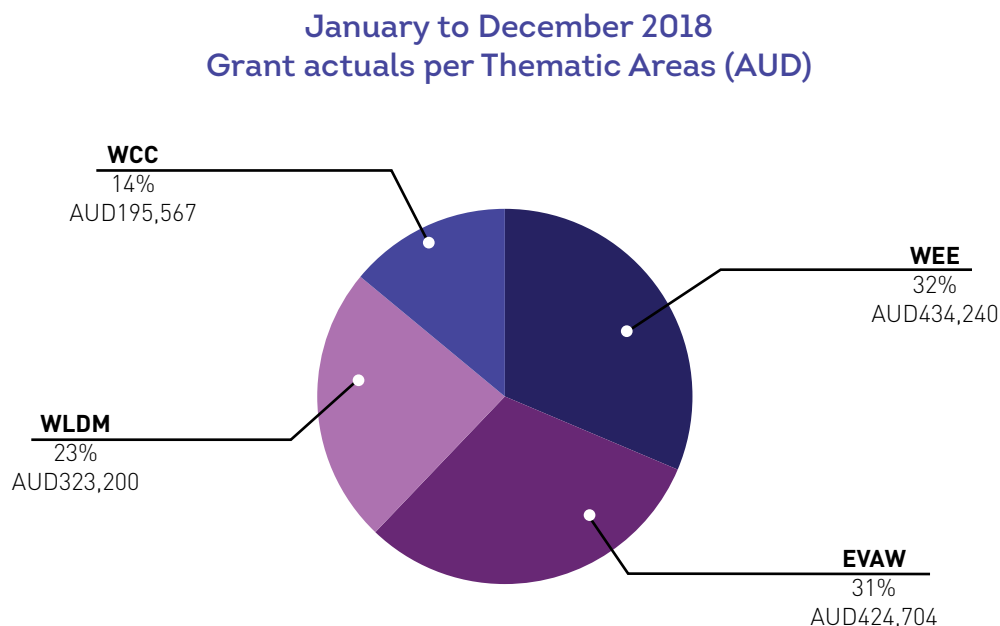


Funding by Thematic Areas

The Fund provides grants across each of its four thematic areas as shown in Figure 2. In 2018, the majority of funding went to grantees working in the area of empowering women through increased economic opportunities (WEE), followed by eliminating violence against women (EVAW), improving women's participation in leadership and decision making (WLDM), and finally, strengthening women's groups and coalitions for change (WCC).

An analysis of the Fund grantees' activities shows that grantees are taking an intersectional approach, in response to the specific and sometimes overlapping forms of discrimination subgroups of women face. For example, on the one hand most WEE activities are being conducted in remote and rural locations. Here, women face barriers of transport and service provision as well as strongly held cultural and religious norms that act as barriers to empowerment. On the other hand, WCC activities include a larger number of LGBTQI than other thematic areas. Here, the Fund is working to strengthen LGBTQI organisations (for example, SAN and PSGDN) to better advocate for the rights of their communities.

Figure 2: Funding provided by thematic area for January – December 2018



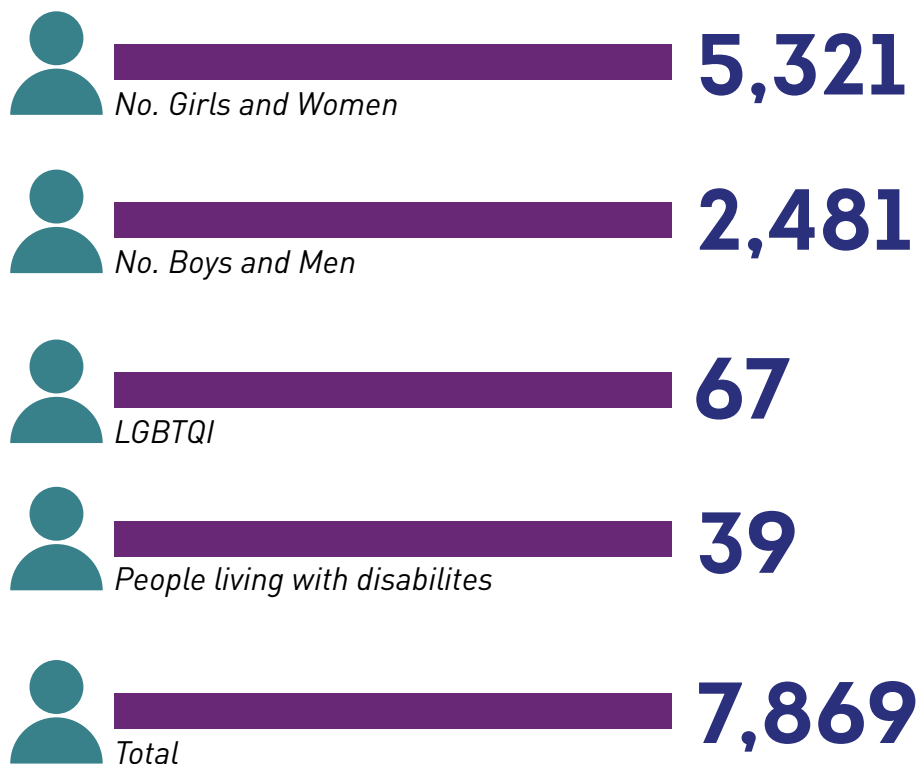
Beneficiary reach

Grantee activities had a broad reach as shown in Figure 3. In total, 7,869 people were reached in

2018 including 5,321 women, 2,481 men, and 67 LGBTQI. Of the total people reached, 25 women and 14 men are living with disabilities.

Figure 3: Beneficiary reach for 2018

No. of people reached by Grantee Activities in 2018



Financial Breakdown

The funds allocated to each grantee are shown in Table 1.

Table 1: Funds allocated to Grantees for first Call for Funding

Grantees	Thematic Areas	AUD
Delailasakau Women's Group (DWG)	WEE	\$6,400.00
Naitasiri Women in Diary Group (NWDG)	WEE	\$9,600.00
Partners in Community Development Fiji (PCDF)	WEE	\$96,000.00
Talanoa Treks	WEE	\$32,000.00
Ra Naari Parishad (RNP)	WEE	\$90,240.00
Rise Beyond the Reef (RBTR)	WEE	\$200,000.00
House of Sarah (HoS)	EVAW	\$160,000.00
Medical Services Pacific (MSP)	EVAW	\$200,704.00
Reproductive and Family Health Association of Fiji (RFHAF)	EVAW	\$64,000.00
FemLINKpacific	WLDM	\$288,000.00
Fiji Girl Guides Association (FGGA)	WLDM	\$32,000.00
Fiji Trades Union Congress - Women's Wing (FTUC-Women's Wing)	WLDM	\$3,200.00
Aging with Empowerment and Dignity (AWED)	WCC	\$6,400.00
Fiji Association of the Deaf - SLIAF	WCC	\$26,889.55
Fiji Disabled People's Federation (FDPF)	WCC	\$20,161.86
Pacific Sexual and Gender Diversity Network (PSGDN)	WCC	\$33,315.84
Survival Advocacy Network (SAN)	WCC	\$12,800.00
Women in Fisheries Network- Fiji (WiFN)	WCC	\$96,000.00
Total Grant Allocation for first call of Funding		\$1,377,711.25

Fund Grantee Profile

First Call for Funding

The Fund provided 18 grants in its first call for funding, as shown in Table 1. Funding was provided to six grantees working in the area of WEE; three grantees working in the area of EVAW; three grantees working in the area of WLDM and six grantees working in the area of WCC. Funding was provided to a range of organisational types including: women's groups, disabled peoples organisations, networks, social enterprises and a trade union. See Appendix 4 for first call for funding grantee profiles.

Novated Grantees

The Fund novated four grantees who received funding in 2018 from the first call for funding. These grantees have demonstrated progress in building agency, changing relations and

transforming structures in their project/ programme and as a result will continue to receive funding in 2019. See Appendix 5 for novated grantee profiles.

Second Call for Funding

The Fund is providing 13 grants in its second call for funding, including nine grants to new grantees and four grants to novated grantees described above. New grants have broadened the scope of work from last year. The increased diversity of grantees means that there is reach to new sectors such as sports, science, technology, engineering, and mathematics. Additionally, there is now broader reach to remote locations in Fiji including Rotuma. See Appendix 6 for second call for funding grantee profiles.



Women weave baskets in Verevere Village located in the Ra Province.

Progress Towards Outcomes

The Fund made good progress against all three outcomes in 2018. This is due to the broad reach of grantee activities as shown in Figure 3 and key Fund activities including capacity development and ongoing operational and management activities.

Outcome 1

The Fund's capacity development and grant funding measures have empowered grantees and improved their capacity to make a positive difference to women.

In the area of capacity development (CD), grantees have noted increased staff skills and confidence in their reports. Additionally, grantees have reflected in their reports that the CD support provided by the Fund has been useful in improving their organisational financial systems, monitoring their activities, understanding GESI and incorporating GESI in grant implementation. Almost all (14 out of 17 grantees) have stated in their reports that capacity development support has benefitted their organisation. For example, five of the grantees detailed improvements they have made to their organisational management systems as a result of the Fund's capacity development support as noted below:

“

All capacity building workshops that (this organisation) has attended has specifically changed mindsets and the members have shared the knowledge/information with the rest of the groups they come from. They even questioned current processes within their groups and changes have been made to financial processes.

”

- ✦ Developing an Operations Manual and new policies – Aging with Empowerment and Dignity and Survival Advocacy Network
- ✦ Registration as a Community Cooperative and audit of canteen stock - Delailasakau Women's Group
- ✦ Revised constitution and structure – Fiji Girl Guides Association
- ✦ Development and review of child protection policy – Fiji Girl Guides Association and Survival Advocacy Network

The overall positive response to the Fund's capacity development support is consistent with the verbal feedback from grantees at the closed grantee session held at the Annual Reflection and Planning Workshop. At that session, the Fund also noted how capacity development support could be better tailored to fit the needs of some organisations, especially by reducing the duration of some of the training and workshops. The Fund

will incorporate suggestions in its 2019 capacity development plans.

The capacity development gains have resulted from the Fund's provision of seven types of support to grantees 1) Co-mentoring, 2) Ongoing Support, 3) Cross Learning, 4) Connecting Networks, 5) Annual Reflection and Planning, 6) Community of Practice, and 7) Technical Assistance.

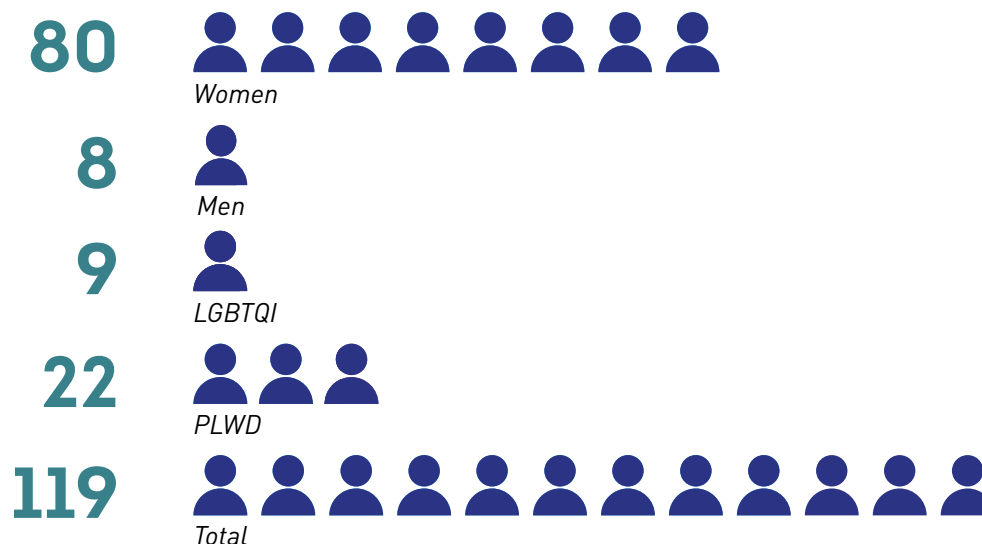
In 2018, the Fund provided formal training to grantees in GESI, monitoring and evaluation (M&E) and financial management (FM). The Fund also provided project planning support to FDPF and its affiliates. The full list of formal training provided is in Table 2. All grantees received some form of capacity development support through the year. The number of grantees to benefit from capacity development is shown in Table 2.

Table 2: Formal Capacity Development Provided to Grantees in 2018

Month	CD Activity	No. of Organisations Represented	No of Participants
March	Project Planning and Brainstorming Session 1– FDPF	6	22
April	Basic Child Protection Safeguarding and Child Protection in Emergency Workshop	3	9
April	Gender Equality and Social Inclusion Workshop	4	5
May	Financial Management Training - Getting the Basics Right	4	16
May	Financial Management Training	12	19
May	Monitoring and Evaluation Workshop	11	34
May	Project Planning and Brainstorming Session 2– FDPF	6	22
June	Basic Child Protection Safeguarding Workshop	3	13
June	Child Protection Training of Trainers	2	7
August	Gender Equality and Social Inclusion Workshop	8	14
September	Gender Equality and Social Inclusion Workshop	7	13
October	Gender Equality and Social Inclusion Workshop	5	14
November	Financial Management, Fraud and anti-Bribery Training	8	13

Figure 4: Individual beneficiaries from the Fund's Capacity Development (CD) activities in 2018

Beneficiaries reached by the Fund's CD activities



The Fund has also engaged a pool of independent capacity development providers in the areas of organisational governance and leadership, strategic planning, business advisory services, organisational policy development, resource mobilisation, project management, women's legal rights and legal literacy, communications, and financial management.

The Fund is now developing toolkits for GESI, financial management and monitoring and evaluation to be implemented from 2019.

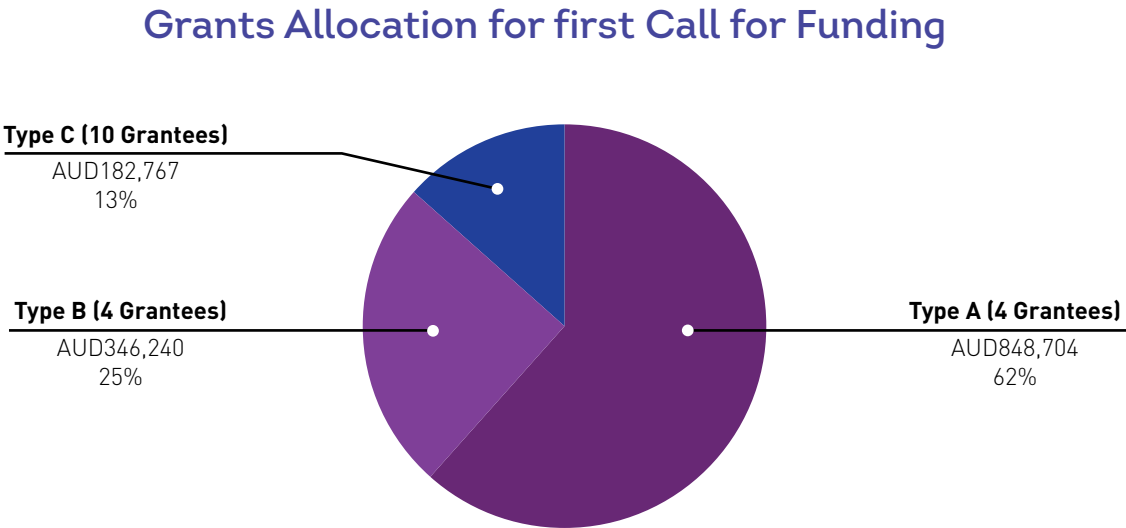
The Fund has also provided platforms for grantees to network with each other, including through training sessions, workshops, and the Fund's annual report launch, grantee orientation and the annual reflection and planning workshop.

These interactions have led to collaborative initiatives between grantees. For example, the Ra Naari Parishad approached Medical Services Pacific to conduct their mobile clinic in Rakiraki. Medical Services Pacific was able to take their services to some of the Ra Naari Parishad women's groups in Rakiraki. Similar requests were made to Medical Services Pacific by Rise Beyond the Reef and Naitasiri Women in Dairy. In

another instance, the Fiji Girl Guides Association asked the President of Naitasiri Women in Dairy to be a guest speaker at their Girl Guides Camp in November 2018.

Grantee capacity has also increased through grant allocation. The Fund gave 18 grants through its first Call of Funding, worth AUD1,377,711.25. By the end of December 2018, 12 of these grants were active and 6 were successfully completed.

Figure 5: Percentage allocation of grants for first Call of Funding



Second Call for Funding

The Fund conducted its second call for funding in 2018, reaching 845 people (a 40 per cent increase from the first call for funding). The Fund used its website, radio advertisements, radio talkback shows, television and social media to publicise the locations of information sessions and information on how to apply for grants. Information sessions were held as far as Vanua Balavu and Rotuma.

The Fund is giving 13 grants in its second call for funding. These include two Type A grants, six Type B grants, and five Type C grants.

Outcome 2

Women's groups, organisations, or networks supported by the Fund are more influential at different levels (individual/systems and formal/informal) and are contributing to transformative change in women's lives.

Support from the Fund has allowed grantees to increase the influence and impact of their work at a range of levels. The increased influence of grantees is seen most prominently in the thematic areas of empowering women through increased economic opportunities and eliminating violence against women. Progress towards outcomes is preliminary in the areas of improving women's participation in leadership and decision making and strengthening women's groups and coalitions for change. While the analysis by thematic areas is useful, it is also important to note the evidence that grantees

are working across a number of thematic areas simultaneously. This multi-pronged approach increases the potential for positive and long term impact on the lives of individual women, their families and communities.

In the area of empowering women through increased economic opportunities, women working with all six WEE focused grantees are earning more income and women working with five of six grantees have increased their assets. Four of six grantees report that families and communities have improved their knowledge on gender equality and that there are positive changes to attitudes and behaviour. Five of six grantees have influenced the policies and practices of public or private companies. Alongside these positive changes, increased influence has also resulted in instances of backlash. Four of six grantees report backlash, such as attempts by men to control resources and decisions. Partners and individual women are responding to this backlash. This is an area the Fund will concentrate on over the coming year, to ensure grantees are prepared and individual women are safe as they continue to progress their transformative work.

In the area of eliminating violence against women, the expansion of sexual and reproductive health and rights services and training through the work of two grantees. Medical Services Pacific's Sexual Reproductive Health and Rights services are reaching marginalised and vulnerable women in the Central, Western and Eastern Divisions of Fiji, including in the maritime areas due to

support from the Fund. Additionally, training by Reproductive and Family Health Association Fiji's Sexual Reproductive Health and Rights for young girls and their parents, has been expanded. The other area of progress in the area of eliminating violence against women is House of Sarah's implementation of a faith-based violence prevention program in three Anglican communities.

There is preliminary progress towards increased decision-making and representation of women in leadership. Three grantees are primarily focused on outcomes in this thematic area, while eight others contribute to it. A total of 11 grantees have engaged approximately 2,000 women and girls in 30 capacity development activities. Some of these women are entering leadership positions in their groups, organisations and communities. Some of them are becoming visible and beginning to have an influence on decision making. In some cases, this has resulted in a backlash which, again, individual women and partners are responding to. The work in this thematic area has also resulted in influence on one national policy.

There is preliminary progress of grantees working to strengthen women's groups and coalitions for change. All grantees report increased staff capacity due to FWF's support. While capacity building for individuals has been positive, there have been instances of staff turnover negatively impacting the work of grantees. The Fund will work with those grantees affected by staff turnover. Besides individual capacity development, five grantees have strengthened their organisational processes, structures or

governance. Strengthening of coalitions and advocacy groups is also demonstrated through the development of local solutions to gender equality.

The progress of the grantees in each thematic area is described in further detail in the following sections.

Empowering women through increased economic opportunities

Currently, the Fund provides the most financial support to grantees in the area of empowering women through economic opportunities. The Fund provides AUD434,240 in grants to six organisations to deliver women's economic empowerment (WEE) activities, as shown in Table 3. The six grantees deliver different types of WEE activities depending on their organisational model and approach. For example, women's groups, Delailasakau Women's Group (DWG) and Naitasiri Women in Dairy Group (NWDG), work to improve existing economic activities of their members. The two social enterprises², Talanoa Treks and Rise Beyond the Reef (RBTR) engage women in economic activities the enterprises have determined as commercially viable. These enterprises undertake product and market development work to support the sale of products and services developed or delivered by the women. Ra Naari Parishad and Partners in Community Development Fiji (PCDF) provide some product and market development support but the women's economic activities remain at a cottage industry level rather than supporting a commercially viable enterprise.

²A **social enterprise** is an organisation that applies commercial strategies to maximise improvements in financial, social and environmental well-being.

Table 3: Breakdown of WEE grantees

Grantee	Type of Grant	Period of support	Size of grant (AUD)
Rise Beyond the Reef (RBTR)	Type A	2 years	\$200,000
Partners in Community Development Fiji (PCDF)	Type B	1 year	\$96,000
Ra Naari Parishad	Type B	1 year	\$90,240
Delailasakau Women's Group (DWG)	Type C	1 year	\$6,400
Naitasiri Women in Dairy Group (NWDG)	Type C	1 year	\$9,600
Talanoa Treks	Type C	1.5 years	\$32,000
Total			\$434,240

Grantees are making good progress towards achieving the intended WEE outcomes, outlined in Table 4, based on evidence from grantee reports and Fund monitoring data.

Table 4: Intended WEE outcomes

Short-term outcomes	Intermediate outcomes	Long-term outcomes
Increased capacity of women to access income generating, business and employment opportunities	Women access income generating, business and formal employment opportunities	There are expanded economic opportunities for women to earn and control income and accumulate assets
The public and private sector promote gender equality through policies and practices	There are more opportunities for women in public and private formal and informal sectors	
There is increased safety and working conditions for women	Women have greater decision making in regard to their income and assets	
Increasing numbers of women employed and generating an income	Women have increased ownership of assets	
Women have greater access to information as to how to manage their income and assets	Women have improved economic status	

There is strong evidence that there are greater economic opportunities for women to earn and control income and accumulate assets. Women working with all of the six grantees enjoy increased income levels through project activities and training in a range of areas including financial literacy, business development and product development. The increases vary from small to larger-scale. At the lower end of the range, the Delailasakau Women's Group have transitioned their canteen into a bigger shop. The shop now has FJD1,000 worth of stock allowing the canteen to make a profit of FJD516 over the course of the year as well as retaining FJD600 cash in hand. The women's group has deposited the profit into their newly created Fijian Holdings Share Account. At the higher end of the range, women working with Rise Beyond the Reef have earned a total of FJD160,000 through the program in 2018 – this is more than double the total income of FJD75,000 earned in 2017. Individual women are averaging a 50-100 per cent increase in their monthly income, with the largest proportional gains being to women in the more isolated villages. Another higher end example is the 50 to 100 per cent increased income for members of the NWD. The Fund's monitoring records show that that members who had an average of 3-5 cows are now producing 17-23 litres of milk per day, per dairy farmer, compared with last year when the same members were producing only 13-15 litres of milk. This translates to an increase in income from FJD13 to FJD19.10 per day, per

dairy farmer. Members with an average of 10-13 cows are now producing an average of 80-85 litres of milk per day, compared with the daily average of 20-40 litres last year. Which means each dairy farmer increased her daily income from FJD33.20 to FJD70.55. The increased production of milk and subsequent rise in income levels is mainly due to the group undertaking collective farm work on Mondays, planting pasture for their cows and cleaning milk sheds.

Women working with five of six grantees have increased their assets. For example, the three women's groups that Talanoa Treks engages with, have either completed or are in the process of completing the construction of communal kitchens; members of the Naitasiri Women in Dairy Group have constructed stands to improve the sale of their milk; communities working with Rise Beyond the Reef have planted Voi Voi gardens;³ and, three Women's Clubs working with Ra Naari now have bee hives. The difference that these increases in income and assets make to individual women is illustrated in Box 1.

While there is evidence of increased income and assets, the Fund is unable to report on whether women enjoy increased decision making over these resources. The Fund has reports that women are spending more on children and paying for household items and family obligations. However, it is unclear whether the women themselves are making the decision to pay for

³Voi Voi is a plant used for weaving. Initially, RBTR provided Voi Voi materials for weaving. As part of a more sustainable approach, RBTR now provides Voi Voi plants to each village who then create a communal garden. Artists harvest the Voi Voi that they need to make the craft products but cannot harvest the plants to sell. After one year the artists can harvest any amount they want for other income generation activities. RBTR subsidises the transport for artists to harvest the Voi Voi and in some cases provides contribute to the cost of fencing. Artists can also harvest, reshoot and plant Voi Voi at their own houses.

these items or, are required to do so by others. Gathering this monitoring data is a priority for the Fund and grantees.

One WEE grantee provides an example of the financial obligations placed on women in their group in the quote below.

“

The over bearing responsibility entrusted to us from this institution was a great hindrance to our project which nearly cause a standstill. The urgency to meet the demands of the church or be victimised if we could not meet these demands was so diminishing for our women. The monetary demand and obligation demands was so high that this very institution that needs our support for survival fail to recognise that we as group wants to move forward as a business entity, they also fail to see that they will benefit the most if the project that we are striving for is a success.

”

Some grantees have innovated by providing women with services to ensure they can access economic opportunities. For example, Ra Naari provides childcare delivered by members trained by the Rakiraki Women's Crisis Centre. The Naitasiri Women in Dairy Group organises

transportation for members to undertake the weekly collective farm work based on weekly subscriptions.

The work of five of the six grantees is influencing the policies and practices of public agencies and the private companies they work with. A strong demonstration of increased public and private sector support is seen through NWDG. The Ministry of Agriculture have provided NWDG with office space at the Agriculture Extension Office, Vunidawa Government station. Additionally, Fiji Dairy Cooperative Company Limited, has provided the group with a rotavator, enabling them to better plough the land for pasture.

Four of the six grantees report positive shifts in family and community knowledge and related attitudes and behaviour. For example, PCDF reports that other members of the household, including men, are now doing household chores, providing women with more time to do mat weaving as this is seen by the household as a good source of income; men are helping women with transportation given the challenges of the transportation network; and women across the community are collaborating to empower themselves economically.

However, four of the six grantees report instances of backlash as a result of the economic empowerment activities. For example, male family members choose not to support the women's activities or actively make it difficult as illustrated by the following quotes:

“ The women persevered on despite negative comments or the non-help of the men folks to help us with garden work.

”

“ We continue to face challenges from male and times when some of our members attended workshops or trainings, they face limited support from their male spouses.

”

Partners have responded to this backlash. For example, one grantee reports on their strategy of supporting Village Coordinators to address these issues.

“ In a village meeting, a male member of the community who is also a policeman challenged the Village Coordinator that each of the women producing must have a business license. It was clear that this was a power play by him. The issue was raised up to our office by the District Coordinator at the Coordinators retreat. To respond to the problem, the District Coordinator reached out to local government who clarified that a license is not needed. Local government then contacted the local police post... who then reached out to this particular police officer and the Turaga Ni Koro to clarify the issue raised.

”

Individual women are also responding to this backlash. For example, two grantees report on women having to fulfil traditional expectations, such as preparing food for the family, before their husbands would agree to these women attending training.

Clearly, family and community backlash is a critical issue and a risk that needs to be monitored. The Fund intends to concentrate on this issue over the next year and work closely with partners. On the one hand, backlash is evidence of the transformation of power relations and structures. On the other hand, it is imperative that no women are harmed as a result of participating in project activities.

Finally, there is evidence that some grantees are connecting their work in economic empowerment to other thematic areas. For example, Rise Beyond the Reef is now taking steps to develop the second phase of their programming, using the income-generating program as an entry point to communities to address harmful gender norms.



Box 1: Economic empowerment of women dairy farmers

There have been changes in the community. When we were doing the work plan for building the can stand the 15 ladies did not have any proper stand to put their milk can on. They were using drums filled with stones to put their milk can on. The farms were using that drums for so many years until the group ask the Fund to build the milk stand. We then started to build the can stand. When the group were working during our Monday work group we never see men coming in to help us or were around the farm. They did give their wives to join the group but still have second thought of ladies doing the farm work, but some ladies did all the work in the farm. The first day when we build the first milk can stand we were surprise to see the man coming out and waiting to help us out. Some were really happy to see that this group of women has made a change on the farm. The man of the house were there waiting to help out with the construction of the milk stand. A widow dairy farmer lady was in tears as she said that they have been using drums now for 10 years. Until the milk stand was build that day they can now have better grade in their milk.

The milk stand has been built and it brought changes in the community. The ladies have a stand now which can protect their milk from the weather. It will give them better grades and now they receive a better grading in their income. Collective farm work every Monday before the Fund's support was really hard. We as ladies we collected money and the admin has to dip out of their pocket to pay for the fare. We did not want any ladies to be left out. We had to walk from farms to meet and do our work. Sometimes we had to walk 3 to 5 miles to get back home from our working group. We plant grass for our pasture and we sometimes ask the prime consultants to help us out but we always put in our sub of \$2 to help us out with the transport to the collective farm work. We did not have knives, because some of us has to come without knives but we had to sub with the knives too. When the Fund arrived it bring with it a big difference, we are well equipped.

The collective farm work activity has taken in a new road. The group now are equipped with their tools, group they now doing group work without any problems. Every Monday work group they are happy that they are well equipped to do the work. The big difference that it has made is that we have our own tools to have lots of work done in each farms. The men are now around and giving their full support.

Source: NWDG report

Eliminating Violence Against Women

The Fund’s second highest area of financial support is to grantees who work to eliminate violence against women (EVAW), providing AUD424,704 to three grantees as shown in Table 5. The three grantees deliver a range of EVAW

activities. The House of Sarah delivers a faith-based prevention program while Medical Services Pacific (MSP) and the Reproductive and Family Health Association of Fiji (RFHAF) both work in the area of sexual and reproductive health and rights (SRHR). MSP provides SRHR services and RFHAF delivers SRHR training to young girls and their families.

Table 5: Breakdown of EVAW grantees

Grantee	Type of Grant	Period of support	Size of grant (AUD)
House of Sarah (HoS)	Type A	2 years	\$160,000
Medical Services Pacific (MSP)	Type A	2 years	\$200,704
Reproductive and Family Health Association of Fiji (RFHAF)	Type B	1 year	\$64,000
Total			\$424,704

Grantees have made progress against the intended EVAW outcomes as outlined in Table 6. There are two areas of progress as further detailed in the following section: there is evidence of healthy progress in expanding support services and a faith-based prevention activity is underway.

Table 6: Intended EVAW outcomes

Short-term outcomes	Intermediate outcomes	Long-term outcomes
<p>Referral pathways and coordinated quality services have been developed.</p> <p>Coalitions effectively advocate for solutions to reduce violence.</p> <p>Prevention activities are underway.</p> <p>Legislative reforms that protect women's human rights are enacted.</p> <p>Evidence and understanding of causes of violence and drivers of change are available.</p>	<p>There is increased availability of coordinated, quality services for survivors of violence.</p> <p>Effective prevention strategies are supported.</p> <p>Services effectively support survivors of violence in priority areas.</p> <p>Coalitions have successfully advocated for effective solutions.</p> <p>Legislative reforms are implemented.</p> <p>Government has effectively coordinated and funded service provision for survivors of violence.</p> <p>There is an increased evidence base regarding the causes of violence and drivers of change.</p>	<p>Violence has been reduced.</p> <p>There are expanded support services.</p> <p>There is expanded access to justice.</p>

The first and main area of progress in EVAW is the expansion of SRHR service delivery through MSP's Maritime Outreach Project (MOP) and RFHAF's The Future She Deserves training. The Fund's support for SRHR service delivery expansion is based on international research, which shows the links between gender-based violence and sexual and reproductive health are bi-directional, as illustrated in Box 2.⁴ Gender inequalities and violence are among the key factors in sexual and reproductive health

vulnerabilities for women and girls. At the same time, sexual and reproductive health issues such as HIV infection or unwanted pregnancies can increase the risks of violence and serve to compound the effects of other aspects of gender discrimination.⁵ The Fund's grantees address and prevent violence against women and girls through providing SRHR services and educating women, girls, men and boys on sexual and reproductive health and HIV; gender; violence; diversity; and relationships.

⁴Program on International Health and Human Rights (2006). HIV/AIDS and Gender-Based Violence (GBV) Literature Review. Boston, MA: Harvard School of Public Health.

⁵Ibid

During April – December, MSP's Maritime Outreach Project reached a total of 7,652 clients (4,036 female and 3,616 male). The Fund's grant has meant MSP can reach the maritime islands for the first time. MSP provided women and girls, men and boys access to information, clinical services, medical forensics, counselling and legal aid. This access to sexual health and rights services ensures women are empowered and able to respond to challenges.

The project is reaching marginalised and vulnerable women and girls in communities across the Central, Western and Eastern divisions of Fiji. As a result, MSP, has strengthened partnerships with several key stakeholders at the divisional and sub-divisional level - such as the Ministry of Health and Medical Services - and enhanced coordination with the Medical Services Divisional Medical Officers. This collaboration has benefited rural communities in the provinces of Naitasiri, Rewa, Ra, and Nadroga/Navosa including the maritime islands of Vanuabalavu in the Lau Province, and Gau, Batiki and Koro islands in the Lomaiviti Province, as well as Rotuma. The Maritime Outreach Program (MOP) has meant greater collaboration, more efficient referrals and support for booking patients who needed urgent medical interventions.

One significant achievement of the program is that the team was able to access remote and hard to reach communities in the maritime areas. Moreover, MSP's working relationship with stakeholders in maritime locations was

strengthened and new opportunities for further partnerships were fostered. This project has enabled MSP to deliver essential SRHR health and social services in remote and underserved communities, increasing access to quality health care and saving the lives of women, youth and children.

MSP has entered into new partnerships with four other Fund's grantees (HoS, NWDG, RBTR and RNP) which has also supported the expansion of services.

RFHAF's The Future She Deserves reached 60 girls through five camps and 39 parents during 2018. This is the first time RFHAF have held such camps. RFHAF partnered with FGGA and FWRM to deliver the Comprehensive Sexuality Education Curriculum with a focus on topics such as Sexuality, Values Clarification, Attitude and Transformation (VCAT) and self-esteem. RFHAF trained 11 young women as mentors to assist curriculum facilitation. With further training these young women will become facilitators themselves.

The Future She Deserves educates both the girls and their parents on GESI and works to empower girls so that they make informed decisions based on consent. The curriculum provides a platform for parents and their daughters to discuss sex, sexuality and gender-based violence.

Despite this expansion of MSP services, gaps remain in health care service provision and Gender Based Violence (GBV) and EVAW

education in Fiji's rural, peri-urban and maritime areas. For example, MSP reports consistently high rates of sexually transmitted infections and correspondingly high teenage pregnancies among school students in the areas they provide service in Fiji. MSP's experience is consistent with data collected by the Ministry of Health and Medical Services.⁶ In addition, youth and single women still face many barriers to accessing family planning services.

The second area of progress in EVAW is HoS's delivery of its faith-based prevention program - the Preventing Violence Against Women in Fiji's Faith Settings (PVAWFFS) project. PVAWFFS is now in the first of four phases. During 2018, HoS developed the capacity of its team through technical assistance from Raising Voices, the Ugandan nonprofit organisation that developed the SASA! Faith program⁷ which is the model for PVAWFFS. The technical assistance from Raising Voices is crucial to support delivery given this is the first time that SASA! Faith is being implemented in the Pacific.

HoS is delivering the first phase of its prevention program in the three Anglican communities of St. Michael & All Angels Parish, Matata, Lami; St. Mark Parish at Newtown, Nasinu; and, St. John Parish at Wailoku. During the first phase, the team helped build church leaders' capacity

using an examination of power and reflections on how church leaders use their power. The team also engaged a member of the clergy to develop a Bible study program on human rights and husband/wife relationships. The team then engaged 22 men and women as Community Activists (CAs), achieving a key milestone for the first phase because it is the CAs who act as violence prevention advocates in their respective parishes.

The CAs have begun activities in all three parishes. Using the Power Poster, CAs conducted activities through discussions and interactions with men's groups, women's fellowship and youth gatherings. These activities helped participants recognise their own power and how they are using that power. Additionally, the PVAWFFS team engaged with the Ministry of Health, the Police, the Department of Social Welfare and MSP who provided support services to survivors of violence. The partnership between PVAWFFS and these service providers is crucial to building the knowledge of participants and increasing their access to services.

HoS has collected baseline data in each of the three communities which will assist future measurements of changes to attitudes and behaviour as well as changes to rates of violence against women in these communities.

⁶Colquhoun, S., Azzopardi, P., Russell, F., Steer, A., and Patton, G., Fiji Adolescent Health Situational Analysis: 2016 accessed at: https://www.aidsdatahub.org/sites/default/files/Fiji_Adolescent_Health_Situational_Analysis_2016.pdf

⁷SASA! Faith is an adaptation of SASA! An Activist Kit for Preventing Violence against Women and HIV. SASA! Faith takes the structure, process and content of the original SASA! and adapts it for use in Christian and Muslim communities. Sasa is a Kiswahili word that means now. More information is available here: <http://raisingvoices.org/sasa/>

Box 2: Interlinkages between SRH and GBV – The importance of referral pathways

MSP met with a Police Station Officer on one of the outer islands as part of delivering MOP. During the meeting, the police officer mentioned incidents of domestic violence, violence against women and girls and abuse of children on the island and the challenges faced in addressing the matter. The police officer talked about how it was difficult to report cases to the authorities at the Police Head Office in Suva as the officer is known to the community and related to them. Whenever an incident of abuse was reported, the community members would threaten, emotionally and verbally abuse, and otherwise place pressure on the officer to stop pursuing the case.

MSP trained the police officer on the referral pathways for child abuse and neglect and on the services of the Child Helpline, where any issues pertaining to children can be reported. MSP informed the officer that cases can be reported anonymously to the Child Help Line as a protection from community backlash.

Source: MSP report

Improving women's participation in leadership and decision-making

The Fund's third area of financial support is to improve women's participation in leadership and decision-making, providing AUD323,200 as shown in Table 7. The three organisations working in this thematic area increased women's leadership and decision making in a range of ways. femLINKpacific works to build the capacity and voice of rural women and women with disabilities through its radio network. Fiji Girl Guides Association supports girls to become

leaders through its Free Being Me program. The Women's Wing of the Fiji Trades Union Congress supports women to become union leaders in their respective unions or workplaces. Importantly, apart from the three organisations receiving funding in this area, eight additional grantees (AWED, FAD/ SLIAF, NWDG, PCDF, RBTR, RFHAF, RNP, and TT) are engaged in activities that support women to exercise leadership and decision-making.

Table 7: Breakdown of WLDM grantees

Grantee	Type of Grant	Period of support	Size of grant (AUD)
femLINKpacific	Type A	2.5 year	\$288,000
Fiji Girl Guides Association (FGGA)	Type C	1 year	\$32,000
Women's Wing of the Fiji Trades Union Congress (FTUC-Women's Wing)	Type C	1 month	\$3,200
Total			\$323,200

There is evidence of preliminary progress towards achieving the women's leadership and decision-making outcomes outlined in Table 8. Grantees report progress in relation to three short-term outcomes: increased capacity of women, increased visibility and influence of women in decision-making, and advocacy for policy change and legal reform. There is also some evidence of two intermediate outcomes: more women entering into leadership positions and changes to a national policy.

While grantees have made progress there were three critical issues that impeded their work during this reporting period. First, femLINKpacific's work was slowed due to the loss of leadership at the highest level with the resignation of their long-time Executive Producer Director. Second, the impact of FGGA's programming is limited by its focus on individual girls without further activity to address the structural inequalities girls face in their families and communities. Third, funding to FTUC for a one-day workshop limits the potential results. The Fund is considering how to work with FTUC in a more long-term and strategic way.

Table 8: Intended WLDM outcomes

Short-term outcomes	Intermediate outcomes	Long-term outcomes
Increased interest of women to participate in leadership and decision-making roles.	More women enter elected, appointed and administrative positions.	There is increased decision-making by, and representation of, women in leadership.
Increased capacity of women interested in leadership and decision-making roles in Fiji society.	Women in elected, appointed and administrative positions have the skills to fulfil roles and represent women's interests.	There is increased representation of women's interests.
Increased support for the inclusion of women's views.	Gender issues are debated in public fora.	
More women are visible and have influenced decision-making processes (at community and local levels).	Government policies and programs promote women's interests and incorporate gender equality into planning and budgeting.	
Advocacy for policy change and legal reform for women's equality and empowerment is underway.	Women have influence at community and local levels and improve service delivery.	
	There is progress in changes to laws and policies that promote equality and empowerment through effective advocacy.	

Grantees have increased the capacity of approximately 2,000 women and girls as leaders and decision-makers through 25 activities as shown in Figure 9. Women have built their capabilities through training, workshops, competitions, conferences and joint activity. For example, femLINKpacific delivered targeted capacity development and support to a core group of 15 Rural Women Leaders (representing young women, market vendors, LGBTQI and disability network reps) in their role as members

of the community radio management collective. Ten young women producers received technical production and editorial support and training. This capacity development means these young women are able to produce media content that promotes rural women's leadership, disability and LGBTQI rights awareness. This content is linked to the efforts of women's civil society to progress commitments to gender equality in priority sectors such as health, agriculture, and economic empowerment.

Women are entering leadership positions building on the capacity development they have received. Women have taken on management positions in their groups (President or Treasurer) or community (Project Manager or Village Coordinator). For example, the NWDG President, Secretary and Treasurer were elected to the same positions of the newly formed Fiji Women in Dairy Group established by the Ministry of Agriculture. In another example, women from Naga, Nabalasere, Nubutautau who work with Talanoa Treks, have been appointed to manage the construction of the communal kitchens at each site.

There are reports of these women leaders becoming visible and having an influence on decision-making. For example, one grantee reports that women have a new way to address leadership issues in their communities to local government through the new formalized leadership opportunities of District Coordinator and Village Coordinator, positions which are paid a stipend and seen as organisational representatives. The voice of these women has become more authoritative because of these formal leadership positions, combined with the critical income the program is providing to the community. An example of how the Village Coordinator in one village exercised her influence is shown in Box 3.

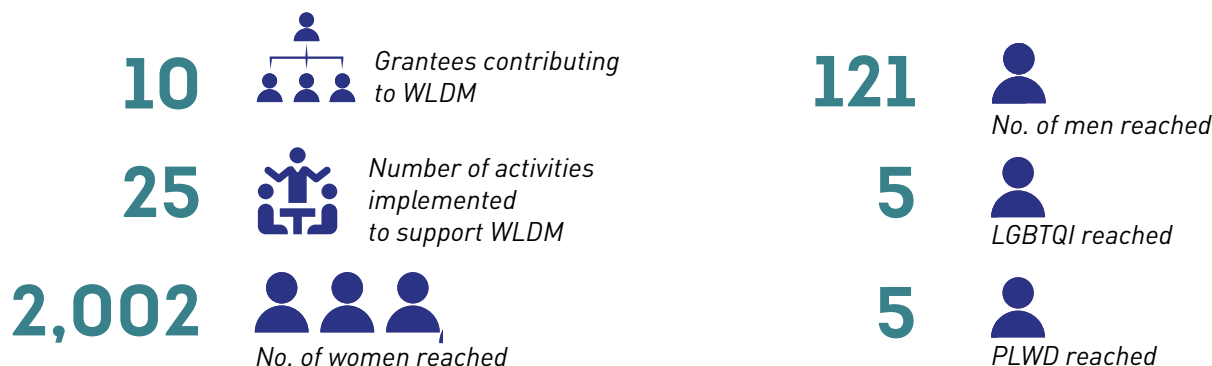
Box 3: Leadership in action

The Turaga ni Koro in one village where one grantee works wanted to make decisions on how orders from the organisation were distributed in his village. This is the role of the Village Coordinator with input from the Production Coordinator at headquarters, based on the organisation's program structure. The Turaga ni Koro sent harassing Facebook messages to the officer who reiterated that any issues in his village must be sorted first through the District Coordinator, who is the representative for the region. He refused at first to accept this and wanted to bypass her role altogether. The grantee again reiterated that he had to sit with the women in his community and the District Coordinator and his Village Coordinator to solve the issue. The grantee stated that they would no longer be able to continue the program in his community unless this chain of command was followed. The Turaga ni Koro eventually sat and resolved the issue with the District Coordinator and his Village Coordinator.

Source: Grantee report

Figure 9: Reach of grantee activity in Women's Leadership and Decision Making.

Grantee Activity in WLDM



While there have been examples of women leaders successfully exercising their influence, there are other women who have faced backlash. For example, another report from a grantee highlighted that District Coordinators are not taken too seriously in their reporting role to their Turaga Yavusa and Rokos about the work of women in their community through the program - until they mention they are working with an NGO.

Finally, there is evidence of a partner having policy influence. femLINKpacific reports it has influenced the draft Disaster Risk Reduction (DRR) Policy (2018) to take a conflict prevention and protection with dignity approach and to recognise and reaffirm the role of women-led community media and community radio. femLINKpacific's sub-national convening strategy will now focus on supporting members of its network to develop and use local action plans to transform policy commitments into tangible change for women and communities. Additionally, femLINKpacific will continue to advocate for

changes in local governance representation including terms and conditions through the Women in Decision Making Task Force of the National Women's Plan of Action under the Ministry of Women, Children and Poverty Alleviation.

The influence of femLINKpacific on the DRR policy has significance at the national level as well as being important to women at the community level as shown in the following quote.

“

As a woman leader of the community and of the church I am proud as we are respected and recognised for our roles as women leader as we can see our language in the DRR Policy such as preparedness, protection, women dignity, prevention and equal participation.

Rev. Angela Prasad.

”

Strengthening women's groups and coalitions for change

The Fund's fourth area of support is to six grantees who work to strengthen women's group and coalitions for change, providing AUD195,567 as shown in Table 10. The six organisations work with the LGBTQI community and a range of sub-groups of women: aging women, deaf women,

women with disabilities, and fisherwomen. Importantly, FWF supports all of its grantees to strengthen their groups, organisations, networks and coalitions for change as well as the six organisations who are directly funded in this area.

Table 10: Breakdown of WCC grantees

Grantee	Type of Grant	Period of support	Size of grant (AUD)
Women in Fisheries Network (WiFN)	Type B	1 year	\$96,000
Aging with Empowerment and Dignity (AWED)	Type C	7 months	\$6,400
Fiji Association of the Deaf & Sign Language Interpreters Association Fiji (Fiji Association of the Deaf & SLIAF)	Type C	4 months	\$26,890
Fiji Disabled People's Federation (FDPF)	Type C	n/a	\$20,162
Pacific Sexual Gender Diversity Network (PSGDN)	Type C	1 year	\$33,315
Survival Advocacy Network (SAN)	Type C	1 year	\$12,800
Total			\$195,567

Grantees are making preliminary progress towards achieving the intended outcomes outlined in Table 11.

Table 11: Intended WCC outcomes

Short-term outcomes	Intermediate outcomes	Long-term outcomes
Greater numbers of inclusive coalitions and advocacy groups.	Coalitions and advocacy groups drive and initiate change.	Women in Fiji have a stronger sense of agency.
Coalitions and advocacy groups are strengthened to advocate effectively.	Coalitions and advocacy groups influence gender responsive policy, legislation and services.	There is a changed legal and social environment.
Women's organisations are strengthened to promote gender equality.	Rights-based policies, legislation and services begin to be implemented.	There are increased number of women in Fiji who participate fully, freely, safely in political, economic and social life.
Coalitions and advocacy groups build a Pacific understanding of local solutions to gender equality.	There is progress in positive changes in the beliefs, attitudes and social norms held by individuals, families and communities.	

There is evidence that women's organisations have been strengthened to promote gender equality. All grantees report that the capacity of their staff has increased based on capacity development support provided by the Fund. Additionally, five grantees report that their organisations have been strengthened through improved processes, structures, and governance (AWED, DWG, FGGA, RNP and SAN). For example, AWED has developed policies and an operations manual that can guide the organisation until they formally register as an NGO. Another example is SAN's development of an Operational Manual as well as drafting an amendment to its constitution and child protection policy.

While there is evidence of women's organisations being strengthened, as outlined above, there is also evidence that staff turnover has weakened some of them. The issue is of concern for FWF and it will support the organisational strengthening of two grantees in particular following a series of staff losses. At the same time, FWF recognises that staff turnover is an issue often faced by women's organisations and civil society organisations more broadly. While staff turnover is inevitable for any organisation, these qualified and experienced personnel can continue to contribute to the women's movement from other positions. International research shows that one of the greatest contributions of development over the long term is the capacity

development of local staff who continue to play a role in national development through ongoing and differing roles.⁸

There is also evidence that coalitions and advocacy groups are building local solutions to gender equality. For example, WiFN commissioned a national stocktake of the institutional and enabling mechanisms that support gender diversity in fisheries in Fiji. The research report identifies priorities for the

network through its eight recommendations. Another example is PSGDN's support to 36 participants to represent Fiji at the 2nd Pacific Human Rights Conference. The participants came from different parts of Fiji and the conference was an opportunity for the LGBTQI community in Fiji to meet and discuss pertinent issues and develop recommendations and action plans for local, regional and global implementation. A third example of coalition building in action is provided in Box 4.

Box 4: femLINKpacific building local solutions to gender equality

The recent National Consultation (September 2018) demonstrates the solidarity amongst the members of our Rural Women Leaders Community Media Network to collectively respond to national issues drawing from their local experiences. femLINKpacific is one of the only women's organisations supporting the convening of a Rural Women's Leaders network across Fiji and coordinating engagement between women leaders and with government officials at the sub national and national level. Members of our Rural Women Leaders Community Media Network particularly in the Northern and Western divisions are demonstrating a greater ability to communicate and integrate Women's Peace and Security and Human Security Framework recommendations in their community and sub national action plans. The next phase of activity will be monitoring the implementation of these plans.

Source: femLINKpacific report

⁸See for example, Hirschman, A. O., Development projects observed.

Outcome 3

The Fund has transitioned to an independent local entity and has secured funding from donors, private sector, and local philanthropy.

The Fund has made progress towards this outcome through the development and review of key strategic documents that guide the Fund's work as well as ensuring it has adequate human resources and governance arrangements. The Fund's investment in communications has contributed to increasing its profile and visibility in Fiji, the Pacific and globally. A significant area of success in 2018 has been engagement with international women's funds by becoming an associate member of Prospera and taking a collaborative approach to resource mobilisation by partnering with key women's fund such as the Urgent Action Fund Asia and the Pacific. The Pacific Philanthropy Scoping Study planned for 2019 is significant as it will provide direction to the Fund's plans for resource mobilisation, engagement with donors, the private sector and other philanthropic opportunities.

Fund's Key Strategies

In 2018, the Fund developed three key strategies: the Communications Strategy, the Capacity Development Strategy and the Gender Equality and Social Inclusion (GESI) Strategy. The Fund also reviewed existing organisational documents such as the Grants Manual, Monitoring, Evaluation and Learning Plan and the Finance and Operations Manual.

The Fund has also engaged members of Prospera - the hub of international women's funds - in the development and review of key strategies such as the Communications Strategy, Capacity Building Strategy and the GESI Strategy.

Human Resources

The Fund's human resources are supporting program delivery well. As of December 2018, the Fund team consists of six permanent staff members (Fund Manager, Capacity Development Specialist, Monitoring, Evaluation and Learning Officer, Finance and Administration Officer and two Program Officers) with specialist input from Short Term Advisers, specifically in the areas of communications and monitoring, evaluation and learning, gender equality and social inclusion.

To ensure the Fund can further build its profile, visibility and promote learning and sharing, the Fund team recruited a full time Communications Officer in November.

In November, the resignation of the Capacity Development Specialist prompted the Fund to review the Fund Team's composition. The Fund revised the terms of reference for the Capacity Development Specialist which led to the creation of the Senior Program Manager position who, in addition to Capacity Development role, also provides support to the Fund Manager.

In addition, the Fund also created the full-time position of an Administration Support Assistant to support the existing Finance and Administration Officer.

The Fund undertakes performance management processes annually to ensure staff are equipped and focused to deliver required services. The Fund conducts two, 6-monthly Review and Planning workshops for its team. Within this reporting period, the Fund hosted the workshops in March and September. The workshops provide the Fund team with an opportunity to review and plan its workplan, reflect on activities that have been conducted, the lessons learnt, and, plan and adapt from these reflections. Team building is also a key element. The program has over time included team self-care sessions that promote team bonding, learning and understanding each team member's working and communication styles and of course some fun-based activities.

The Fund is committed to staff capacity development and during this reporting period, all staff members attended comprehensive training on child protection, gender equality and social inclusion, financial management and knowledge management systems. Attending these training sessions has enabled Fund staff to provide capacity development support directly to grantees and partners.

Governance

The Fund has governance structures in place to address accountability, transparency and risks. The Steering Committee provides ongoing strategic guidance to the Fund and the Grants Committee assesses grant submissions. The Fund accounts to its grantees, beneficiaries and DFAT on a regular basis.

The Fund has two committees which enhance the accountability of its decision-making. The Steering Committee provides ongoing strategic guidance to the Fund and the Grants Committee assesses grant submissions. The Fund's Steering Committee provides advice and direction and meets twice a year with a few ad hoc engagements. During 2018, the Steering Committee met three times. The Grants Committee makes decisions on grant applications and met three times in a year; two for the assessment of expressions of interest and once for assessment of proposals.

During 2018, the incoming Chair of the Fund's Steering Committee, Archana Mani passed away. Ms. Mani had worked closely with the Fund Manager to launch the Fund's first annual report and introduce its first call for funding grantees in March. With Ms. Mani's passing, the Fund conducted an open Expression Of Interest to recruit another Steering Committee member. A total of 13 applications were received and the appointment of two new members, Mareta Fong Salacakau and Dr. Litea Meo Sewabu was endorsed. They join the now nine-member Steering Committee.

With the Steering Committee at full membership, the Committee then elected its Chair and Co-Chair positions. Nalini Singh was voted as Chair and Tupou Vere as Co-Chair. Mareta Fong Salacakau, private sector representative and Sala Tupou Tamani, a civil society representative, were nominated to join the Grants Committee.

Fund staff are in daily contact with grantees and provide feedback on workplans, budgets and reports. Along with the *Pacific Women* Support Unit, the Fund co-hosted and facilitated an annual reflection and planning workshop with all grantees in October 2018.

The Fund reports at intervals of every three and six months to DFAT via its quarterly operational reports and 6-monthly progress reports. It reports formally to grantees, development agencies and stakeholders on an annual basis via its annual report.

Communications

Within this reporting period, the Fund was able to finalise its Communications Strategy and developed key communication products such as brochures, promotional video, newsletter, website and establish two social media platforms - Facebook and Twitter. The Fund also began development of two, five-minute videos to showcase the grantees that we work with.

All the communication products were launched at the Ministry of Women, Children and Poverty Alleviation's National Expo on 22 June, the

largest gathering of women artisans around Fiji. This was also done to coincide with the Fund's announcement of its second call for funding.

The social media platform statistics below highlight the need for the Fund to consider how it can further harness the power of social media to improve its visibility and profile.

Facebook



705
Followers



700
Likes



53,475
Reach⁹

Twitter



161
Followers



46,320
Impressions¹⁰



1,952
Engagement¹¹

⁹Reach - the number of people who had any content from the Fiji Women's Fund page or about the Fiji Women's Fund page enter their screen.

¹⁰Impressions - number of times users saw the tweet on Twitter

¹¹Engagement - total number of times a user has interacted with a Fiji Women's Fund tweet. This includes all clicks anywhere on the Fund's Tweet (including hashtags, links, avatar, username, and Tweet expansion), retweets, replies, follows and likes.

During the visit by the Duke and Duchess of Sussex to Fiji in October 2018, the Fund along with four of its grantees Rise Beyond the Reef, Talanoa Treks, Naitasiri Women in Dairy and Ra Naari Parishad were invited to the royal afternoon tea hosted by the British High Commission in Fiji and Her Royal Highness, the Duchess of Sussex. Thus, the Fund and its grantees came under the regional and global spotlight that the event attracted.

The Fund has established links to the Fiji women's movement and continues to strengthen these links. The Fund is establishing its legitimacy as a contributor to women's empowerment in Fiji. It attends and contributes to relevant events such as International Women's Day, the Human Rights Day march, participates in the Ministry of Women, Children and Poverty Alleviation's National Women's Expo and is recognised by other women's rights and women's empowerment organisations in Fiji.

The Fund Manager has been appointed as a member to the Department of Foreign Affairs and Trade's Civil Society Engagement Advisory Committee. Membership on this committee provides an opportunity to contribute to the review of the Australia-Fiji Civil Society Engagement Strategy (2016 – 2019) to inform and develop a new engagement strategy, and review and provide strategic input into key areas of Australia's support for Civil Society Organisations and contribute to the establishment and terms and conditions of the CSO Flexi Fund.

Additionally, the Fund is making links to global women's funds. The Fund was invited to attend the Prospera Asia Regional Convening in Ulaanbatar, Mongolia where the Fund submitted its application to become an associate member of the global network of women's funds and philanthropic organisations. At the regional meeting, Prospera Asia renamed itself to Prospera Asia and the Pacific in recognition that two new women's funds, the Fiji Women's Fund and Urgent Action Fund Asia and the Pacific, are now working in the Pacific. The Fund was confirmed an associate member of Prospera on 31 October 2018.

As part of Prospera Asia and Pacific, the Fund has been engaging in meetings and discussions towards hosting an Asia and Pacific Regional Convergence to take place in 2019.

In 2018, the Fund started collaborating with Urgent Action Fund for Women's Human Rights Asia and Pacific (UAF A&P).¹² Both the Fund and UAF A&P are committed to modelling a partnership approach to mobilising resources and want to contribute towards the changing culture of giving¹³ for women's rights and empowerment in the Pacific and Asia. The combined and collective networks, relationships and resources of both organisations in the Pacific and Asia means there is wider coverage, and the reach and scope is greater. Both organisations have a strong understanding of the Pacific and Asia and are strategically situated to identify potential gaps in the available financial and

¹²UAF A&P is the first fund within both regions that protects, strengthens and sustains women and non-binary human rights defenders at critical moments. UAF A&P intervene quickly when activists are poised to make great gains or face serious threats to their lives and work.

¹³This includes financial and non-financial resources

non-financial resources for gender equality and women's rights. The first approach to modelling a partnership approach is to commission a joint scoping study to examine current philanthropic efforts in the Pacific. Both the Fund and UAF A&P are collaborating on the development, implementation and resourcing of the scoping study. The partnership approach also extends to the way both organisations will engage with stakeholders in this study. Within this reporting period, the Fund supported the Urgent Action Fund Asia & Pacific to secure funding from the Global Fund for Community Foundations for the scoping study.

The Fund has also assisted emerging women's funds such as the Republic of Marshall Islands' (RMI) 50:50 Innovation Fund and the Francophone Women's Fund based in Togo. The Fund shared the Grants Manual, Operations Manual and MEL plan with the Francophone Women's Fund. This was based on their request to use some of the Fund's documents to guide their policies and calls for funding.

The RMI 50:50 Innovation Fund (the 50:50 Fund) housed by the Women United Together Marshall Islands (WUTMI), under the governance of the Steering Committee and the Grants Committee, will identify and support women and gender-interested groups, organisations and networks to implement projects and programs to achieve gender equality. Modelled along the lines of the Fiji Women's Fund, the 50:50 Fund will be flexible and responsive, with accessible mechanisms to

support innovations to promote gender equality and women's human rights. The Fund provided input in the development of the 50:50 Innovation Fund's Terms of Reference for a Technical Adviser who will assist the setup of the 50:50 Innovation Fund team.

The Fund via its Fund Manager participated at the Dutch funded Win-Win Strategies 'Collaborating for Impact Workshop' in September featuring diverse participants from women's rights organisations, women's funds and foundations.

Engaging with the private sector

The Fund worked with Ms Mareta Salacakau Fong, private sector member on the Fund's Steering Committee and Chair of ANZ Bank's Banking on Women program to host a luncheon as part of the 16 Days of Activism. The event brought together a total of 52 guests comprising ANZ staff, the Fund team and Fund Steering Committee.

ANZ Bank also visually showcased their support for this day by featuring orange lights on the outside of their Head Office through the entire of 16 Days of Activism campaign.

This event was the first time the Fund engaged with a private sector company in its bid to encourage a culture of giving and sharing from the private sector for women's empowerment.

During the period, the Fund also reached out for funding from global women's funds and will continue to do so in the coming years.

Learnings

As a learning organisation, the Fund continues to learn from its grantees, partners and from its Team. These key lessons are used to inform the Fund's management, programs and operations.

Being a supportive, empathetic and dependable Fund

Striving to embody the Fund's values as a supportive, empathetic and dependable funder has certainly provided the greatest learning experience for the Fund Team. The Fund employs a 'learning by doing' approach which has meant we have responded to our grantees' changing social contexts and the needs of diverse women and communities.

Each of the Fund's grantees come with their unique organisational culture and herstory. Acknowledging these differences, the Fund intentionally tailors its capacity development support to meet the needs of each individual grantee. Another learning point is to understand and respect that grantees have multiple competing deadlines and responsibilities. Where grantees are unable to attend the Fund's capacity development activities, the Fund has worked with the grantee's preferences for dates and delivery of capacity development activities.

In 2018, some grantees experienced delays to their projects due to natural disasters, and organisational changes such as staff turnover and Board changes, which in some cases has meant that grantees have had to re-adjust their work plans and activities.

The backlash that our grantees have faced has come in multiple forms and from multiple sources ranging from family members and communities to traditional leadership structures and national leadership structures. The Fund needs to be proactive in supporting grantees to identify potential sites and sources of backlash and in working with grantees to plan mitigation strategies before projects begin and during and after the project cycle comes to an end.

The Fund has much to give but also much more to learn as it works alongside its grantees.

Relationship building is a vital component of building women's movements

Relationships are an equally important aspect of human interaction and building movements, especially in the global women's movement. In 2018, the Fund Team and its set of grantees embarked on building and fostering new relationships and, in some cases, strengthening existing relationships.

The Fund team members via their past and present roles have established new relationships with feminists and women human rights defenders from the Asia and Pacific region. These relationships have assisted the Fund in expanding its network and relationships, including the private sector. Relationships drive movements and so it is important for each of the Fund members to build relationships with multiple stakeholders. In 2018, the Fund contributed towards its grantees expansion of networks by sharing non-financial resources such as social

capital, research, strategies, funding and capacity development opportunities.

Engaging with the women's movement in Fiji and with international women's funds has greatly assisted the Fund. The Fund has sought the expertise and experience of these international women's funds in guiding both the development and implementation of key strategies such as the Fund's Communications Strategy, Resource Mobilisation Strategy and Capacity Development Strategy.

Creating spaces for peer learning, sharing and making connections with existing and new women's groups has been a key enabler of fostering formal and informal relationships. The feedback from the grantees shows their appreciation for these spaces and recommends that the Fund host more formal and informal spaces. This is something the Fund is committed to continuing.

Building a collaborative approach to resource mobilisation

The Fund is part of a vibrant eco-system of women's rights organisations and women's funds. Recognising the larger eco-system, and as a young Fund we have much to learn from more established sister funds, the Fund has taken a collaborative approach to resource mobilisation by working with Urgent Action Fund Asia & Pacific. This collaborative approach demonstrates

the Fund's recognition that there are many partners and stakeholders who can contribute to women's empowerment, providing both financial and non-financial resources.

Taking a collaborative approach, the Fund, along with sister fund Urgent Action Fund Asia & Pacific and women's rights organisation International Women's Development Agency have been accepted to host a session at the 2019 Australasian Aid Conference which focuses on the value of investing in women's funds and women's rights organisations.

Along with Women's Fund Asia, FRIDA The Young Feminist Fund, and Urgent Action Fund Asia & Pacific, the Fund will also use the opportunity to host an in-depth session with the Australian Department of Foreign Affairs and Trade on increasing support to women's funds and women's rights organisations.



Looking Forward

The Fund will focus on five areas in 2019: continuing to provide capacity development support to grantees, engaging with the private sector, supporting grantees to mitigate backlash and continuing to engage with national, regional and international women's funds.

Capacity Development Support

In 2019, the Fund will continue to provide capacity development support in gender equality and social inclusion, financial management, child protection, monitoring, learning and evaluation. The Fund will also provide capacity development support that has been self-identified by grantees. A range of capacity development providers will work with grantees to provide the following:

- ✦ organisational governance and leadership,
- ✦ strategic planning,
- ✦ business advisory services,
- ✦ organisational policy development,
- ✦ resource mobilisation,
- ✦ project management,
- ✦ women's legal rights and legal literacy,
- ✦ communications, and financial management.

Given that this will be the first time the Fund will be outsourcing capacity development, the Fund will invest in making time to get feedback both from its grantees and from capacity development providers on what is working well and what can work better.

The Fund will also be strengthening its support in monitoring, evaluation and learning to grantees by tailoring individual and group learning sessions and fostering a culture of appreciation for monitoring, evaluation and learning. The Fund will foster a similar culture of appreciation within its own team.

Engaging with Private Sector for Resource Mobilisation

Although the Fund is relatively young in its implementation, it has begun to plan its eventual transition into an independent entity by mobilising a range of resources.

The Fund will develop its Resource Mobilisation Strategy in 2019 and trial some activities of the Strategy to garner and encourage local philanthropy. In 2019, the collaboration between the Fund and Urgent Action Fund Asia & Pacific to undertake a Pacific Philanthropy Scoping Study will continue. The scoping study will provide a snapshot of current philanthropic efforts that support women's human rights and gender equality in the Pacific - specifically focusing on Papua New Guinea (PNG) and Fiji. The study will explore the current donor landscape including bilateral funding, corporate social responsibility and local philanthropy. It will outline the types of monetary and non-monetary support, the challenges and opportunities for funding women's human rights and gender equality. Findings from this scoping study will inform the Fund's Resource Mobilisation Strategy.

Supporting Grantees to mitigate backlash

One of the key ways that the Fund envisages supporting grantees to mitigate backlash is to assist new grantees who are in the planning stage to identify potential sites and sources of backlash and how they can respond. The Fund will also continue to work with existing grantees through a similar exercise as well as convening a session with grantees to discuss the backlash they and the women they work with have faced and their reactions. Finally, the Fund will work further with grantees to determine what is not acceptable (situations of immediate danger, safety of children) to develop a process for determining the appropriate response. The Fund can draw from documents of other organisations who consider similar issues for example, the risk assessment and risk management framework of Victoria's Department of Human Services' Family Violence Risk Assessment and Risk Management Framework and Practice Guides.

Engaging with National, Regional and International Women's Funds

As an associate member of Prospera, the Fund will continue to build its on-going engagement with international women's funds. The Fund will continue to invest in time, resources and participation of the Fund Team, its grantees and women's groups, networks and organisations in key national, regional and international women's events.

Development of a localisation strategy

The Fund will develop a localisation strategy in 2019 which will include a process for registering as an independent entity. The localisation strategy will build on the recommendations to mobilising funds developed in the Resource Mobilisation Strategy.



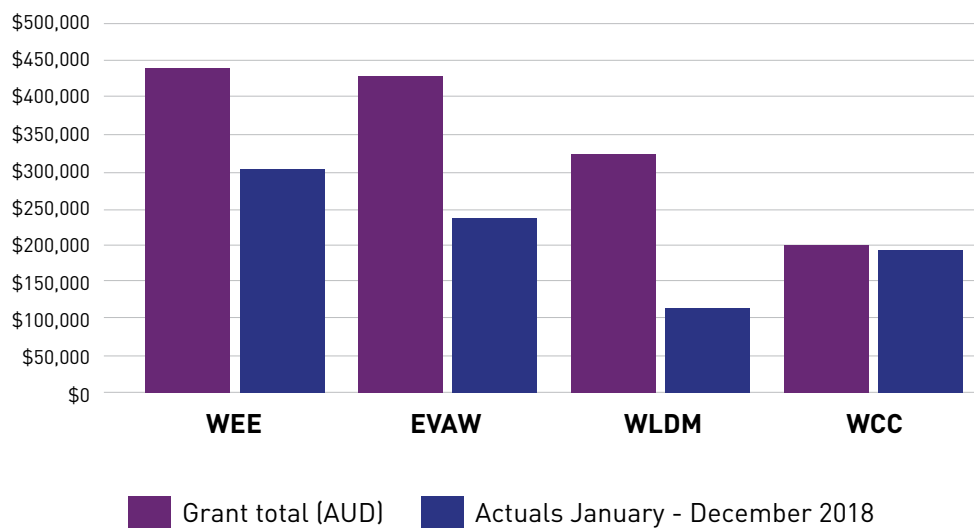
A member of Nabalasere Village located in the Ra Province.

Fund Financials

In 2018, the Fund transferred about 60 per cent of the total grants allocated for first Call for Funding to the 18 grantees. The total value of

the first Call for Funding grants is AUD1,377,711. As of 31 December, 2018, the Fund had transferred AUD835,602.19 to grantees for project activity implementation.

Figure 6: Actual funding given to grantee in 2018



The Fund has spent a total of AUD82,042 over the period of January – December 2018 on capacity development and movement building support. This comprised spending of AUD74,055 on capacity development support and AUD7,987 on movement building support.

Operations and program support expenses for 2018 were AUD722,896, constituting approximately 30 per cent of total expenditure.



The Fund's Program Officer, Kuini Rabo, assists artisans at the Ministry of Women, Children and Poverty Alleviation's Fiji National Women's Expo in Suva, Fiji.

Appendix 1: Steering Committee Members



Nalini Singh

*Executive Director, Fiji Women's Rights Movement
(Chair of the Steering Committee, 2018)*

Nalini Singh is a feminist and a social development specialist with over 17 years' experience in design, implementation, management, monitoring and evaluation of women's rights and development programmes in the Asia Pacific. Her particular interests are the issues of women's sexual and reproductive health and rights (SRHR), decent work and organisational capacity strengthening. Prior to joining FWRM over two years ago, Nalini worked as the Programme Manager- Advocacy and Capacity Building for the Asian Pacific Resource and Research Centre for Women (ARROW) based in Kuala Lumpur, Malaysia. Before this she was a Programme Officer at the Asia Pacific Forum on Women, Law and Development (APWLD) based in Chiang Mai, Thailand. Nalini is a graduate of the University of the South Pacific with a Bachelor of Arts.



Christina Munzer

*Chair of the Steering Committee (2017) Counsellor,
Development Cooperation for Fiji and Tuvalu,
Department of Foreign Affairs and Trade, Australian High
Commission Fiji*

Christina Munzer has been with the Department of Foreign Affairs and Trade since 2012, and is currently the Counsellor for Development Cooperation, Fiji and Tuvalu at the Australian High Commission in Suva. While in Canberra she was Director of DFAT's global Australian-NGO Cooperation Program. Christina came to DFAT from the NGO sector, working with CARE Australia as Coordinator of Asia and Pacific programs and before that with the International Rescue Committee in several humanitarian and post-conflict postings in Asia, the Middle East and Eastern Europe. Christina served as a United States Peace Corps volunteer in Senegal, West Africa and has also worked in the US health sector. Christina has a Masters in International Affairs from Columbia University.



Tupou Vere

Women's Human Rights Defender

Tupou Vere has worked for 25 years on gender equality and women's empowerment in Fiji national and Pacific regional women's NGOs, governmental offices and a faith based women's organisation. She has for a decade also worked in a Pacific NGO advocacy organisation on issues of decolonisation, demilitarisation, sustainable development, environment and human rights. Tupou joined Oxfam in Fiji in March 2018 and later in October 2018 on a full time basis as Gender Equality and Social Inclusion Specialist. She has worked in the Fiji YWCA, Pacific Regional YWCA, Fiji's Department for Women, Pacific Concerns Resource Centre, UN Women Fiji Multi-Country Office and House of Sarah – Anglican Diocese of Polynesia. Tupou has an undergraduate degree in sociology and administration and a Post Graduate Diploma in Development Studies from the University of the South Pacific.



Selai Korovusere

Director Women

Ministry of Women, Children & Poverty Alleviation

Selai is a career Civil Servant having served in a number of agencies within the Fijian Government. Her areas of expertise are in research and policy; planning, human resource training and development and productivity and excellence. She is a qualified business excellence evaluator and a trainer by profession. Throughout her career she has worked extensively with programmes that promote Disaster Risk Management; Women's Development and Gender Equality. She returns to the Department of Women as the Director Women after more than 10 years' service in the Public Service Commission.



Mere Roden

Office Manager, Spinal Injuries Association Fiji

Mere Roden is the President of the Spinal Injuries Association and Employer Liaison Officer of the Include Disability Employ This Ability (IDEA) program. Mere is an avid table tennis player, winning a gold medal at the Pacific Games in 2015. She represented Fiji at the Paralympics in Rio de Janeiro in 2016. Mere has worked as Factory Manager for Asia Pacific Textiles, supervising production of South Pacific Games items manufactured for Fiji by Asia Pacific Management. She is a well-known disability rights advocate, specifically advocating the rights of persons with disabilities to meaningful employment.



Leaine Robinson

Senior Program Manager, Gender Equality & Inclusive Growth, Australian High Commission Fiji

Leaine Robinson has over 10 years' experience working on development in Fiji and the Pacific, in particular on program management, civil society engagement, gender and disability. Leaine has been with the Australian High Commission since 2011 and is currently the Senior Program Manager for Gender Equality & Inclusive Growth where she manages bilateral aid programs focused on promoting gender equality and social inclusion in Fiji. Before joining the Australian High Commission, she worked for a regional civil society organisation, Foundation of the Peoples of the South Pacific International, managing projects across multiple Pacific Island countries. Leaine holds a Bachelor of Arts in Applied Psychology and Industrial Relations and a Postgraduate Diploma in Development Studies from the University of the South Pacific. She is currently pursuing her Masters in Development Studies with the University of the South Pacific.



Dr Litea Meo-Sewabu

Lecturer and the Social Work Discipline Lead, University of the South Pacific

Dr Litea Meo-Sewabu is an academic and has worked in academia for over 15 years. She joined the University of the South Pacific in 2017 as a Lecturer and the Social Work Discipline Lead. Prior to that, she worked at Massey University in Aotearoa as the coordinator for the Pacific Research and Policy Centre and also taught in Development Studies (Gender & Development) and the Social Work programme in the University. She has also taught at the Fiji School of Medicine's School of Public Health (now FNU) in community medicine, community development and health promotion. Prior to that, Litea worked at the Fiji Ministry of Health's Health Planning Unit, which was responsible for developing health policies and health-related programmes. After this position, she worked at the National Centre for Health Promotion on community development projects and training at a national level. Litea holds a Master's in Public Health (International Health) from Tulane University School of Public Health & Tropical Medicine in New Orleans, United States of America and a PhD from Massey University, Manawatu, New Zealand.



Leonie Whyte

Deputy Team Leader Pacific Women Support Unit

Leonie Whyte has been with the *Pacific Women* Support Unit since August 2018. Leonie oversees the Gender, Monitoring, Evaluation and Learning, Research and Finance and Operations units of *Pacific Women's* work. Leonie has over 15 years of experience in the delivery and management of international development programs in Papua New Guinea and the Pacific. Prior to this role Leonie was the International Development Manager for Cardno in Papua New Guinea and Cardno's representative managing the PNG Law and Justice Program. Before joining Cardno, Leonie worked for AusAID/DFAT for 10 years in various roles, including postings to PNG. Leonie has a background in community development, gender, governance and development effectiveness. She has a Bachelor of Community Education and a Post Graduate Diploma in International and Community Development.



Mareta Salacakau Fong
Finance Manager, ANZ Bank Fiji

Mareta is the Chair of the ANZ Fiji Banking on Women (BoW) Executive Committee which is an in-house program that focuses on ANZ women's career progression and well-being by organising activities that are targeted at increasing visibility, boosting confidence and challenging the status quo. She is currently the Finance Manager for ANZ Fiji and previously held a similar position in Samoa overseeing Finance for Samoa, Tonga and Cook Islands. Mareta also worked with children at the Samoa Victims Support Shelter during her time there. She is a member of the Leadership FIJI alumni, Fiji's Women in Business and a Committee member for the ANZ Fiji Staff Foundation. Mareta has a Bachelor of Arts in Accounting and Tourism from the University of the South Pacific and is a member of CPA Australia.



Hand woven purses on display at the Ministry of Women, Children and Poverty Alleviation's Fiji National Women's Expo in Suva, Fiji.

Appendix 2: Grants Committee Members



Sala Tupou Tamani

Program Advisor, International Planned Parenthood Federation, Pacific Humanitarian Program, based in Suva, Fiji

Sala is a social development practitioner with 20 years' experience in regional service, supporting 14 Pacific Islands countries. Sala has worked with both government and civil society partners alongside regional and UN partners. She is passionate about growing Pacific youth leaders, to 'steer their canoe' in development agendas. Specifically, to harness homegrown solutions and practices to sustain investment gains especially in sexual and reproductive health and governance. With her recent past experience being in governance, program management and gender inclusion, Sala is familiar with programs supported by DFAT, Global Fund and MFAT. Sala values relationships, first working as a peer educator with sex workers in the streets of Suva, Fiji at the onset of the regional HIV response in the early 2000. Since then, her assignments have extended to working with marginalised communities including LGBTIQ, people with disabilities, youth and seafarers. Sala has governance and sociology post graduate qualifications from the University of the South Pacific.



Tara Chetty

Gender Adviser – Gender, Pacific Women Shaping Pacific Development, Support Unit

Tara Chetty works in gender and development, supporting the delivery of a regional gender equality program in the Pacific. She previously worked for feminist and human rights organisations in Fiji for over 10 years. In this work, Tara has had a strong thematic focus on sexual and reproductive health and rights, including through international and regional advocacy. Tara holds a Master of Arts in Women's and Gender Studies from Rutgers University and is a Fulbright alumnus. In her current role with the *Pacific Women* Support Unit, she provides technical support to the Pacific Women Shaping Pacific Development program, Australia's 10-year initiative to support gender equality in 14 Pacific Island countries.

Grants Committee Members also include:

Mareta Salacakau Fong

Finance Manager, ANZ Bank Fiji

Leaine Robinson,

Senior Program Manager, Gender Equality & Inclusive Growth, Department of Foreign Affairs and Trade, Australian High Commission Fiji

Appendix 3: The Fund Team



Michelle Reddy
Fund Manager

Michelle Reddy, a Pacific women's rights feminist activist, was appointed as Fund Manager in May 2017 and brings extensive experience on gender equality and human rights in Fiji and the Pacific from her previous leadership positions with the Fiji Women's Rights Movement and the Pacific Centre for Peacebuilding and Leadership Fiji. Michelle is a skilled program manager with exceptional resource mobilisation, project development and implementation skills. Michelle holds a Bachelor of Education majoring in Literature and Language, a Postgraduate Diploma in Literature and a Postgraduate Diploma in Development Studies from the University of the South Pacific.



Roshni Chand
Finance and Administration Officer

Roshni Chand has more than 10 years' experience in the finance and administration field. She comes equipped with project management skills and is a finance trainer for Management Accounting for non-governmental organisations (MANGO). Prior to joining the Fund in May 2017, Roshni worked at the Fiji Education Sector Program (FESP), Multi National Observer Group (MOG) and the Pacific Leadership Program (PLP). Roshni is currently pursuing a Bachelor of Commerce majoring in Human Resources Management, Employment Relations and Public Administration and Management at the University of the South Pacific.



Neema Nand

Monitoring, Evaluation and Learning Officer

Neema Nand has over 10 years' experience in project management and organisational development and has a keen interest in natural resource management and conservation. Neema has worked previously with the Fiji Fisheries Department, the Department of Environment, International Union for Conservation of Nature and Fiji Community Development Program (FCDP). Neema has a Bachelor of Arts in Information Systems and Marine Resource Management, a Post Graduate Diploma in Marine Affairs and Post Graduate Diploma in Development Studies from the University of the South Pacific. Neema is currently pursuing her Masters in Development Studies at the University of the South Pacific.



Devina Devi

Program Officer

Devina Devi has worked extensively with community groups, women's groups and youth networks in her various positions at the University of the South Pacific, FRIEND, Ministry of Women and Social Welfare and Ministry of Youth and Sports. Devina joined the Fund in August 2017 bringing capacity building and community development experience. Devina has a Bachelor of Science majoring in Geography and Earth Science and a Masters in Development Studies from the University of the South Pacific.



Kuini Rabo
Program Officer

Kuini Rabo has 10 years' experience working with communities, specifically women networks in Fiji and in the Pacific. She has managed gender and energy projects and gained experience in aid coordination through her work with the Secretariat of the Pacific Community, University of the South Pacific and with the Government of Fiji. Kuini joined the Fund in January 2018. Kuini has a Bachelor of Arts in Economics and Management and a Postgraduate Diploma in Social Policy from the University of the South Pacific.



Belinda Fraser
Communications Officer

Belinda Fraser joined the Fund in November 2018 and has over 10 years' experience in communications, event management, sales and marketing, and advertising. Over the last 18 years, Belinda has worked in the tourism, corporate and development sectors. She has held various positions at the Habitat for Humanity Fiji, Sheraton Fiji Resort, Sofitel Fiji Resort, Toyota Tsusho (South Sea) Limited Fiji, Pacific Immigration Development Community and most recently at the Department of Foreign Affairs and Trade (DFAT) at the Australian High Commission in Fiji. Belinda holds a Bachelor of Arts Degree majoring in Journalism and Tourism and a Post Graduate Diploma in Diplomacy and International Relations from the University of the South Pacific. Belinda is currently pursuing her Masters in Diplomacy and International Relations at the University of the South Pacific.



Appendix 4: First call for funding grantee profiles

In 2018, the Fund supported the following 18 grantees to implement projects in Fiji in the four target thematic areas.



Rise Beyond the Reef (RBTR)

Project name: Economic and Leadership Development for Rural Remote Women, Fiji.

Funding Amount: AUD200,000

Project timeframe: 2 years

Rise Beyond the Reef, founded in 2013, addresses unique development needs for rural remote Pacific communities, improving women's and children's lives through ecologically sustainable income-generating projects using traditional skills and materials, addressing gender inequalities, building women leaders, and empowering women and girl survivors of domestic violence. Rise Beyond the Reef operates at the local level, in municipalities or groups within a division.

The project provides women with 1) Community liaison and leadership development opportunities; 2) Income-development opportunities; 3) Skill development and lifelong learning; 4) Additional markets via private sector partnership creation; and 5) Promotion and preservation of traditional art and skills.

Ra Naari Parishad (RNP)

Project name: The Rural Women Lifeskills Programme

Funding amount: AUD90,240

Project timeframe: 1 year

Ra Naari Parishad, a local community organisation established in 1989, works with women and girls in the Ra community to support economic empowerment, promote leadership and promote the involvement of rural women and girls in decision-making processes.

The Fund has supported RNP in training women in bee keeping and establishing bee farms for three women's groups. RNP is also providing women space to network and share lessons with the bigger RNP member group.





Photo: Partners in Community Development Fiji (PCDF)

Partners in Community Development Fiji (PCDF)

Project name: Economic Empowerment Programme for Women in Bua

Funding amount: AUD96,000

Project timeframe: 1 year

PCDF was founded in 1978 and is one of Fiji's longest established non-government organisations working on community development projects across rural, remote and maritime areas in Fiji. PCDF programs focus on Community Capacity and Livelihood Enhancement; Natural Resources Management; Health Improvement and Institutional Development.

The program involves building the capacity of women's groups in the villages of Naivaka, Naiviqiri, Nasau and Baravi (settlement), to help them participate in economic activities and secure sustainable livelihoods for themselves and their families. As part of the program, community leaders and men in the targeted villages and settlement were engaged in workshops and discussions for the purpose of transforming gender power relations and promoting positive gender masculinities that support the economic participation of women.

Walks & Trails Limited also known as Talanoa Treks

Project name: Women in Sustainable Tourism

Funding amount: AUD32,000

Project timeframe: 1 year and 6 months

Walks & Trails (Fiji) Limited trading as Talanoa Treks was registered in 2013, a social enterprise working in partnership with four rural communities across rural Viti Levu. Talanoa Treks partners with Nabalesere, Senituatua (Nubutautau) and Vuevata (Naga) Women's club. Women in each community earn income for the provision of various services – hosting guests, providing meals and looking after accommodation and increasingly providing guiding services.

Through the Fund's support, Talanoa Treks have constructed communal kitchen areas with the communities, so women can improve the quality of food they produce. The project is also encouraging women to adopt a healthier lifestyle.





Naitasiri Women in Dairy Group (NWDG)

Project name: Strengthening Naitasiri Women in Dairy Group

Funding amount: AUD9,600

Project timeframe: 1 year

Established in 2017, NWDG was formed to share dairy farming knowledge, issues, challenges and experiences encountered as women in a male-dominated industry. Working collectively, the group aims to improve daily milk production to sustainable levels of income that will enhance the livelihoods of its members. The NWDG consists of 40 women dairy farmers and has an executive committee with 9 female office bearers.

The Fund grant supported and strengthened their group to establish its operations in an effort to enable women dairy farmers to improve production, increase household income and support their livelihoods.

Delailasakau Women's Group

Project name: Delailasakau Mother's Canteen & Backyard Veggie Shop

Funding amount: AUD6,400

Project timeframe: 1 year

Delailasakau Women's Group is in the District of Waidina in the province of Naitasiri. The group is registered with the Department of Women with affiliation to the Catholic Women's League, Soqosoqo Vakamarama Naitasiri Division, and the Seventh Day DORCAS. The vision of the women's group is to empower and enlighten women to work together to improve livelihoods. The group also works with the village committee and the Turaga ni Koro in overseeing the wellbeing of the community and its members.

Through the Fund's support, the DWG has restocked their canteen store in the community and has started growing organic vegetables to support healthier lifestyles for themselves and their families.





House of Sarah

Project name: Preventing Violence Against Women in Fiji's Faith Settings

Funding amount: AUD160,000

Project timeframe: 2 year

House of Sarah is an initiative of the Association of Anglican Women (AAW), launched in 2009. HoS is managed by a dedicated team of volunteers committed to promoting equal and respectful relationships and supporting women throughout the Pacific. The organisation's mission is to provide a listening ear, a warm heart and a welcoming hand to those women who are facing violence. It does so through the provision of counselling, support services, and education, networking, partnerships and referrals. The organisation works with women, youths, male clergy and lay persons across Anglican parishes in Fiji.

The House of Sarah's Fiji project is adapting and implementing the internationally recognised SASA!Faith approach over a 4year period. The project is co-funded by the Fiji Women's Fund and the new Pacific Partnership to End Violence Against Women and Girls programme, with technical support from UN Women Pacific. The project engages members of the Anglican communities in Matata, Newtown and Wailoku to take the lead in reducing levels of violence against women and girls in their own communities.

Medical Services Pacific (MSP)

Project name: Maritime Outreach Programme

Funding amount: AUD200,704

Project timeframe: 2 year

Medical Services Pacific (MSP) is a registered non-government organisation established in Fiji to provide women, youth and children with quality health care and social services. MSP uses a rights-based approach to sexual reproductive and health agency providing innovative solutions. The organisation is widely known for establishing the first integrated and dedicated services for survivors of sexual violence (One Stop Shop/Post Rape Care Clinic) providing medical services, counselling and legal aid.

The Fund supports MSP's Maritime Outreach Program (MOP), which involves the empowerment of Women and Girls through the deployment of a clinical team to provide a range of medical services, counselling services and legal aid services as well as awareness on SRH and Rights. The program also includes capacity building activities to strengthen Protection Networks and to raise awareness on key issues of Sexual Reproductive Health and Rights.

Photo: Medical Services Pacific (MSP)





Photo: Reproductive & Family Health Association of Fiji (RFHAF)

Reproductive & Family Health Association of Fiji (RFHAF)

Project name: The Future She Deserves

Funding amount: \$94,000

Project timeframe: 1 year

RFHAF was inaugurated in June 1996. It has played a key role in shaping national family planning policy and in promoting sexual and reproductive health (SRH) education, particularly among young people and communities, among whom, myths about the dangers of family planning prevail.

The Fund supported RFHAF to strengthen and empower young girls in decision making about their Sexual and Reproductive Health and Rights. The project supports young girls and their parents/guardians to 1) Develop capacity, through mentoring on reproductive health and sexuality, 2) Promote attitudes and behaviours that will lead to a better quality of life for adolescent girls, and 3) Impart communication, decision-making, assertiveness, goal setting and peer pressure resistance skills to young adolescents girls through mentoring programs to enable them to overcome the challenges of growing up and becoming responsible adults.

femLINKpacific: Media Initiatives for Women

Project name: Strengthening a Women-Led Community Media Network in Fiji

Funding amount: \$288,000

Project timeframe: 2 years and 6 months

femLINKpacific operates two permanent radio stations in Suva and Labasa, dedicating more than 800 broadcast hours monthly to discuss gender equality, peace and human security-related issues. femLINKpacific supports a network of diverse women leaders in 13 geographical centres with a dedicated team of community-based convenors and correspondents as well as the Suva and Labasa community media centres.

Recognising the need for greater visibility of rural women's leadership, the programme aims to strengthen a vibrant, women-led community media network in the Western and Northern Divisions of Fiji. The project also aims to enhance the leadership of women of all diversities, particularly women with disabilities, through increased visibility in the public and the media. By generating content, as well as continuing collaboration with media partners who can relay this through a range of media platforms, femLINK is contributing to an increase in media coverage of women's leadership, including political leadership.

Photo: femLINKpacific





Photo : Clare Douglas/Fiji Girl Guides Association

Fiji Girl Guides Association (FGGA)

Project name: Empowering girls & women for active leadership

Funding amount: AUD32,000

Project timeframe: 1 year

Established in Fiji in 1924, the FGGA is an association with approximately 5,000 members. The association aims to empower girls and young women to be resourceful, responsible and to think for themselves through offering a non-formal educational program focusing on life skills, leadership and decision-making. Guiding is open to all girls and young women and is based predominantly in schools across Fiji.

The project focuses on empowering young women and girls in the 24 Districts to develop their leadership potential and confidence, so they can make transformative changes and improve their lives. The grant also enables the FGGA to strengthen the governance and capability of its leaders for programme improvement and organisational sustainability.

Women's Wing of the Fiji Trade Union Congress (FTUC)

Project name: Leadership training for women on gender equality at organisational level

Funding amount: AUD3,200

Project timeframe: 1 month

The Women's Wing of the Fiji Trades Union Congress is an arm of the umbrella organisation, FTUC, and consists of eight committee members. The Women's Wing assists female members of the FTUC's affiliates in capacity building, educates women on their rights in the workplace, and, is responsible for promoting the interests of women workers.

FTUC developed and delivered a one-day workshop for women members within the FTUC Affiliates on Empowering Women through Leadership, at the organisational level.

Photo: Women's Wing of the Fiji Trade Union Congress (FTUC)





Survival Advocacy Network (SAN)

Project name: Sustain SAN advocacy centre and strengthen the network through enhancement of SAN outreach programme

Funding amount: AUD12,800

Project timeframe: 1 year

Survival Advocacy Network was established in 2009 through the Scarlet Alliance Programme. SAN focuses on empowering the lesbian, gay, bisexual and trans sex worker community in Fiji, to ensure sex workers are able to live and work in a safe environment and to eliminate stigma and discrimination against sex workers.

The Fund has supported SAN in strengthening their network through training and regular meetings, and awareness programs.

Aging with Empowerment and Dignity (AWED)

Project name: Dealing with Aging as a woman in Fiji

Funding amount: AUD6,400

Project timeframe: 7 months

AWED is a support group for aging women over 50 years. It was founded in 2017 by two aging friends who were concerned that the issues of aging women were not being addressed by state policies. The group is governed by a 10-member interim steering committee made up of aging professional women with varying work experiences ranging from accounting, law, management, and peacebuilding. AWED is working towards enhancing the quality of life of aging women in Fiji by highlighting their needs, advocating for their rights, and facilitating learning, and knowledge sharing.

AWED have developed policies and an operations manual to strengthen their organisational structure and have conducted consultations with aging women to understand their challenges.





Women in Fisheries Network – Fiji

Project name: Gender equality in all aspects of fisheries and strengthening WiFN-Fiji's organisational base to respond to women in fisheries issues

Funding amount: AUD96,000

Project timeframe: 1 year

The Women in Fisheries Network-Fiji (WiFN-Fiji) first operated as a regional organisation from 1993-2004, however, since its revival in 2015, WiFN-Fiji has focused on activities in Fiji. WiFN-Fiji facilitates networks and partnerships to enable women to be informed about all aspects of sustainable fisheries in Fiji and increase the meaningful participation of fisher-women in decision-making and management at all levels of sustainable fisheries.

The Fund is supporting WiFN-Fiji with their project to create awareness and build knowledge affecting women in fisheries in the Rewa and Tailevu provinces and create spaces for women in fisheries to share lessons and challenges.

Sign Language Interpreters Association Fiji and Fiji Association of the Deaf

Project name: WASLI Oceania Conference

Funding amount: AUD26,889

Project timeframe: 5 months

The Sign Language Interpreters Association is a subcommittee of the Fiji Association of the Deaf and are the sole service providers of Deaf people in Fiji, facilitating communication between the deaf and the Hearing. They cover a wide spectrum of job settings from education, health, court, parliament and welfare of a deaf individuals.

The Fund was proud to support these two organisations earlier this year in their preparation and hosting of the World Association of Sign Language Interpreters (WASLI) Oceania Conference that was held over 17-21 August 2018 in Nadi, Fiji.

The conference provided both local and regional interpreters with opportunities for capacity building, professional development and networking with their international counterparts.

Photo: Fiji Association for the Deaf (FAD)





Photo: Fiji Disabled People's Federation (FDPF)

The Fiji Disabled People's Federation (FDPF)

Project name: Supporting the women's groups of the Fiji Disabled People's Federation and its affiliates

Funding amount: AUD20,161

Project timeframe: N/A

The Fiji Disabled People's Federation (FDPF) is a national, cross-disability organisation. The Federation is based in the Central Division and is registered as a non-profit organisation. It has a constitution and an elected Board. Its four, disability-specific affiliates are Spinal Injuries Association (SIA), Fiji Association of the Deaf (FAD), United Blind Persons of Fiji (UBP) and Psychiatric Survivors Association (PSA).

The Fund supported FDPF with much-needed office equipment and facilitated workshops with FDPF affiliates to identify their needs and challenges and develop a program in response.

Pacific Sexual and Gender Diversity Network (PSGDN)

Project name: 2nd Pacific Human Rights Conference

Funding amount: AUD33,315

Project timeframe: 1 year

PSGDN is the regional network of LGBTIQ organisations and individuals in the Pacific and is currently based within the Pacific Community Regional Rights Resource Team Office in Suva, Fiji. It has members from 14 different Pacific Island Countries. The PSGDN mission includes advocating for resourced and sustainable LGBTIQ community organisations at country level, increased political commitment to Sexual Orientation, Gender Identity and Expression and Sex Characteristics (SOGIESC), reform of discriminatory laws and government policies, greater sensitivity towards SOGIESC by law enforcement agencies, increased availability of strategic information through research and routine data collection, reduction of institutionalised discrimination and social stigma, positive engagement with religious institutions, inclusive educational environments and increased representation of SOGIESC at local, national and international levels.

The funding helped PSGDN develop a roadmap to achieve SOGIESC/LGBTIQ inclusion in Fiji and the Pacific by 2030, and, strengthen and enhance partnerships and networks for advocacy and social action including a reduction in the violation of human rights across the Pacific.

Photo: Pacific Sexual and Gender Diversity Network (PSGDN)





Appendix 5: Novated Grantees

The Fund novated the following grantees from its first Call for Funding.



Photo: Fiji Disabled People's Federation (FDPF)

Fiji Disabled Peoples Federation (FDPF)

Project name: Revisioning Women Living with Disabilities

Funding amount: AUD420,000

Project timeframe: 3 year

The project will promote and empower the participation of women and girls living with disabilities in leadership and decision-making, increase awareness within the FDPF affiliates - Spinal Injuries Association (SIA), Fiji Association of the Deaf (FAD), United Blind Persons of Fiji (UBP) and Psychiatric Survivors Association (PSA) - and public on ending violence against women and girls living with disabilities, strengthen the FDPF affiliates' communication and media skills, to advocate for the rights of women and girls living with disabilities. FDPF will also conduct research on access to services for women and girls with disabilities and foster networking and movement building within the FDPF and its affiliates and the broader women's movement in Fiji. The Fund in partnership with FDPF will also support thirty-five members from their four affiliates to participate at the 6th Pacific Regional Conference on Disability in Nadi. The forum will provide the participants an opportunity to contribute towards concrete actions and processes for people living with disabilities in the Pacific.

Ra Naari Parishad (RNP)

Project name: Empowering the women of Ra through income generating projects

Funding amount: AUD192,000

Project timeframe: 2 years

The Fund provided support for one year (2018) for RNP to enhance the economic opportunities of the rural women members of its 14 women's clubs. RNP during this time worked with three women's groups to establish their bee-keeping projects, providing training and technical advice to them.

In this round of funding, RNP will continue to support the three women's groups with bee-keeping projects, with trainings and resources, build the RNP team through capacity development and learning opportunities, and identify the needs of other women groups that are members of RNP and design strategies to address these.





Women in Fisheries Network-Fiji (WiFN- Fiji)

Project name: Gender Equality in Sustainable Fisheries Management & Ensuring Network Sustainability

Funding amount: AUD192,000

Project timeframe: 2 years

The Women in Fisheries Network-Fiji (WiFN-Fiji) first operated as a regional organisation from 1993-2004, however, since its revival in 2015, has focused on activities in Fiji. WiFN-Fiji facilitates networks and partnerships to enable opportunities for women to be informed about all aspects of sustainable fisheries in Fiji and increase the meaningful participation of fisher-women in decision-making and management at all levels of sustainable fisheries.

This next phase of the project will focus on strengthening the Networks organisation structure and diversify funding base for the WiFN-Fiji to ensure sustainability of the organisation. The network will continue to collect baseline national data on women in fisheries in Fiji and build on this as evidence-base to inform the development of relevant strategies and plans

Photo: Women in Fisheries Network-Fiji (WiFN-Fiji)

Naitasiri Women in Dairy

Project name: Strengthening Naitasiri Women in Dairy Group - Phase 2

Funding amount: AUD12,800

Project timeframe: 2 years

The group was supported by the Fund in 2018 for Phase 1 of strengthening the Naitasiri Women in Dairy Group, and their collective work in the farm. The group now has office space provided by the Ministry of Agriculture and is seen as the model women in dairy group.

The next phase of the project will focus on strengthening NWDG in terms of their office policies and systems, collective farm work for the women, calf rearing and strengthen links between NWDG and the Fiji Women in Dairy Group.



Appendix 6: Second call for funding grantee profiles

*The Fund is pleased to support
the work of the following new
grantees in 2019.*





Photo: Graduate Women Fiji (GWF)

Graduate Women (Fiji)

Project name: STEM Summer Camp for Girls

Funding amount: AUD96,000

Project timeframe: 1 year

Graduate Women Fiji (GWF) is a non-governmental organisation of women who have earned educational qualifications beyond the secondary school level. GWF was founded in 1983 by women graduates living in Suva, to promote the quality of life of women and girls. For the past 22 years, GWF has been actively involved in various programmes including academic mentoring support for female undergraduate students studying at Fiji National University, 'Lunch and Learn' sessions, career talks for female secondary school students, science workshops for teachers and students from rural and outer island schools, and mentoring walks that paired women to inspire one another. GWF's most significant milestone is the Scholarship Fund which supports young women from disadvantaged socio-economic backgrounds to study in non-traditional fields. –

Graduate Women through this project will enhance young girls' skills, knowledge, capabilities, self-esteem and aspirations in the fields of Science, Technology, Engineering and Mathematics (STEM) fields.

LäjeRotuma Initiative (LRI)

Project name: Strengthening the Women Entrepreneurs and Business Council (WEBC) Project

Funding amount: AUD64,000

Project timeframe: 1 year

The LäjeRotuma Initiative (LRI) was formed in 2002 as a voluntary youth group intent on mobilising its own community to manage the home island's natural resources well. LRI's strategic plan of action aims to strengthen island capacity to manage and conserve Rotuma's natural resources through training, research, demonstration and cultural exchange opportunities. LRI has been working in partnership with the Rotuma Women's Association since 2010, providing field support and championing local actions for a resilient future.

The project will focus on needs assessment, coalition building and income generating activity with a focus on preserving and strengthening socio-cultural links to Rotuma's natural biodiversity.

Photo: LäjeRotuma Initiative (LRI)





Photo: Striders Rugby Women's Club

Striders Rugby Women's Club

Project name: Mobile Gym Feasibility study

Funding amount: AUD9,600

Project timeframe: 1 year

Striders Rugby Women's Club is registered with the Ministry of Youth & Sports, the Suva Rugby Union and is affiliated with the Pacific Island Players Association. The Club aims to create and develop an environment that recognises rugby as one of the most enjoyable and empowering team sports for women.

The project will support a feasibility study and business plan for a mobile gym and empowering team sports for women.

Women Entrepreneurs and Business Council (WEBC)

Project name: Strengthening the Women Entrepreneurs and Business Council (WEBC) Project

Funding amount: AUD32,000

Project timeframe: 1 year

One of the Councils under the Fiji Commerce and Employers Federation, the WEBC has a vision of 'Women Entrepreneurs Invigorating the Nation'. Its mission is 'Advocating Sustainable Practices for Women Entrepreneurs'. WEBC members comprise women entrepreneurs and women in the corporate world striving together to be inclusive and focused on the needs of women.

The project will focus on setting up the WEBC secretariat, strengthening the work of the secretariat, and building the capabilities and skills of the Council.

Photo: Women Entrepreneurs and Business Council (WEBC)





Photo: Fiji Women's Rights Movement (FWRM)

Fiji Women's Rights Movement (FWRM)

Project name: The Young Feminist Rise Project (YFem Rise Project)

Funding amount: AUD320,000

Project timeframe: 3 years

Fiji Women's Rights Movement (FWRM) was established in 1986 by a group of 56 women from various backgrounds. FWRM is a Suva-based multi-ethnic and multicultural non-governmental organisation committed to removing discrimination against women through institutional reform and attitudinal change. FWRM's four major pillars of work are: democratisation, institutional, structural and policy transformation, intergenerational leadership and organisational strengthening.

The YFemRise Program will be working simultaneously with two cohorts of diverse young women using two different models with the objective of building agency, changing relations and transforming structures in two different contexts by engaging with different stakeholders and integrating existing as well as innovative methodologies including gender equality and social inclusion.

Fiji Women's Rights Movement (FWRM) and Edge Effect

Funding amount: AUD3,200

Project timeframe: 1 month

FWRM in partnership with Edge Effect in partnership will also hold a two-day workshop on Sexual and Gender Minority Inclusive and Transformative Gender Programs for GESI practitioners and a public forum. The partnership aims to support women in all their diversity become visible in humanitarian and development programs and projects and be included in GESI policy and practice.





Photo: Fiji Women's Rights Movement (FWRM)

2nd Pacific Feminist Forum (PFF) Working Group

Funding amount: AUD37,504

Project timeframe: 6 months

The 2nd PFF will be held from the 20 – 22 of May in Suva, Fiji bringing together approximately 150 diverse women from across the Pacific to share knowledge and experiences, celebrate achievements and strategise for collective action to achieve women's human rights. This exciting second regional meeting of Pacific feminists will be convened by a regional working group, with additional leadership by partners of the We Rise Coalition - FWRM, femlinkpacific, DIVA for Equality, and International Women's Development Agency. The forum will bring together diverse women from across the Pacific to share knowledge and experiences, celebrate achievements and strategise for collective action to achieve women's human rights.

Adventist Development Relief Agency Fiji (ADRA)

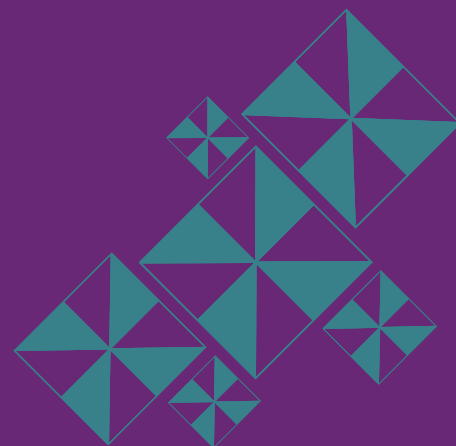
Project name: Women economic empowerment and innovative leadership in Vanua Balavu

Funding amount: AUD96,000

Project timeframe: 1 year

The Adventist Development Relief Agency Fiji (ADRA Fiji) is a local NGO with global footprints in delivering developmental and humanitarian assistance. It has operated in Fiji for over 23 years with projects in various Fijian communities. ADRA FIJI has developed its expertise in various sectors and sub-sectors such as Livelihood & Food Security, Water, Sanitation and Hygiene, Emergency Management, Disaster Risk Reduction, Environment, and, Education.

The project aims to increase viable women's economic opportunities and improve women's participation in disaster risk reduction leadership and decision making. ADRA will work with four villages (Sawana, Narocivo, Lomaloma, and Urone) on the island of Vanua Balavu.





*This scenic photo features the river access route to Delailasakau Village in the Naitasiri Province.
Photo Credit: Rob Rickman/Fiji Women's Fund.*

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