



FIJI WOMEN'S FUND



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2019
ANNUAL REPORT

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Cover Image

The cover image depicts the diverse grantee partners of the Fiji Women's Fund and their contributions to transformative change in Fiji.

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

Fiji Women's Fund 2019 Annual Report

For further information, please contact:

Michelle Reddy
Fund Manager
Fiji Women's Fund
Ph. +679 331 4410 or 331 4033
Email: information@womensfund.org.fj

Joanne Choe
Fiji Women's Fund Contractor Representative
Cardno Emerging Markets (Australia) Pty Ltd
Ph. +613 8415 7777

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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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ACRONYMS

ADRA	Adventist Development Relief Agency Fiji
ANZ	Australia and New Zealand Banking Group Limited
AUD	Australian Dollar
CAG	Community Action Groups
CSO	Civil Society Organisation
DFAT	Australia's Department of Foreign Affairs and Trade
DVRO	Domestic Violence Restraining Order
EVAW	Eliminating Violence Against Women
FAD	Fiji Association of the Deaf
FDPF	Fiji Disabled People's Federation
FGGA	Fiji Girl Guides Association
FJD	Fijian Dollar
FNU	Fiji National University
FWF	Fiji Women's Fund
FWRM	Fiji Women's Rights Movement
GBV	Gender Based Violence
GESI	Gender Equality and Social Inclusion
GWF	Graduate Women (Fiji)
HIV	Human Immunodeficiency Virus
HoS	House of Sarah
LGBTQI	Lesbian, Gay, Bisexual, Transgender, Questioning, and Intersex
LRI	LäjeRotuma Initiative
MEL	Monitoring, Evaluation and Learning
MOU	Memorandum of Understanding
MSP	Medical Services Pacific
MWCPA	Ministry of Women, Children and Poverty Alleviation

NDWG	Naitasiri Women in Dairy Group
PSA	Psychiatric Survivors Association
PNG	Papua New Guinea
PSGDN	Pacific Sexual and Gender Diversity Network
PVAWFFS	Preventing Violence Against Women in Fiji's Faith Settings
RBTR	Rise Beyond the Reef
RFHAF	Reproductive and Family Health Association of Fiji
RNP	Ra Naari Parishad
RWLCMN	Rural Women Leaders Community Media Network
SAN	Survival Advocacy Network
SASA	Start, Awareness, Support and Action
SIA	Spinal Injuries Association
SRHR	Sexual Reproductive Health and Rights
STEM	Science, Technology, Engineering and Mathematics
STI	Sexually Transmitted Infection
TT	Talanoa Treks
UAF A&P	Urgent Action Fund Asia and Pacific
UBP	United Blind Persons of Fiji
VAW	Violence Against Women
WCC	Women's Coalitions for Change
WEBC	Women Entrepreneurs and Business Council
WEE	Women's Economic Empowerment
WiFN-Fiji	Women in Fisheries Network-Fiji
WLDM	Women's Leadership and Decision Making
YFEM	Young Women Lead Initiative
YWLAC	Young Women Lead Advocacy Clubs



MESSAGE FROM THE FIJI WOMEN'S FUND

In the Pacific, two out of three women face violence in their lifetime, twice the global average. 64% of women in Fiji have experienced violence from an intimate partner during their lifetime, either physical or sexual violence or both. Non-binary communities experience discrimination at all levels, including national policy. Furthermore, we are facing increased impacts of climate change.

With this context, there is an urgent and apparent need for the women's movement, embodying feminism, to grow and flourish. Women's organisations, networks and groups are fundamental to advancing women's human rights. This is where women's funds play such a critical role. Women's funds are the resource mobilisation arm of the feminist movement with the capacity to provide flexible and adaptable funds, including core funding, to advance women's work. In 2019, we examined the funding base available in Fiji and Papua New Guinea (PNG). We partnered with Urgent Action Fund Asia and Pacific to undertake the scoping study *Where is the Money for Women and Girls in the Pacific?* Mapping funding gaps, opportunities and trends, the study found several areas of possible collaboration between funders and women's organisations. The study will be launched in February 2020.

Since our inception in May 2017, the Fund has continued to grow in strength, influence and impact. We are now in our third round of granting and have supported 25 women's organisations, groups, and networks. We have intentionally continued to be critical of our own practices and processes so that as a women's fund, we are adapting to meet the needs of women and girls.

The Mid Term Review of the Fund, conducted in 2019, found that we are relevant in the national and global context of building and supporting women's movements and that we have contributed towards empowering women's organisations through funding, capacity development, mentoring and networking. The review also found the initiatives of the women's organisations we support have increased the influence of individual women and organisations within their communities.

Over this period, we farewelled five members of the Steering Committee: Leaine Robinson, Christina Munzer, Tupou Vere, Angeline Fatiaki, Joanna Houghton; and two members of the Fund Team: Neema Nand and Belinda Fraser. We are extremely appreciative of their unwavering support, commitment, and enthusiasm towards the Fund's work. We also welcomed new members of the Steering Committee: Rochelle White and Emily Elliot along with four staff members: Menka Goundan, Shyana Ali, Erica Lee and Tiriseyani Naulivou.

We are also thankful for our feminist allies, grantee partners, members of the Steering and Grants Committees and the broader women's movement nationally, regionally and globally who continue to journey alongside us.

As we mature and learn alongside our diverse grantee partners and global sister funds, we are collectively excited about our next adventure: registering as an independent entity. Keep a lookout for more exciting announcements as we transition.

Nalini Singh
Steering Committee Chair

Michelle Reddy
Fund Manager

EXECUTIVE SUMMARY

The Fiji Women's Fund continued to grow in strength, reach and impact in 2019.

We reached **8,160** people including **5,600** women, **2,480** men, and over **80** LGBTQI and gender non-conforming people. This number includes **97** people with disabilities. The majority of women reached were in rural and remote areas such as Kadavu, Vanua Balavu, Beqa and Koro; remote interior locations such as the Yakete District in Ba; and the informal settlements of Suva. Without the support of the Fund, many of these communities would miss out on opportunities provided through our grantee partners.

Our 2019 Annual Report provides details of how we support grantees; how grantees are progressing in implementing their grants; the outcomes they are achieving; and how we are progressing towards independence as a Fund. We also provide critical learnings and directions that will guide our work in 2020.

By providing support to strengthen grantee partners as organisations, we are able to reach greater impact. Stronger women's organisations, networks and groups mean a more resilient women's movement in Fiji. We provide capacity development support and tailored technical services to the needs of our grantee partners which they found very useful. This includes the mandatory training on Financial Management, Fraud and Anti Bribery; Gender Equality and Social Inclusion; Child Protection and Safeguarding; and Monitoring and Evaluation alongside a range of other trainings we have provided throughout the year. The peer-learning and networking sessions we facilitated throughout the year provided spaces for current and former grantee partners to build and strengthen connections.

Our Annual Report will highlight the progress that our grantee partners are making in eliminating violence against women, empowering women economically, supporting women to advance their leadership and influence on decision-making and developing and advancing women's coalitions for change. Our analysis shows that our grantee partners are having the most success in establishing formal, collective structures that provide women with access to resources and opportunities to improve their skills, capabilities, income, and assets. These changes, in turn, have an influence on the way the women themselves, and the men in their lives, think about what it means to be a woman or a man and the possibilities available. There is evidence of change within households, with the need to target exclusionary practices within communities,

organisations and systems in the next stage. The report provides quantitative evidence on the number of grantee partners demonstrating progress in relation to intended outcomes. In addition, we captured stories of change to show what change looks like in practice. Importantly, we are seeing grantee partners working across several thematic areas at the same time. For example, grantee partners working on empowering women economically are using the trust they have built in communities to have discussions and change attitudes on violence against women and girls. Another area of interconnection is an increase in coalition and network building based on ground-level work building the skills and confidence of women as individuals and between our grantee partners.

This year, we also made important steps toward independence. The Steering Committee decided that the Fund should register as a local entity under the Charitable Trust Act of Fiji based on a set of options provided by the Fund. We have prepared a draft Localisation Strategy, including a Handover Plan, and have researched available funding opportunities, gaps and trends as well as networking closely with global women's funds. An important part of our next stage of resource mobilisation is to increase our local, regional and global credibility and visibility. Our increased communications efforts resulted in a tripling of our visibility through all our digital platforms which are critical to our next stage.

Finally, we have identified eight learnings that will inform our ongoing work:

- We need to invest resources to ensure our grantees - who are front line human rights defenders - are safe and resilient.
- We will continue to connect to the global network of women's funds.
- We need to work in a responsive way, and at the pace of, people with disabilities.
- We need to ensure no women miss out on our support by analysing who benefits from our grants and who is missing out.
- We will continue to enhance our monitoring, learning and evaluation practices and processes.
- We will work to ensure the detailed knowledge from the field filters up to the Fund.
- We need to support grantees to better understand the grant agreement.
- We need to engage in due diligence processes with all grantee partners (not only those who are smaller and are assumed to need support in this area).

Over the next year, we will focus on localisation to a registered entity under the Charitable Trust Act of Fiji, resource mobilisation and assessing our impact.



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 receives funding from the Australian Government through Pacific Women Shaping Pacific Development (*Pacific Women*). The Fund has committed up to AUD \$10.5 million from 2017 - 2022 to enhance progress towards women's empowerment and gender equality in Fiji. In 2019, the Fund received AUD \$1,918,400.58 from the Australian Government and disbursed 55% on grants, 31% on operations, and 14% on program activities such as grantee partners capacity development and movement building.

OUR APPROACH

We provide women's groups, organisations, and networks with the sustainable support that they need to improve women's lives, particularly those in rural remote areas. In line with this objective, there are three ways that we will achieve our outcomes:



INDEPENDENT FUND

We are focused on transitioning to an independent local entity and securing funding from donors, private sector, and local philanthropy.

We will influence the flow of resources and philanthropy locally and globally to Fiji women's rights organisations, networks and groups for transformative gender equality.



GRANTS

We provide grants to women's groups, organisations, or networks so they are more influential at transforming individual attitudes and behaviours and systems in order to contribute positively to women's lives. We have three types of grants:

- Type A (multi-year funding)
- Type B (one-year funding)
- Type C (less than one-year funding)



CAPACITY DEVELOPMENT

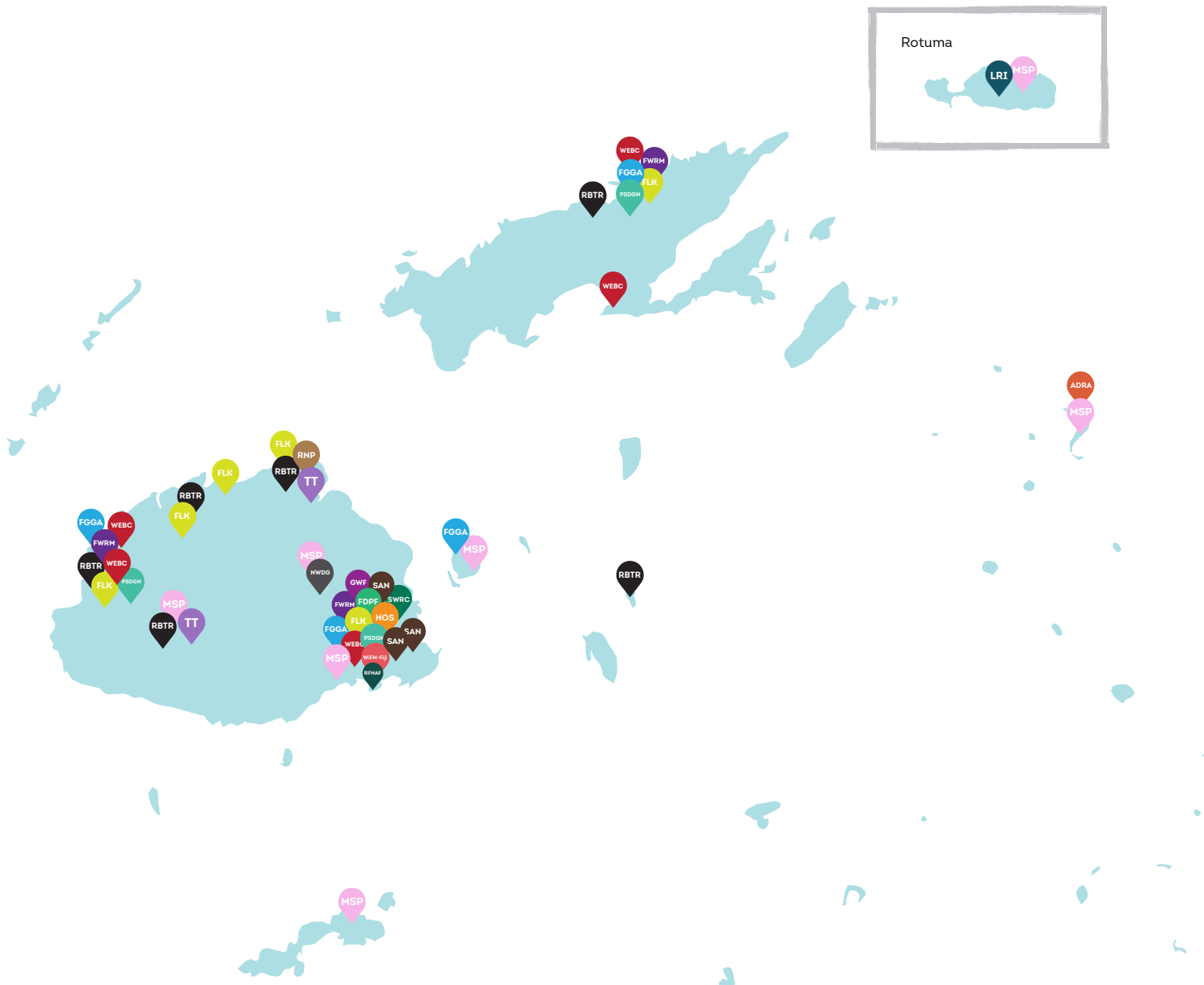
We support women's groups, organisations, or networks to further develop their capacity to contribute to transformative change that improves women's lives. We do this in the following ways:

- Co-mentoring
- Ongoing Support
- Cross Learning
- Connecting Networks
- Annual Reflection and Planning
- Community of Practice
- Technical Assistance



WHERE WE WORK?

Our grantee partners worked across the following locations around Fiji identified in the map below.



- | | | | |
|---------------|--|--------------------|--|
| ● ADRA | Adventist Development Relief Agency Fiji | ● PSGDN | Pacific Sexual and Gender Diversity Network |
| ● FLK | femLINKpacific | ● RFHAF | Reproductive and Family Health Association of Fiji |
| ● FDPF | Fiji Disabled People's Federation | ● RNP | Ra Naari Parishad |
| ● FGGA | Fiji Girl Guides Association | ● RBTR | Rise Beyond the Reef |
| ● FWRM | Fiji Women's Rights Movement | ● SAN | Survival Advocacy Network |
| ● GWF | Graduate Women (Fiji) | ● SWRC | Striders Rugby Women's Club |
| ● HoS | House of Sarah | ● TT | Talanoa Treks |
| ● LRI | Lāje Rotuma Initiative | ● WEBC | Women Entrepreneurs and Business Council |
| ● MSP | Medical Services Pacific | ● WiFN-Fiji | Women in Fisheries Network-Fiji |
| ● NWDG | Naitasiri Women in Dairy Group | | |



GRANTS

In the last three years, we have successfully opened three funding calls based on a contextual analysis of funding gaps in the Fiji women's movement.

We provide three types of grants:

- >> Type A (FJD \$150,000 or more):** multi-year funding with contributions to core funding.
- >> Type B (FJD \$50,000 to FJD \$150,000):** a one-year funding with contributions to core funding which includes human resource, administration or organisational support costs.
- >> Type C (FJD \$5,000 to FJD \$50,000):** grants of less than one year. Applicants can be unregistered, small, developing, and rural-based organisations with no previous grant management experience.

Analysis of the funding pattern of the past two funding calls guided the parameters of the third call for funding specified that applicants:

- >>** Be based in the Northern and Eastern Divisions of Fiji
- >>** Work with Fijian women from ethnic minority groups
- >>** Work with gender non-conforming people or work with people of diverse sexual orientations

In August 2019 we received a total of 65 expressions of interest, of which the Grants Committee invited 11 initiatives to submit proposals. We novated four grantee partners who received funding in 2018 from the first call for funding. These grantee partners demonstrated progress in building agency, changing relations and transforming structures in their project or programme and as a result, we gave them new grants (novated) to continue their work in the second call for funding (2019). Ten initiatives (projects) were concluded in 2019. Three of these initiatives supported regional and national gatherings that brought together diverse Fiji human rights activists.

Gender equality and women's empowerment are our key focus areas of work. To ensure these areas are well resourced, we work across four themes: Women's Economic Empowerment (WEE), Women in Leadership and Decision Making (WLDM), Eliminating Violence against Women (EVAW) and Women's Coalitions for Change (WCC). In 2019, the Fund committed 29% of grants to Women's Leadership and Decision Making, 19% of grants to Eliminating Violence against Women, 27% of grants to Women's Economic Empowerment and 25% of grants to Women's Coalitions for Change.



IN 2019, WE COMMITTED
AUD 1,475,104

FOR **12** GRANTS, WHICH SUPPORTED

10 WOMEN'S ORGANISATIONS,

networks and groups that included rural, remote and marginalised women and girls through the second call of funding.

8 GRANTS remained active from the first call of funding.



WE GIVE GRANTS IN **4** THEMATIC AREAS

The four thematic areas that the Fund works in are drawn from the Fund's initial design and the *Pacific Women Fiji* Country Plan. In this report, the contextual analysis notes that the four areas are still relevant to realising change in the lives of women in Fiji.

In this reporting period, all but one grantee was able to fulfil all activities as per their workplan.



ELIMINATING VIOLENCE AGAINST WOMEN (EVAW)

AUD \$200,997.39 IN GRANTS

4 INITIATIVES

Our EVAW grants have been designed to support projects that create awareness on violence against women and girls, using community-wide, rights-based approaches and that contribute to the overall reduction in the incidence of violence against women and girls. We support grantee partners that integrate prevention, quality access to services, proper referral pathways and that work to influence national-level policy change.

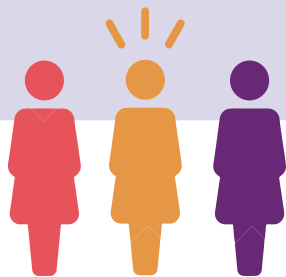


WOMEN'S ECONOMIC EMPOWERMENT (WEE)

AUD \$290,466.65 IN GRANTS

6 INITIATIVES

We provide grants to groups who have identified viable income generating projects as well as encouraging and supporting projects that incorporate capacity-building in financial literacy, business development and product value-adding. We support the building and strengthening of networks and relationships, especially with the private sector. Most importantly, we fund projects that integrate gender and social inclusion (GESI) and EVAW values, as well as approaches that are culturally sensitive to the groups and communities they work with.

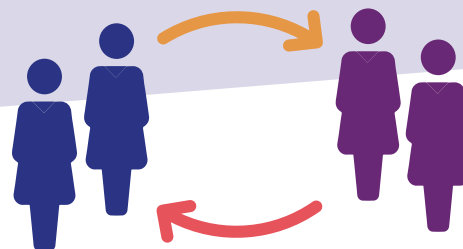


WOMEN'S LEADERSHIP & DECISION MAKING (WLDM)

AUD **\$308,949.27** IN GRANTS

5 INITIATIVES

Improving women's participation in leadership and decision-making is the objective behind these grants. We support projects that work with women, girls and communities to build the capacities and confidence of women and girls to become decision-makers and leaders at all levels of society. We also fund projects that encourage women, girls and their communities to forge their own spaces for leadership and decision-making.



WOMEN'S COALITIONS FOR CHANGE (WCC)

AUD **\$263,068.84** IN GRANTS

5 INITIATIVES

We provide grants to groups and organisations to work together across one or more of our thematic areas (WEE, EVAW and WLDM). We believe that strengthening women's groups and coalitions for change, for a common purpose can bring about sustained positive results due to resource and knowledge sharing, increased opportunities, expanded scope of work, and increased sphere of influence.



CAPACITY DEVELOPMENT

Our support to strengthening the Fiji women's movement is vital to developing their capacity to promote gender transformative change. **We funded an array of activities of our grantee partners to enhance and complement learning in the delivery of their work in the different thematic areas.** There were various one-on-one exchanges with our monitoring, evaluation and learning, financial management and program management staff: coupled with technical advice provided by seven short term advisers we hired to work with grantee partners to strengthen their

work in areas they had identified including, where needed, operating procedures and governance structures. The short-term advisers we engaged were:

1. Shradha Sharma (financial management)
2. Marlene Dutta (business advisory services, organisational policy development)
3. Save the Children Fiji (child protection and safeguarding)
4. Colleen Peacock (organisational governance and leadership, strategic planning)
5. Dr. Farida Fleming (monitoring, evaluation, and learning)

6. Talanoa Consultancy (women's legal rights, and literacy, gender equality and social inclusion, project management and resource mobilisation, grantee exit interviews)
7. Maria Ronna Pastorizo-Sekiguchi (communications and marketing)

There were 10 capacity development trainings also organised throughout the year. All grantee partners stated the trainings were useful in post-training evaluations. They also commended the Fund's convening power to connect partners and build relationships which mostly occurred through capacity development trainings and the Annual Reflection and Learning Workshop.

In partnership with the *Pacific Women* Support Unit, we co-facilitated the **Annual Reflection and Learning Workshop on 26-27 November 2019**. Almost 80 grantee partners working on 30 Fiji initiatives to improve gender equality gathered in Suva, from women dairy farmers to crisis service providers and Pacific Girl adolescent leaders.

The two-day event was attended by women and men from civil society, government, and development partner organisations, who are grant

recipients and partners of *Pacific Women* and the Fiji Women's Fund. Grantee partners who had concluded their work under our previous grants were also included in the process to enhance learning and reflection. This approach enabled both the Fund and *Pacific Women* to recognise the expertise of grantee partners and the importance of spaces to learn, share and build relationships, network, and capacity development. Participants identified how important it is that the women's movement continues to confront deeply entrenched gender inequality at the community and institutional level. They were encouraged to identify and seek out allies other than "the usual accomplices" in the movement to help effectively progress and sustain the work of the movement (including the private sector, religious bodies and educational institutions). Several grantee partners also shared the value of engaging more with their culture and that of the communities they serve to explore ways of working together for the greater good. Self and collective care was also emphasised as critical to sustaining individuals and organisations in the movement, with a few participants expressing their desire to explore ways to institutionalise this in their own workplaces and the need to fund these activities.

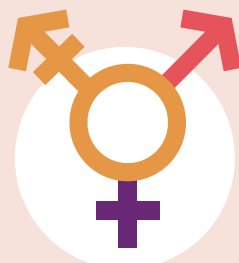
OUR CAPACITY DEVELOPMENT TRAININGS IMPACTED:



86 Women



23 Men



8 LGBTQI



20 Women and **7** Men
living with a disability

Note: Some participants who identified as LGBTQI also self identified as either male or female, so they are included in the total for women and men. Similarly, the totals for women and men with disabilities are also included in the overall total for men and women.

While **Rise Beyond the Reef's (RBTR)** target group are rural women, they believe in the importance of including men in their work. RBTR participated in two of our Gender Equality and Social Inclusion (GESI) trainings this year. Following the training, RBTR modified our GESI toolkit to be applicable in a rural remote indigenous context. RBTR is now working to further develop an approach with men as advocates in addressing gender-based violence (GBV) in their communities.

This approach recognises men's role in the community in addressing GBV and other harmful social norms. The approach was influenced by the Fund's GESI trainings and was further recommended in their evaluation report: ***Impact of Rise Beyond the Reef in Rural Fiji: An Assessment.*¹**

Through the creation of Safeguarding Teams, RBTR has included spouses of District Coordinators, Provincial Administrators and Village Headmen in the official structure of their community-based operating agreements and reporting processes. **The 'Safeguarding Team' consists of male and female representatives from RBTR partner communities who are "champions" on-the-ground carrying out EVAW work in their respective communities and within their traditional setting.**



While promoting gender equality in rugby, a male-dominated sport, **Striders Women's Rugby Club (SWRC)** contributes to diversifying women's economic opportunities by providing the building blocks to strengthen the professional earning capacity of their members.

The Club has also developed programs for young girls during the school holidays funded through private sector sponsorship and their club's own income. In this project, they are exploring the viability of setting up a mobile gym for women, run by women and catering for women along the Suva-Nausori corridor, an area known to lack facilities for women and girls.

SWRC participated in our Financial Management, Fraud and Anti-Bribery training which we run annually for all new grantee partners. Since the training, the Club has reported implementing improved checks and balances in their finance procedures. For instance, they now have a strengthened system for cheque signing approvals. SWRC has also begun recording meeting minutes and distributing these regularly to members. **Having attended our Child Protection training, the Club also drafted a child protection policy which is timely given its new programmes for high school students. The Club is working on incorporating action plans into the policy to ensure the protection of minors involved in their programmes.**

¹<https://fijiwomensfund.org/wp-content/uploads/2019/10/Impact-of-Rise-Beyond-the-Reef-in-Rural-Fiji-An-Assessment.pdf>



ELIMINATING VIOLENCE AGAINST WOMEN

A startling 64%² of women in Fiji have experienced intimate partner violence in their lifetime. Furthermore, women and girls living with a disability are at greater risk of experiencing violence in comparison to able-bodied women and girls.

We supported three grantee partners in their work towards ending violence against women (EVAW) in Fiji: House of Sarah (HoS), Medical Services Pacific (MSP) and Reproductive Family Health Association of Fiji (RFHAF). In 2019, we committed **AUD \$200,997.39** in grants towards their activities.

All three grantee partners contributed to the launch of the development of the *National Plan of Action to Prevent Violence Against Women and Girls*, under which the Fiji National Service Delivery Protocol for Responding to Cases of Gender Based Violence was established detailing procedures for frontline service providers to ensure that women and children survivors receive appropriate treatment and support. At the national level, the Ministry of Women, Children and Poverty Alleviation (MWCPA) continued to convene the EVAW Taskforce Meetings to ensure strategic prioritisation of EVAW activities and facilitating stakeholders, including our grantee partners, participation in these meetings. We have also seen successful partnerships between our grantee partners and other key stakeholders such as the provincial offices and the Fiji Police Force, generating collaborative efforts to end violence against women.

While we supported three grantee partners to address EVAW, we have learned that work in economic empowerment, for instance has proven to be an effective entry-point to addressing issues of violence for some grantee partners as these engagements allow them to establish confidence and trust to be able to address such sensitive issues. Refer to the Capacity Development section of this report for an example from Rise Beyond the Reef.

Medical Services
Pacific (MSP)

AUD \$200,704
2018-2020

Reproductive Family
Health Association of
Fiji (RFHAF)

AUD \$64,000
2018-19

House of Sarah
(HoS)

AUD \$160,000
2018-2020

House of Sarah (HoS) delivered the second phase (awareness) of its faith-based violence prevention program in the three Anglican communities of St. Michael and All Angels Parish at Matata, Lami; St Mark Parish at Newtown, Nasinu and St John Parish at Wailoku. Awareness Phase training for Community Activists meant they were equipped with the knowledge and skills to conduct community EVAW activities. The HoS team continued to build relationships with the Fiji Police Force, Ministry of Health, Medical Services Pacific, Empower Pacific and femLINKpacific as part of establishing Community EVAW Action Groups. **HoS uses SASA (Start, Awareness, Support, and Action) Faith principles within its project tailor-made for Fiji which encourages individuals and communities to work toward a balance of power between women and men.**

Reproductive Family Health Association of Fiji (RFHAF)

concluded its year-long project called *'Future she Deserves'* in October 2019. The project strengthens and empowers young girls to make appropriate decisions affecting their Sexual and Reproductive Health and Rights (SRHR). Twenty girls aged 10-14 years from diverse socio-economic backgrounds in the Central Division participated in nine camps that influenced their ability to lead better lives as adolescent girls and have greater knowledge to make decisions about their changing bodies. The project included parents and guardians who were constantly updated on the information that was shared with girls.

Fiji's Eastern Division is an area that often lacks access to essential services such as sexual and reproductive health, especially for women. Through our funding, **Medical Services Pacific (MSP)** was able to expand its clinical services and awareness sessions to outer islands and rural areas such as Beqa, Naitasiri, Navosa, Kadavu, Koro, Ra and Rewa in 2019.

MSP's Maritime Outreach Program provides cervical screening, breast examination, and family planning services. A total of **5,826 clients** (3,099 women and 2,727 men) inclusive of 44 people with disabilities were reached in the Central, Western and Eastern locations in 2019.

MSP's awareness sessions aim to empower women, men, and youth to better understand and talk openly about SRHR. These sessions assist communities to address issues of teenage pregnancy, human immunodeficiency virus (HIV) and sexually transmitted diseases (STI), child protection, violence against women and other social issues. Case scenarios are used to generate discussions on intimate partner violence without identifying individuals. **Women were made aware of the 1325 and 1560 national toll-free support lines and the referral pathway when faced with domestic violence, intimate partner violence, and sexual violence.**





MSP

awareness

sessions also engage male community leaders and gatekeepers (traditional leaders) on the topic of ending violence against women and girls, gender equality and universal access to SRHR. Men's focus group sessions ensure they are aware of the benefits of women and youth and children being able to identify discrimination and exploitation and how to report or refer such cases. **It is essential that both men and women understand basic SRHR principles as men still control women's access to healthcare in many traditional communities.**

MSP strengthens networks of leaders and service providers to coordinate and respond appropriately to child protection issues and domestic violence and to report them accordingly. Zone nurses are empowered to recognise, respond and work with

²Fiji Women's Crisis Centre. (2013). *Somebody's Life, Everybody's Business: National Research on Women's Health and Life Experiences* in. Suva: Fiji Women's Crisis Centre.



the Fiji Police Force on cases of child abuse, domestic violence, intimate partner violence and sexual violence. MSP's Medical Officer trains Medical Practitioners in coordination with the Police to strengthen national support systems in responding to sexual GBV. MSP signed a memorandum of understanding (MOU) with the Ministry of Women, Children and Poverty Alleviation which allows for swift referrals of children, youth and women for abuse, sexual and GBV cases. MSP's MOU with the Fiji Police Force and work with the Sexual Offences Unit allows for joint training and utilises MSP's free services to support survivors of sexual assault. MSP also provides sexual assault forensic examinations and captures national data on unreported sexual assault cases, brought to them directly.

In some cases, MSP provides support to women to respond immediately to dangerous or violent situations. Awareness sessions help women understand their rights to be free from violence and the process for applying for Domestic Violence Restraining Orders (DVRO). Additionally, MSP coordinates with the Fiji Police Force to assist survivors to escape violent partners and in-laws by providing a safe space, counselling, and money for transportation. MSP handles each case delicately with careful planning and confidentiality to minimise any community or family backlash. MSP's Outreach Counsellor provided counselling for survivors of sexual abuse and domestic violence in maritime locations in 2019. For example, the Counsellor provided support to an 11-year-old survivor of sexual abuse and her family following a traumatic incident experienced just two weeks prior to MSP's arrival in their community.

MSP provides women, youth and children with access to quality health care and social services

that helps transform and rehabilitate their lives. MSP's services are critical for women and the organisation is in dire need of continued funding support to help it to continue to provide their free services.

WOMEN'S ECONOMIC EMPOWERMENT

In 2019 we worked with three grantee partners: Rise Beyond the Reef, Ra Naari Parishad, and Talanoa Treks to write the publication *Promising Practices from Fiji in empowering women economically*.³ Developing the paper helped us strengthen our work and contribute to the existing body of knowledge, learnings and experiences on women's economic empowerment in the Pacific. Supported by existing literature, the findings align with our current approach of working with grantee partners who engage or establish formal collectives through which women can access resources and opportunities. We also recognise the importance of establishing markets for women's income generating initiatives. We emphasise the need to address gender relations in the household and community and take a do no harm approach to women's economic empowerment.

A learning from our grantee partners' experiences with WEE this year was the need to use approaches that ensure men in families and communities of women, better understand the value of women's enterprises. Grantee partners have shared the importance of exploring, appreciating, and encouraging the adaptation of beliefs and attitudes regarding gender norms. Furthermore, there is greater viability of women's enterprises when partnering directly with the private sector as it connects the women to the market. To sustain these markets, effective community-based quality assurances processes must be ensured.

In 2019 we committed **AUD \$290,644.65** to six grantee partners of which five worked directly with women in remote rural communities.

Grantee partners Ra Naari Parishad (RNP) and the Naitasiri Women in Dairy Group (NWDG), were given novated grants upon the completion of their initial grants earlier in the year.



The Women Entrepreneurs and Business Council and femLINKpacific have also reported activities under WEE although they are supported under other thematic areas.

Our multi-year grantee partner **Rise Beyond the Reef's (RBTR)** primary goal is to improve women's lives through ecologically sustainable income-generating projects that use traditional skills and materials. **These projects address gender inequities and create alternative platforms through which women can improve their own lives, along with the lives of their families and communities.** In 2019, RBTR developed new products to meet market demands, provided training to local and rural-based artisans and purchased products from

³<https://fijiwomensfund.org/promising-practices-from-fiji-in-empowering-women-economically/>

these members to supply to the market.

RBTR was able to achieve a 70-75% self-sufficiency rate per month for their operations (only 25% of their income is now derived from grants), allowing them to maintain a market for their more than 230 community-based-artisans. This is a vast improvement from the 30% self-sufficiency rate compared to when their partnership began with us in 2018. The artisans themselves have also been trained on marketing strategies, distribution, quality assurance as well as the importance of supply and demand.

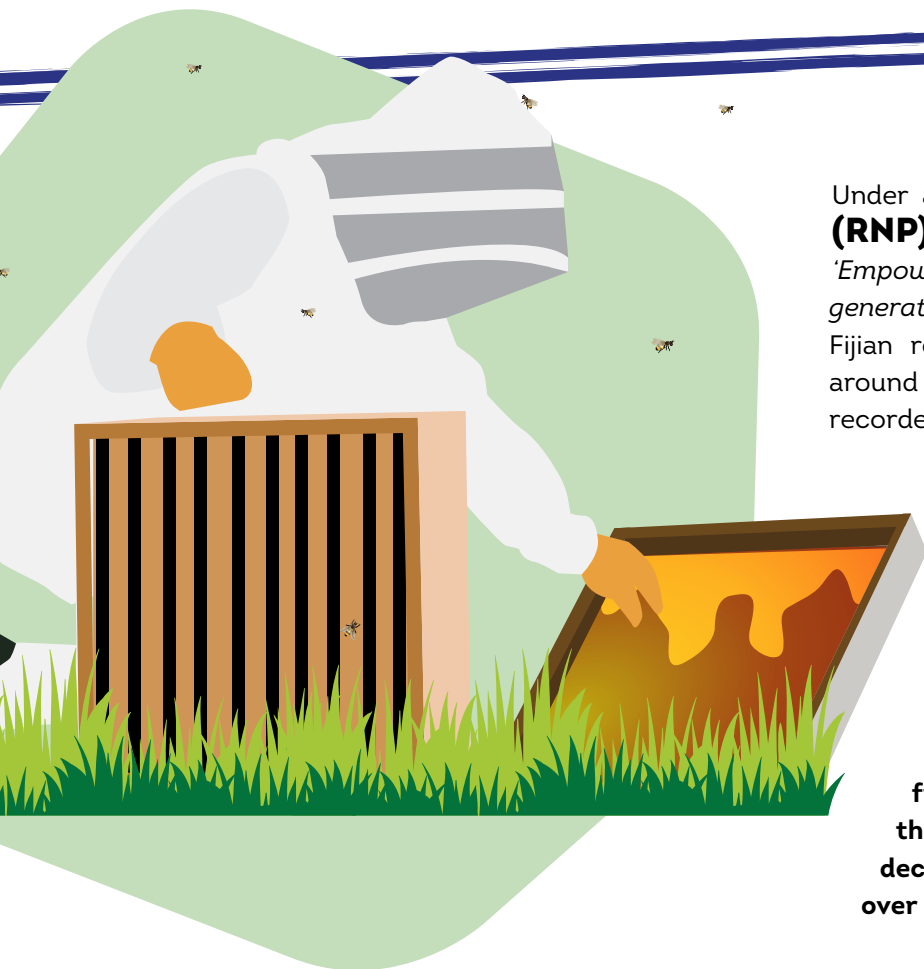
An **Impact Assessment** conducted earlier this year found that **95% of the women participating in the initiative have increased control over household resources as they are paying for assets themselves.** Furthermore, 98% of the women reported improved relationships with their husbands, contributing also to our intended outcome under the EAW thematic area. RBTR reported that in 2019, cumulative sales from six years of operating had amounted FJD \$500,000.

Remote-rural based **Naitasiri Women in Dairy Group (NWDG)**

began its partnership with us focused on calf rearing and improving milk production in 2018. With strengthened organisational capacity, NWDG was given a novated grant to help its members generate new sources of income. In 2019, the NWDG ventured into farming oyster mushrooms after undergoing training at the China-funded JUNCAO Institute in October. By the end of the year, the NWDG harvested 120 kilograms (kg) of oyster mushrooms which they sold for FJD \$20 per kg. **The NWDG has increasingly been recognised in their trade, gaining visibility through various private sector and development organisation initiatives becoming a strong voice for women's farming programs.** One member was appointed as the President of the newly formed Fiji Mushroom Farmers Association and the Fiji Women in Dairy Association. The NWDG has also become a member of the Fiji Crop and Livestock Council. All three farmer associations are recognised and supported by the Ministry of Agriculture.



Talanoa Treks is a social enterprise working with three communities in the interior of Viti Levu to increase income through eco-tourism. **We supported Talanoa Treks to increase the income of these communities through community enterprises and, in the process, to strengthen the voice and income-generating opportunities of women in these communities.** An important dimension of the program was connecting women in the community directly to the high-value tourism market. Talanoa Treks concluded its *Women in Sustainable Tourism* program this year with the construction of community kitchens in Naga, Nubutautau, and Nabalasere villages. **These kitchens created a safe working space for the village women who come together to collectively prepare meals for tourists.** The project led to further funding from the Embassy of Germany in Wellington to outfit the kitchens with state-of-the-art appliances and equipment. This created a potential for the women to further engage in small-scale agro-processing of condiments and snacks. A consultant has offered to provide value-adding training for free.



Under a novated grant, **Ra Naari Parishad (RNP)** continued into the next phase of its '*Empowering the women of Ra through income generating projects*' by supporting 14 Indo-Fijian registered women's clubs (each club has around 8-20 community women). The project has recorded notable success with its honey and bee-keeping project after completing two bee-keeping training workshops. These trainings have included the family members of the women. **RNP reported that many of its members have noticed that by involving their husbands and children in their bee-keeping activities, they have gained greater respect and understanding from family and community. Women say they are also consulted more in household decision making and have greater control over household income.**

Two of the three mothers' clubs that were provided with beehives began to harvest their honey at the beginning of the year. The combined earnings from the sale of honey for the two groups by August was FJD \$2,840. The total honey produced this year by RNP members was 306kg. The women's groups have been selling the honey at FJD \$20 per 1kg bottle. Due to some internal governance issues faced by RNP in 2019, some progress in activities were delayed.

Whilst the **Adventist Development Relief Agency's (ADRA)** programs for women focuses on increasing women's economic empowerment, it reported impact across all four of our thematic areas. In 2019, ADRA implemented the *Women's Economic Empowerment and Innovative Leadership* project in Vanua Balavu, a remote eastern maritime island in Fiji, and working with four women's groups in Lomaloma, one of two districts on the island. This district has not received many development opportunities over the years.

The project focused on addressing the lack of sources of income for women, the prevalence of violence against women and women's vulnerability

during disasters. ADRA partnered with the Ministry of Women, Children and Poverty Alleviation, Reproductive Family Health Association of Fiji (RFHAF), Vanua Balavu Provincial Council and the Fiji Police Force to deliver training on women's reproductive health, government services for women and awareness sessions on the law and eliminating violence against women. The awareness sessions helped to create an environment that fosters support for women to thrive personally and economically. The sessions also included leadership and mentoring based on needs identified by the women, awareness for improved family relations and financial management.

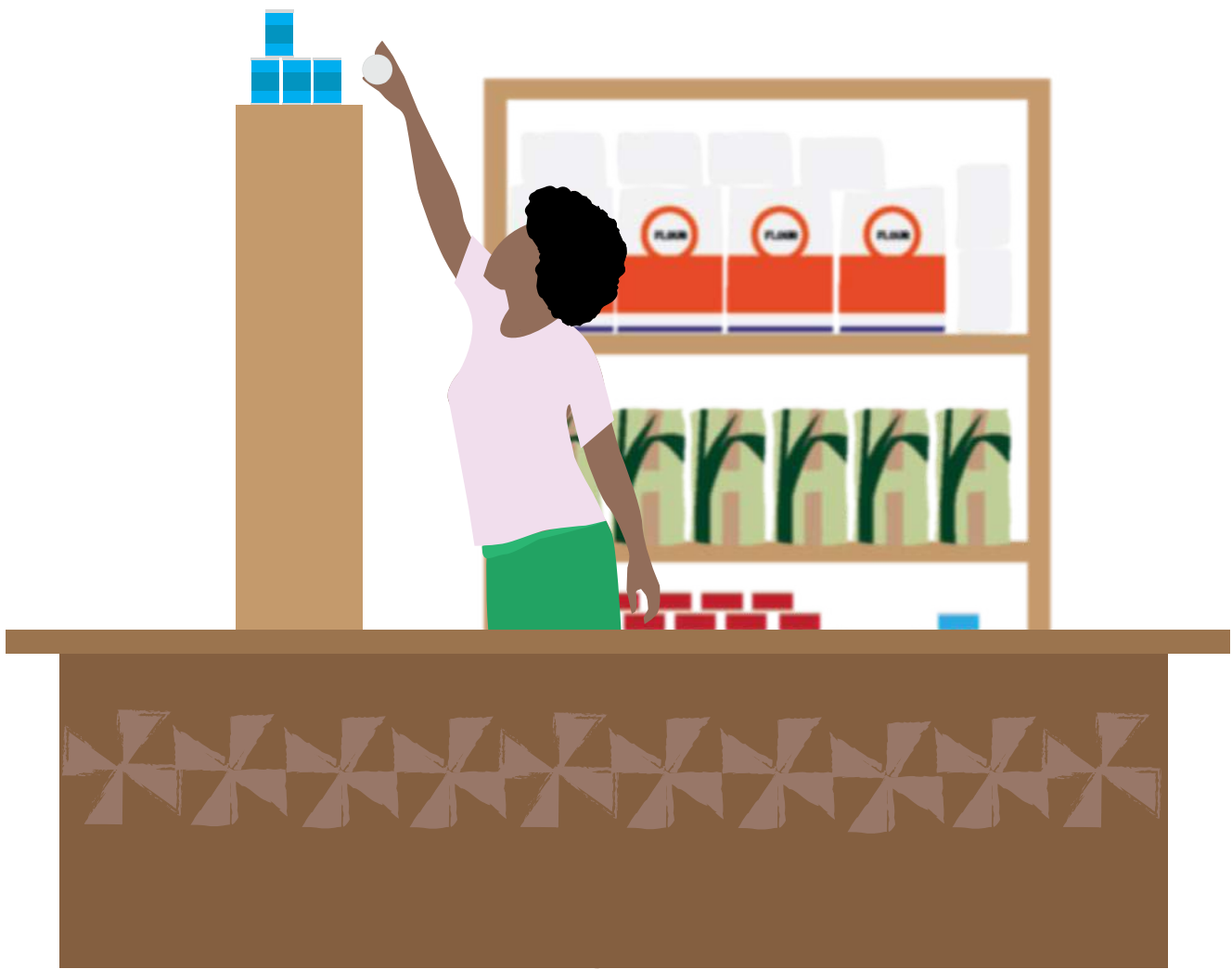


ADRA reported a change in the behaviour and attitude of the members of the four communities upon the completion of their project. There was an improvement in the participation and representation of diverse women in the community. For example, a transgender woman from one of the communities sought acceptance and opportunities to support her elderly father and niece after the passing of her mother. Since ADRA's training in her community, she has now been included in the women's group and considered a champion, taking a lead role in the group's fundraising initiatives. She is also currently managing the income generating activities introduced through ADRA's projects. Similarly, a 60-year-old woman who was born partially blind and lives as a dependent to her younger sister, expressed her appreciation for ADRA's project, saying it had impacted her life and she now felt welcomed and more involved with the women's group during meetings and trainings.

ADRA conducted a consultative needs assessment and identified four income generating initiatives for the four villages. Seed

capital was provided for the women's groups to start a canteen, a fuel depot, and two frozen goods shops. Each women's group contributed FJD \$300 toward the set-up costs of these small businesses through fundraising initiatives. **Increased women's economic activity in these four villages has seen an improvement in relations at the household and community level.** The villages identified and set aside plots of land specifically for the women's group to plant their vegetables for selling. They have also allocated vacant homes for the women's groups – independent spaces from which the women can operate their income generating projects or other initiatives.

ADRA's presence and assistance to the four villages in Lomaloma has also brought about the formation of the Lau Women's Group to represent women of both districts in Lau who now have equal representation and decision making. The group has also been recognised by the Ministry of Women as the official women's voice for Lau.



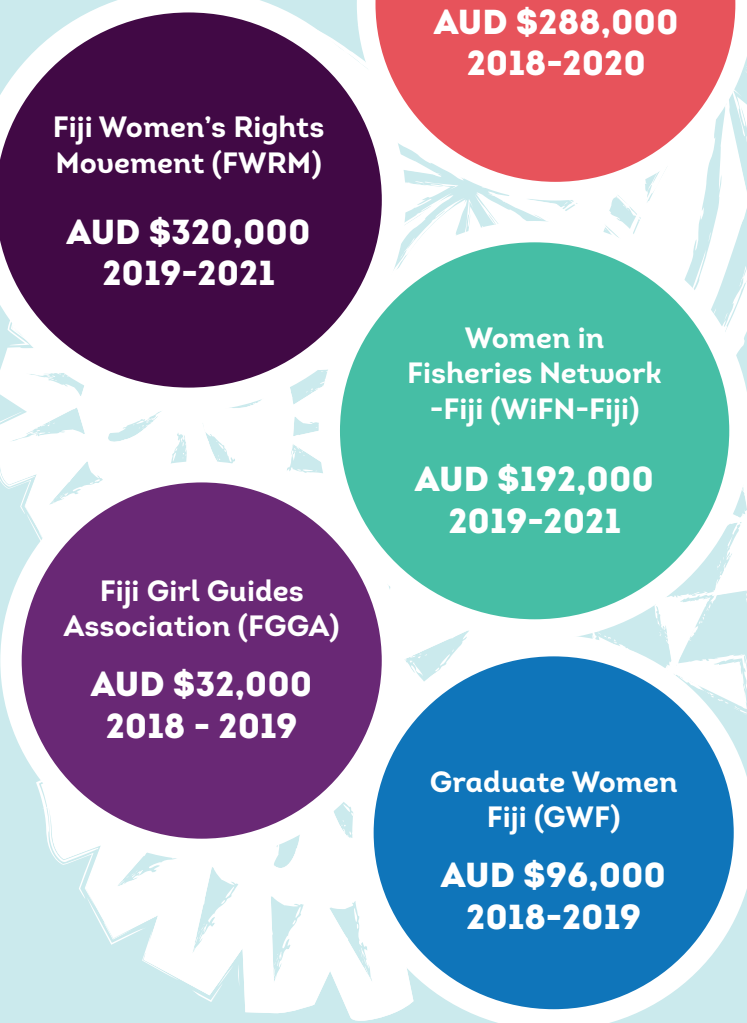
WOMEN'S LEADERSHIP AND DECISION MAKING

Women face greater barriers than men in gaining equal and fair representation in leadership and decision-making positions. These barriers are wide ranging and are structural, legal, institutional, political, electoral, social, cultural and economic.⁴ Women's political representation in the Pacific currently sits at 8.2%.⁵ Women with disabilities are further disadvantaged due to barriers to education, economic and other related opportunities. To address these barriers, we supported several grantee partners in their efforts to bring about greater gender equality in leadership and decision making.

In 2019, we committed **AUD \$308,949.27** to support five grantee partners' work focusing on women's leadership and decision making: Fiji Girl Guides Association (FGGA), femLINKpacific, Fiji Women's Rights Movement (FWRM), Graduate Women Fiji (GWF), and Women in Fisheries Network-Fiji (WiFN-Fiji).

Additionally, another seven grantee partners working in other thematic areas also contributed to leadership and decision-making outcomes.

This year, our grantee partners reflected that it has been a challenge to address prevailing discriminatory attitudes towards women's participation in leadership and concluded that there is a need to focus on changing social norms through the involvement of partners, families and community leaders using culturally sensitive socio-economic models.



Fiji Girl Guides Association (FGGA)

completed its grant in February 2019. FGGA's project trained 216 Guide Leaders from its five Divisions and Guide Teachers from different Provinces to deliver the *Free Being Me* self-esteem and confidence building activity, to 880 girls across the country. *Free Being Me* is a non-formal educational programme established in 2013, by the World Association of Girl Guides and Girl Scouts and the Dove Self-Esteem Fund. **The programme aims to strengthen girl's body confidence and self-esteem through interactive activities, designed by experts in body confidence.**

⁴ Pacific Women Support Unit, March 2017, *Women in Leadership Synthesis Report - Informing the Pacific Women Shaping Pacific Development Roadmap 2017-2022*

⁵ *Pacific Women in Politics (as at 30 August 2019)*. This figure excludes Australia and New Zealand - <https://www.pacwip.org/women-mps/national-women-mps/>

femLINKpacific continued to strengthen its women-led community media network in Fiji through direct capacity development and district convenings (gathering of rural women leaders). A core group of 15 Rural Women Leaders and 10 young women producers were given year-round support. femLINKpacific also provided Community Radio Trainings for Suva and Labasa Community Media Centres' staff and management team. femLINKpacific facilitated 10 district level convenings and the Second National Consultation of the Rural Women Leaders Community Media Network (RWLCMN) including consultations with people living with a disability. The three-day event titled *Protection, Prevention and Participation. Advancing greater positive impact on behaviour, practices and attitudes* was attended by 49 women including members of the LGBTI community and seven participants living with disabilities. **The event provides an annual safe space for RWLCMN members to discuss, share and document their lived experiences especially in the areas of domestic violence, women, peace, and security, decision-making, gender perspectives in humanitarian response and the needs of rural women.**

Women in Fisheries Network Fiji (WiFN - Fiji) progressed the development of its baseline study on National Women in Fisheries through partnerships with the Fiji Bureau of Statistics, Ministry of Fisheries and Ministry of iTaukei Affairs. WiFN-Fiji also strengthened its organisation by recruiting a Network Coordinator, revising its Strategic Plan, Constitution, plus other internal policies.

Realising that girls need stronger, positive STEM (Science, Technology, Engineering, and Mathematics) role models and to increase their participation in STEM studies, **Graduate Women Fiji (GWF)** partnered with us to host Fiji's first STEM Camp for girls. **The three-day event gave 30 girls from rural and underprivileged communities in Suva the chance to be part of the camp.** New Zealand Scientist and social entrepreneur Dr. Mitchell Dickson, who runs Nanogirl, led the camp with a group of trainers. Prior to the week-long STEM Camp, the Nanogirl Labs team facilitated a Train the Trainer program for five women, some of whom are Fiji National University (FNU) Lecturers. Realising the great outcomes of the camp, FNU signed an MOU with GWF to continue to partner with the organisation to provide a formal space where future STEM camps can be held. **GWF has also set up the 'Sisters in STEM' mentoring initiative and plans to encourage greater participation of women and girls in STEM initiatives in Fiji.**






The **Fiji Women's Rights Movement's (FWRM)** Young Women Lead Initiative (YFem Rise Project) progressed in 2019. The **YFem Rise Project** works simultaneously with two cohorts of diverse young women. It uses 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 (GESI). YFem Rise delivered three GESI trainings to young women in all Fiji National University (FNU) campuses nationally. Session topics varied in response to the needs and interests of each group of young women present. Common to each session was the process of unpacking the systematic conditioning from family, religion and other socio-cultural belief systems using a gender and human rights perspective. The tailored sessions supported deep conversations about the existing barriers and forms of discrimination experienced by young women. A key topic discussed was the stigma associated with being a survivor of multiple forms of violence and the struggle of managing discrimination whilst continuing to pursue higher education.

FWRM also supported the set-up of Young Women Lead Advocacy Clubs (YWLAC) in three FNU campuses. These clubs identified the following priorities for further action by the FNU management:

- **Sexual Harassment** - A transparent complaints process is needed to address issues such as indecent behaviour and comments by male students and lecturers
- **Security** - Lack of transportation provided for students enrolled in classes after 5pm particularly for the Northern and Western divisions. This lack of transportation meant female students were unable to stay late to study or access the library.
- **Discrimination** - Unequal treatment by lecturers of male students compared with female students. They felt they did not get to speak openly and freely in class. Young women also felt judged on the basis of their race, disability, and religion.
- **Relationship Issues** - Young women witnessed or experienced physical assault and controlling behaviour from their partners. Young women also identified a lack of counsellors available at the Labasa Campus.

Through the Labasa YWLAC, female students at FNU were empowered to address some of the priority issues after a meeting with the Head of School and the Campus Director. This dialogue was a step towards establishing relationships with decision makers whilst ensuring young women were taking initiative in their leadership roles.



WOMEN'S COALITIONS FOR CHANGE

There is great value in strengthening coalitions among and between grantee partners and other stakeholders. We encourage and support grantee partners to seek out and establish connections with their allies – garnering their individual and organisational strength, pooling their resources together and working collectively to bring about sustained positive change. Coalitions can magnify spheres of influence that shift power imbalances, as well as accelerate and sustain the change we want to see. Coalitions are important for feeding priorities and actions to decision-makers and getting information back to the women themselves.

This year grantee partners have learned that when engaging in formal partnerships, it is beneficial that MOUs are carefully constructed and detail risk assessments, mutual roles, responsibilities and timelines and allow for regular review. Partnership brokers can also be engaged when there is an unequal balance of power and when the partnerships are new. Ideological and administrative policy differences should also be discussed and negotiated upfront to reduce the likelihood of conflict.

In 2019 we committed **AUD \$263,068.84** to supporting five grantee partners in their efforts to build women's coalitions for change. This included funding two major regional events supporting the participation of Fiji based women's rights activists, human rights defenders and grantee partners.

LäjeRotuma
Initiative

AUD \$64,000
2018-19

Pacific Sexual
Gender Diversity
Network (PSGDN)

AUD \$33,315.84
2018-19

Pacific Feminist
Forum (PFF)

AUD \$37,504
2019

Fiji Disabled People's
Federation (FDPF)

AUD \$420,000
2019-2022

Women
Entrepreneurs &
Business Council
(WEBC)

AUD \$32,000
2019-20

Women Entrepreneurs & Business Council (WEBC)

has delivered a new programme called *Bridging the Gap* in a range of locations around Fiji. The programme is a series of workshops and awareness sessions aimed at helping women entrepreneurs in the informal sector transition to formal registered business structures. In these workshops, established women entrepreneurs provide advice and guidance on a variety of business issues, financial literacy training (cash flow management), agriculture training and ideation. WEBC has also organised mentoring programmes for seven of its members with nine leading business and industry professionals with the aim of developing, growing and scaling up their businesses. WEBC has also worked with the Capital Toastmasters Club in Suva to run public speaking and leadership courses to help build the confidence of members in public speaking and decision making.



Sustaining Solidarity, Resistance and Revolution

The second Pacific Feminist Forum (PFF) initiative was collectively organised by femLINKpacific, Fiji Women's Rights Movement (FWRM), Diverse Voices and Action (DIVA) for Equality Fiji, and Tongan Leitis Association. The Forum was held in Suva in May and was attended by about 150 Pacific women human rights defenders from over 14 countries across the region. **The second PFF culminated in the development of an action plan and recommitment to the Pacific Feminist Charter for Change.**⁶



⁶ http://www.fwrm.org.fj/images/PFF/WEBSITE/PFF_Charter_Action_Plan.pdf



LäjeRotuma Initiative (LRI) is focused on strengthening the stewardship role of women through the creation of self-sustaining alternative livelihoods for a resilient Rotuma. LRI works in seven districts in Rotuma and is increasing its women's clubs from 10 to 12, which will include a Young Women in Business group. **LRI undertook a gender needs assessment for Rotuma in 2019 which found gender differences in representation and leadership of women on Rotuma are limited to informal decision-making processes through women's groups or clubs formed at the village level. However, at this level, it is sometimes difficult for women in leadership roles to identify with and prioritise the needs of other women, resulting in a disconnect, particularly between young and older women.** Based on this assessment, LRI is supporting women to build their capacity in management, leadership and decision making and is providing support for livelihoods programmes.

House of Sarah (HoS) mobilises communities to address the deep-rooted beliefs, attitudes and actions that perpetuate violence against women. Their *Preventing violence against women in Fiji's Faith Settings* program (PVAWFFS) continues to support Community Activists through regular monthly meetings and onsite assistance. While their work primarily targets Anglican church communities, some of their outreach programs also include members of other Christian denominations. For instance, one of their community advocates is a member of the Seventh-Day Adventist Church who conducts activities with her own church community in a local suburb, thus broadening the reach of its work. A Community Action Group (CAG) was set-up through the networks HoS built with the Fiji Police Force and our grantee partners femLINKpacific and Medical Services Pacific. This initiative has built the confidence of members of St Michael and All Angels Parish to report matters of concern to their nearby police stations. CAGs can be Health and Social Welfare Action Groups, Media Action groups, Education Action Groups, Peer Action Groups and Security Groups.

Fiji Disabled People's Federation (FDPF) has been working with its affiliates to address the challenges of women with disabilities who continue to face violence, discrimination and under-representation in leadership and decision-making roles. **Our grant to the Federation marks the first coalition between them and their affiliates: Fiji Association for the Deaf (FAD), Psychiatric Survivors Association (PSA), Spinal Injuries Association (SIA) and United Blind Persons (UBP).** This was the largest grant given out by us to date and has a sub-granting modality.

We supported FDPF and its affiliates to strengthen their governance policies and work more closely together. This approach has led to important results. For example:

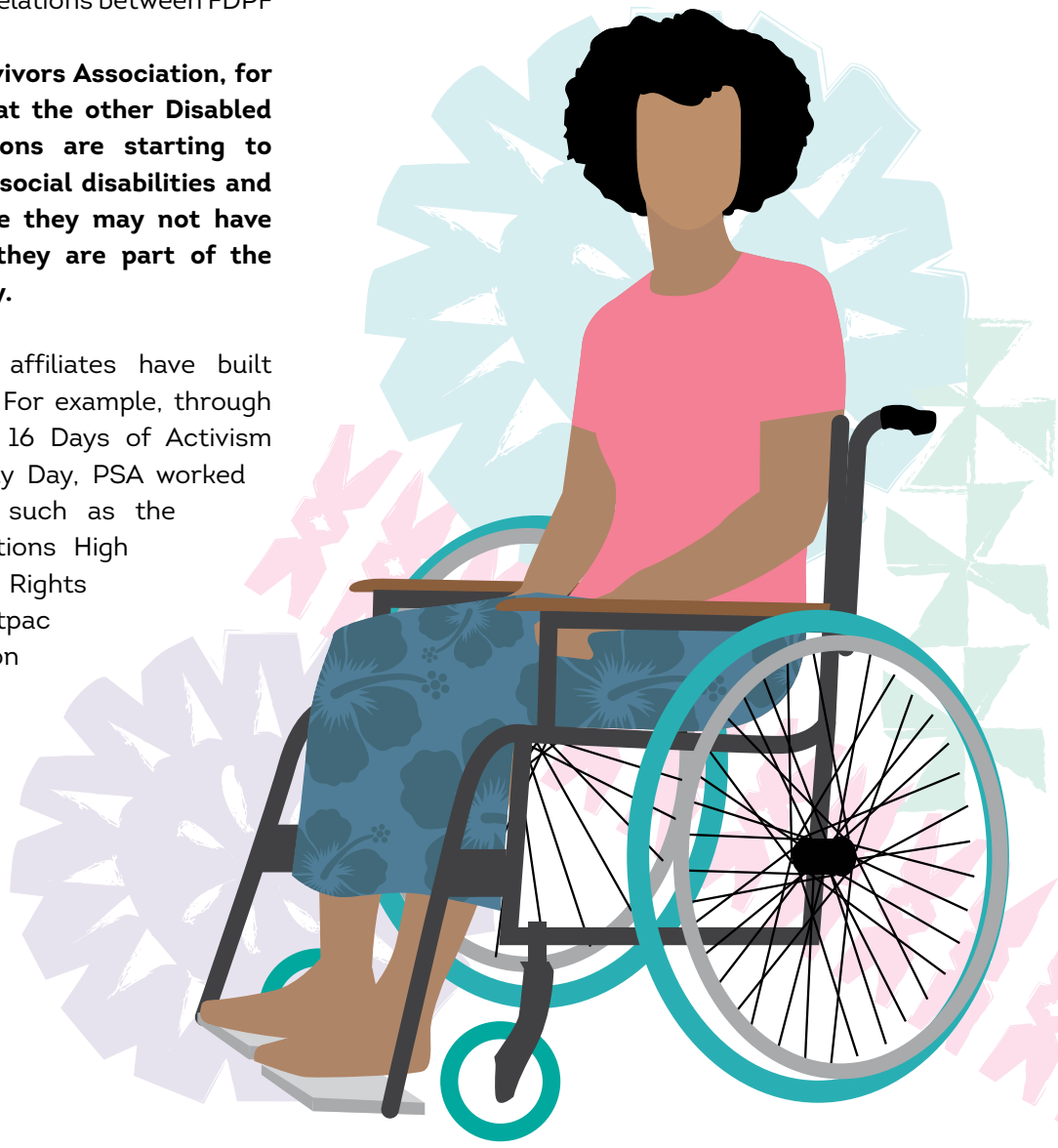
- (i.) UBP's board has had a complete turnover in membership after governance training and it has established a Women's Subcommittee.
- (ii.) A working group has also been established by FDPF which includes a representative from each affiliate. This group meets monthly and ensures activities are coordinated and has led to improved relations between FDPF and its affiliates.
- (iii.) **The Psychiatric Survivors Association, for instance, shared that the other Disabled People's Organisations are starting to understand psycho-social disabilities and recognise that while they may not have visible disabilities, they are part of the disability community.**

The Federation and its affiliates have built further networks in 2019. For example, through their participation in the 16 Days of Activism and International Disability Day, PSA worked with other stakeholders such as the Office of the United Nations High Commissioner for Human Rights (UN OCHR) and Westpac Bank to raise awareness on mental health.

We also supported the inclusion of people with disabilities at regional forums and decision-

making spaces. In 2019 members of FDPF and its affiliates made important contributions to the second Pacific Human Rights Conference, the sixth Pacific Regional Conference on Disability, the second Pacific Feminist Forum and the 2nd National Consultation of the Rural Women Leader's Network. The inclusion of their voices and actions as individuals and diverse women can lead to an improvement in the lives of other women and vulnerable groups.

For example, a member of the Fiji Association of the Deaf, who lives in the Naitasiri Province had been finding it difficult to access health services from the nearest health centre because no one could understand her. After attending the workshops organised by FDPF, she was empowered and motivated to do something about the situation. She spent one-month teaching sign language and the basics of communicating with deaf persons to a nurse. She said that it can be a challenge to identify and communicate the correct treatment and medication for deaf people in the absence of an interpreter.





INDEPENDENT FUND

A key outcome for us in the coming year is to transition to an independent local entity that is able to secure funding from a wide range of funders. In preparation for the transition, we sought legal advice to guide the Steering Committee's decision on the options for the Fund's registration. The Steering Committee decided that the Fund will register as a local entity under the Charitable Trust Act of Fiji. Taking this into account, we presented an initial draft of the Fund's Localisation Strategy which includes a Handover Plan. The Localisation Strategy will be finalised in 2020.

Part of the transition involves playing an active role in building and strengthening our relationships and partnerships to enhance our ability to garner a wide range of resources of all forms. National, regional and global spaces for collaboration and knowledge sharing that bring together our partners, allies and colleagues for collective learning, reflection and strategising builds a stronger women's movement.



Key events that we were part of in 2019 include:

IMPORTANT

AUSTRALASIAN AID CONFERENCE

CANBERRA, AUSTRALIA

19 - 20 February 2019

We co-hosted a session titled *Catalysing change through women's movements, evidence from the Pacific* at the Australasian Aid Conference in Canberra with Urgent Action Fund Asia and Pacific, FRIDA The Young Feminist Fund, Women's Fund Asia and International Women's Development Agency.



FIJI AUSTRALIA BUSINESS COUNCIL EXECUTIVE COMMITTEE, SUVA, FIJI ISLANDS

20 March 2019

The Council was exploring sponsorship and scholarship opportunities to support, which would enable them to further bilateral trade and investment relationships and to also boost the visibility of the Council in Fiji. We used the opportunity to share our work, in particular how the Council could support gender equality in Fiji by supporting our grants mechanism to rural and remote women's groups.

2ND PACIFIC FEMINIST FORUM SUVA, FIJI ISLANDS

19-22 MAY 2019

Bringing together 150 feminists from 14 countries in the Pacific, we co-hosted two sessions:

- *For Women Filled with Fire: Bringing women's funds to the Pacific.* Partnering with Global Fund for Women, Mama Cash, Urgent Action Fund Asia and Pacific, FRIDA The Young Feminist Fund. The session provided an opportunity to showcase the grant making and movement building work of national, regional and global women's funds.
- *Where is the Money for Women and Girls in the Pacific? Mapping funding gaps, opportunities and trends.* Along with Urgent Action Fund Asia and Pacific, we commissioned a scoping study on funding realities for women's organisations in the region. The study found several areas of possible collaboration between funders and women's organisations on the issues that emerged from the scoping study. The study's first proposition is the establishment of:

An independent Pacific Feminist Fund based in the region and led by feminists in the region.

A direct outcome of the session can be seen in the Pacific Feminist Charter Action Plan, which was endorsed by all participants to:

“amplify the call for an increase in dedicated, flexible funding to sustain the transformative work of diverse Pacific women. We call for the establishment of an independent Pacific Feminist Fund, and demand that the Green Climate Fund and Global Environmental Facility (GEF) and other climate finance initiatives immediately resource climate emergency work led by Pacific feminist and women led organisers and local front line communities.”

PROSPERA XI BIENNIAL FORGING NEW PATHS FOR FEMINIST FUND

Victoria and Vancouver, Canada

30 May - 2 June 2019

As a member of the Prospera International Network of Women's Fund, we participated in its Biennial. We collectively reviewed Prospera's vision, formed collective assessments of the current women's funding landscape, identified strategic opportunities for mobilising resources, as well as potential risks and challenges towards achieving the network's collective vision.

Women Funded, Leadership for a Changing World

San Francisco,
United States of America

11 - 13 September 2019

We used this event to share the findings of the *Where is the Money for Women and Girls in the Pacific?*, enabling us to enhance the visibility of the Pacific women's experiences and the work of the Fiji Women's Fund.

Revolutionalising Philanthropy in Asia and the Pacific Strengthening resources for feminist movements, Bangkok, Thailand

25 – 27 September 2019

Around 150 women, girls and trans*⁷ activists from 20 countries speaking eight different languages converged to examine the multifaceted reality of feminist funding in Asia and the Pacific regions. The Convergence was organised by eight women's funds⁸ who are members of the Asia-Pacific chapter of the Propera-International Network of Women's Funds. The event brought together grantee partners, regional allies, and funders to talk about resources, power, and the processes through which they are negotiated.

A key outcome of the Convergence was the development of a **Feminist Funding Manifesto**.⁹ Grantee partners from Rise Beyond the Reef, Fiji Disabled People's Federation, Pacific Rainbow Advocacy Network, Fiji Women's Crisis Centre, Medical Services Pacific, Pacific Young Women's Leadership Alliance, Voice for Change and the Fiji Women's Rights Movement attended the Convergence through the support of the Australian Government.

A follow-up survey conducted with our grantee partners in attendance found that the meeting provided them with new opportunities to connect with other activists and to lobby donors to be inclusive and use participatory processes in their funding procedures. The grantee partners also said they obtained additional knowledge on feminist movement building and in progressing work in gender equality.



"I heard about scholarship opportunities for training. We'll be applying for such funding, which is in our strategic plan. Also, just ways to strengthen the work we're doing with the Fund and how to expand into other thematic areas."

– Lanieta Tuimabu,
Fiji Disabled People's Federation

⁷ The use of the term trans* includes the umbrella of gender identities, say LGBTIQ* in the spectrum.

⁸ Fiji Women's Fund, Urgent Action Fund Asia & Pacific, Mongolian Women's Fund, HER Fund, Women's Fund Asia, TEWA, South Asia Women's Foundation of India and Korean Foundation for Women.

⁹ <https://fijiwomensfund.org/feministfundsmanifesto/>

Where is the Money for Women and Girls in the Pacific? Mapping funding gaps, opportunities and trends



In collaboration with the Urgent Action Fund Asia and Pacific, we commissioned a scoping study to:

- Generate data on funding realities and trends to provide an overview of the funding of women's human rights and gender equality in Fiji and PNG.
- Gain deeper insight into differences between the perspectives of funders and women's rights organisations in Fiji and PNG.
- Explore collaboration between funders and women's rights organisations on the issues to emerge from the scoping study.

Consultations with over 40 donors, financial and business intermediaries, women's civil society organisations and disabled persons organisations took place during February – May 2019 to seek insights into the funding of women's organisations in Fiji, PNG and more broadly across the Pacific.

The study found several areas of possible collaboration between funders and women's organisations on the issues to emerge from the scoping study. The study will be launched at the Australian Aid Conference in Canberra, Australia in February 2020.

Communications

In 2019, we ramped up our communications efforts on all visibility channels. With a strategic change in approach which included new content and increased use of social media platforms, we have been able to nearly **triple our visibility** compared to 2018.

We also released an electronic newsletter and freshened up the look and content of its hard copy newsletter. Both formats will ensure that a wide variety of audiences are targeted i.e. rural, local, regional and international contacts and stakeholders.

In terms of social media platforms, we more than doubled its performance over the past 12

months. Short videos filmed and edited inhouse were trialed in the fourth quarter of the year and this seemed to also work well with our followers. In September a LinkedIn profile was opened to reach a more professional audience but also to a medium by which we can announce and advertise vacancies and other opportunities.

In 2019, we were mentioned in 38 articles of local and international news media. The Fund's Manager and Senior Program Manager was also invited to appear on Fiji TV's Breakfast show to speak about the *Promising practices from Fiji in empowering women economically publication*.



Followers – **2,227**
Likes – **2,262**
Reach – **873,428**



Website views – **14,509**
Unique page views – **11,406**
Users – **4,937**



Followers – **536**
Impressions – **196,284**



Followers – **41**

WHAT WE LEARNT THIS YEAR



Self-Care:

As a women's fund, we aim to lead the investment in multiple forms of resources to support our grantee partners and those who are front line defenders of human rights. Self-care is important to ensure that the resilience of individuals, organisations and the women's movement is sustained. Self-care is a security mechanism to assist women human rights defenders to deal with physical and digital risks.



Importance of connections to the global network of women's funds:

Being part of the global sister funds under the banner of the Prospera International Network of Women's Funds, has led to the co-creation of spaces for collaboration and knowledge sharing. This has greatly benefitted our team, our grantee partners and our allies in the Pacific region.



Working in a responsive way, and at the pace of, people with disabilities:

We have found that partnering with the Fiji Disabled Peoples Federation (FDPF) and its affiliates requires additional resources, knowledge and skills. Each affiliate is different from the other with their own set of needs which must be a key consideration. By taking on a "doing by learning" approach alongside FDPF, we will be better positioned to support their work for promoting, respecting and fulfilling the rights of people with disabilities in Fiji.



Making sure no woman misses out:

We continue to expand our reach to diverse women across Fiji. Through an analysis of our first and second call for funding, we identified some areas where targeted work needed to occur to support resource mobilisation to women's groups, organisations and networks. As such our third Call for Funding specifically targeted the following areas:

- women's groups, organisations and networks based in the Northern and Eastern Divisions of Fiji
- women's groups, organisations and networks working with women of ethnic minority groups
- women's groups, organisations and networks working with gender non-conforming people and people of diverse sexual orientation.



Enhancing the Fund's Monitoring, Evaluation and Learning processes:

As we mature alongside our grantee partners, we are also maturing in our practices and processes. For instance, we take the opportunity to review our MEL plan every year and realise that our current reporting templates require refinement. These refinements will be implemented in future reporting and data collection.



Importance of ensuring detailed knowledge from the field filters up to the Fund:

Sometimes narrative reports do not provide an accurate picture of the rich and detailed learning from the field. We will need to work closely with grantee partners to ensure we identify important data to capture and that stories shared link directly to the outcomes of the Fund. An important part of gathering outcome data is to encourage grantee partners to invest in the collection of baseline data.

For example, LäjeRotuma Initiative and House of Sarah have both undertaken needs assessment and baseline studies which have then been used to guide their workplan. Similarly, RBTR's Impact Assessment has been used to guide their work on addressing violence against women.



Importance of ensuring grantee partners understand what is in the grant agreement:

Currently grantee partners may send any representative to the orientation session when the grant agreement is discussed. At times, relevant information is not relayed to the other staff within the organisation. This has led to situations where grantee partners are unknowingly contravening their grant agreement. It is important that we explain and clarify the legal and binding nature of the grant agreement and ensure that the relevant and authorised officers of the organisation are those that are briefed.



Importance of the due diligence process, regardless of grantee partners size:

Past assumptions made by us about the capacity of grantee partners because of their size or organisational experience has not always been correct. As a result, we have learned to take a more concerted and consistent approach to the due diligence exercise with our grantee partners. This process provides us with a platform to explore our grantee partners' experiences and the support they may need. A key element of the due diligence process is to check that the policies and procedures in place are also being practiced. Additionally, due diligence is not only a one-off process. We found that a number of grantees have experienced issues in relation to staff turnover and governance that have affected their ability to implement. We work closely with those grantee partners to mitigate and resolve relevant governance matters.

LOOKING FORWARD

Localisation to a registered entity under the Charitable Trust Act of Fiji:

In 2020, we will formally register as a non-government entity under the Fiji regulations. This creates an opportunity for the women's movement in Fiji to guide our strategic direction, its governance mechanisms and our programming.



Amplifying our resource mobilisation:

Working in tangent with our eventual registration as an independent entity, we will be intensifying our efforts to garner a wide range of resources to support our work.



Assessing our impact:

As our project time-frame advances, we have a growing opportunity to determine progress towards our long-term outcomes, especially in relation to our grant-making program. To determine this, we will need to follow-up with grantee partners and communities that we have worked with over the years. We will need to determine how they have progressed and whether there is occasion to facilitate or provide any further support. We also look forward to opportunities to continue strengthening our work and strategies in ways that are informed by processes such as our annual reflections workshops, networking and relationship building, as well as the project evaluations of our multi-year grantees that will be ending their projects with us this year.



End of Project Evaluations:

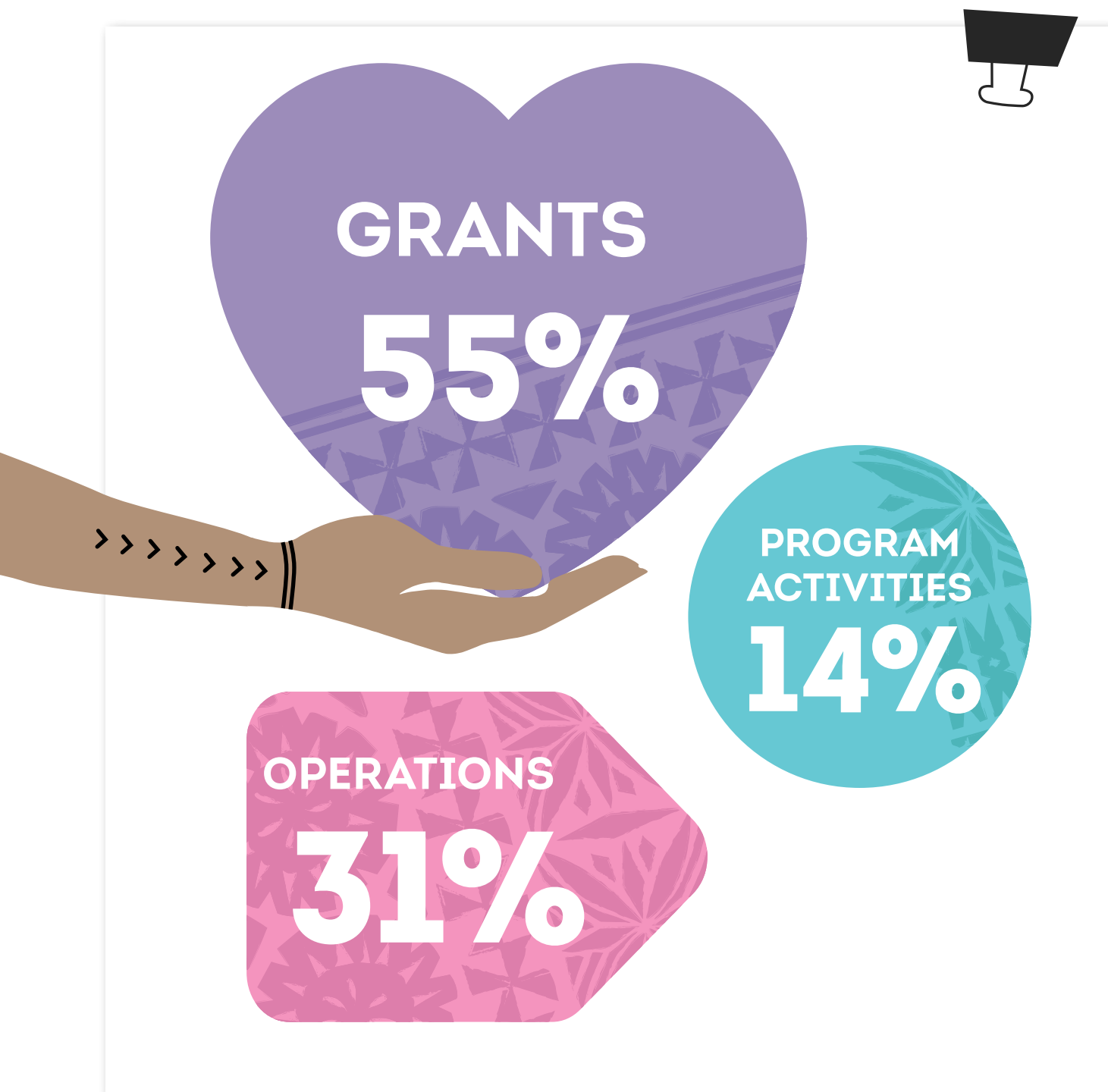
In 2020, three of our grantee partners; MSP, HOS and femLINKpacific's projects come to an end. Each grantee partner will be required to conduct an evaluation. The purpose and focus of the evaluations are determined by our grantee partners and we hope that the evaluations will contribute to the existing literature and field practices in the four thematic areas that we work in. The findings of the evaluations will enhance the knowledge, skills and experiences of each of the grantee partners and that of our other grantee partners on good practices that work best in contributing to gender equality.



FINANCIALS

Utilisation of funds

Our budget was spent according to our intended allocation, implementing all of our activities as per the 2019 workplan. The Fund is working efficiently and performing well (at level A of the A-C ratings possible) for 9 of the 10 *Pacific Women* values for money¹⁰ standards. For one of the 10 standards, we did not perform well (at level C) due to a lack of documented risk and performance management processes of grantee partners. We will consider including a risk management section into the proposal template to address this issue in the future.



¹⁰ The *Pacific Women Value for Money Rubric* assesses cost effectiveness throughout program planning and implementation based on the criteria efficiency and relevance, effectiveness, impact and sustainability, economy, ethics, and equity









ANNEX 1







Achievement of outcomes according to thematic areas

The following tables detail our intended outcomes that we anticipate our grantee partners to be contributing to according to the thematic areas they work in. Grantee partners that have shown evidence of achieving each outcome are included in the table. As shown across all thematic areas, most grantee partners are showing achievement of the short-term and medium-term outcomes.







Fund intended outcomes in the area of Eliminating Violence Against Women (Outcome 1)

 Short-term outcomes Years 1-3	 Grantees achieving short-term outcome	 Medium-term outcomes Years 3-4	 Grantees achieving medium-term outcome	 Long-term outcomes Year 5	 Grantees achieving long-term outcome
Change in knowledge and understanding of causes of sexual and gender-based violence and drivers of change at formal and informal levels	5 (FDPF, HoS, MSP, femLINK, ADRA)	There is increased availability of coordinated, quality services for survivors of sexual and gender-based violence	4 (ADRA, FDPF, MSP, NWDG, RBTR)	Violence against women is reduced	0
Women and girls are informed about their rights to be free from sexual and gender-based violence	7 (femLINK, FDPF, MSP, RBTR, RFHAF, FGGA, SAN)	Effective prevention strategies are supported at both formal and informal levels	2 (MSP, HoS)	Survivors of violence have access to support services and justice which do no harm, have referral pathways, support attitude, skills and behaviour change at formal and informal levels, and establish formal partnerships with relevant stakeholders	1 (MSP)
Formal and informal systems for identifying sexual and gender-based violence victims established	5 (FWRM, HoS, MSP, RFHAF, RBTR)	Services effectively support survivors of sexual and gender-based violence in priority areas	2 (MSP, FDPF)		
Gender Equality and Social Inclusion approach to sexual and gender-based violence programs	7 (MSP, HoS, RBTR, RFHAF, femLINK, FGGA, SAN)	Coalitions have successfully advocated for effective solutions	0		
		Legislative reforms are implemented	0		
		National government have effectively coordinated and funded service provision for survivors of sexual and gender-based violence			
		There is increased evidence regarding causes of violence and drivers of change	1 (RBTR)		







Fund intended outcomes in the area of Women's Economic Empowerment (Outcome 2)

 Short-term outcomes Years 1-3	 Grantees achieving short-term outcome	 Medium-term outcomes Years 3-4	 Grantees achieving medium-term outcome	 Long-term outcomes Year 5	 Grantees achieving long-term outcome
Increased access to information to manage income and assets such as financial literacy and organisational support	5 (femLINK, NWDG, RBTR, TT, ADRA)	Women access income generating, business and formal employment opportunities	4 (RBTR, NWDG, TT, RNP)	Women have improved economic and social status due to expanded economic opportunities to earn an income and accumulate economic assets	1 (RBTR)
Increased capacity of women leading to increased access to income generating, business and employment opportunities	5 (WEBC, NWDG, RNP, NWDG, RBTR)	Women access trainings, resources and income to improve their business and livelihood	5 (ADRA, RNP, RBTR, TT, NWDG)		
Increased access to income generating opportunities leading to increased income for women	4 (RNP, RBTR, ADRA, NWDG)	There are more opportunities for women in public and private, formal and informal sectors	5 (RNP, WEBC, RBTR, NWDG, TT)		
The public and private sector promote gender equality through support to the Fund, strengthening women's groups in WEE, formal and informal partnerships, increased safety of working conditions of women	0	Women have greater decision making in regard to their income and assets	2 (RBTR, RNP)		
Increased number of women, and women's groups generating an income	4 (NWDG, RNP, TT, RBTR)	Women have increased ownership of assets	2 (RBTR, RNP)		
Increased collective work for women's groups	4 (NWDG, ADRA, RNP, TT)	Women have improved economic and social status	2 (RNP, RBTR)		

Fund outcomes in Women's Leadership and Decision-making (Outcome 3)

 Short-term outcomes Years 1-3	 Grantees achieving short-term outcome	 Medium-term outcomes Years 3-4	 Grantees achieving medium-term outcome	 Long-term outcomes Year 5	 Grantees achieving long-term outcome
Increased interest of diverse women to participate in leadership and decision-making roles	14 (FWRM, RNP, WEBC, femLINK, GWF, RBTR, NWDG, FGGA, FDPF, PSGDN, SAN, TT, WiFN, MSP)	More women enter elected, appointed and formal and informal leadership and decision-making positions	7 (ADRA, femLINK, RNP, RBTR, FDPF, FWRM, TT)	Diverse women and their interests are increasingly and effectively represented and visible through leadership at all levels of decision-making, through effective change in gender norms, behaviours and attitudes towards WLDM	0
Increased capacity of diverse women interested in leadership and decision-making roles in Fiji society	14 (femLINK, FDPF, FWRM, MSP, WEBC, RNP, RBTR, FGGA, PSGDN, TT, GWF, NWDG, SAN, WiFN)	Women in elected, appointed and formal and informal leadership and decision-making positions have the skills to fulfil roles and represent diverse women's and girls' interests	6 (femLINK, RNP, RBTR, FWRM, TT, ADRA)	There is progress in changes to laws and policies that promote equality and empowerment through effective advocacy	0
Increased support for the inclusion of women's views, with gender issues being debated in public fora	10 (RNP, ADRA, femLINK, PFF, HoS, RBTR, FGGA, NWDG, FDPF, PSGDN)	Government policies and programs promote and implement diverse women's and girls' interest, including other vulnerable / marginalised groups	1 (femLINK)		
More women are meaningfully participating and influencing decision-making processes (at community and local levels)	7 (ADRA, FWRM, RBTR, RNP, NWDG, TT, femLINK)				
Women have influence at community and local levels and improve service delivery	5 (femLINK, FWRM, RBTR, NWDG, MSP)				
Advocacy for policy change and legal reform for women's equality and empowerment is underway	4 (femLINK, FWRM, WiFN, PFF)				

Fund intended outcomes in the area of Women's Coalitions for Change (Outcome 4)

 Short-term outcomes Years 1-3	 Grantees achieving short-term outcome	 Medium-term outcomes Years 3-4	 Grantees achieving med-term outcome	 Long-term outcomes Year 5	 Grantees achieving long-term outcome
Diverse women's organisations are strengthened through the voices of individual woman to promote gender equality	19 (All grantees)	Coalitions and advocacy groups drive and initiate change	5 (ADRA, femLINK, FDPF, FWRM, NWDG)	Strengthened network of diverse women in Fiji to better able them to participate fully, freely, safely in political, economic and social life, as a result of support from networks	1 (femLINK)
Coalitions and advocacy groups build a better understanding of local solutions to gender equality	11 (femLINK, HoS, MSP, WiFN, RBTR, FGGA, LjR, GWF, TT, PFF, MSP)	Coalitions and advocacy groups influence gender responsive policy, legislation and services	0	Diverse women in Fiji have a stronger sense of agency	1 (femLINK)
Coalitions and advocacy groups are strengthened to advocate effectively by their diverse membership	5 (ADRA, femLINK, FDPF, RNP, WiFN)	There is progress in changes in the beliefs, attitudes and social norms held by individuals, families and communities	5 (ADRA, FDPF, FWRM, NWDG, RBTR)	Rights-based policies, legislation and services begin to be implemented	



ANNEX 2

Capacity Development Training Provided to Grantee Partners

- 1 Gender Equality and Social Inclusion Workshop 2nd Call Grantees;
1-3rd April 2019 (Talanoa Consulting)
- 2 Communications and Marketing Training;
10-12th April 2019 (Maria Ronna Luna Pastorizo-Sekiguchi)
- 3 Gender Equality and Social Inclusion Workshop - FDPF and affiliates;
8-10 May 2019 (Menka Goundan)
- 4 Project Management and Resource Mobilisation Workshop;
9th May 2019 (Talanoa Consulting)
- 5 Women's Legal Literacy; 14-16th May 2019 (Talanoa Consulting)
- 6 Financial Management, Fraud and Anti-Bribery;
4-6th June 2019 (Shradha Sharma)
- 7 Child Protection and Safeguarding for Graduate Women Fiji;
28th June 2019 (Save the Children Fiji)
- 8 Child Protection and Safeguarding for 2nd Call Grantees;
10th July 2019 (Save the Children Fiji)
- 9 Child Protection and Safeguarding for Striders Women's Rugby Club;
31st August 2019 (Save the Children Fiji)
- 10 Gender Equality and Social Inclusion for United Blind Peoples;
22-23rd October 2019 (Devina Devi and Menka Goundan)





Steering Committee Members

Nalini Singh

Executive Director
Fiji Women's Rights Movement
(Chair of the Steering Committee, 2018 - 2020)

Leonie Whyte

Deputy Team Leader
Pacific Women Support Unit

Dr. Litea Meo-Sewabu

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

Mere Roden

Office Manager
Spinal Injuries Association Fiji

Tupou Vere

Women's Human Rights Defender

Mareta Salacakau Fong

Finance Manager
ANZ Bank Fiji

Selai Korovusere

Director Women
Ministry of Women, Children & Poverty Alleviation

Christina Munzer

Counsellor
Development Cooperation for Fiji and Tuvalu
Department of Foreign Affairs and Trade
Australian High Commission Fiji (Until April)

Joanna Houghton

Counsellor
Development Cooperation for Fiji and Tuvalu
Department of Foreign Affairs and Trade
Australian High Commission Fiji (Until May)

Rochelle White

Counsellor
Development Cooperation for Fiji and Tuvalu
Department of Foreign Affairs and Trade
Australian High Commission Fiji (From May)

Leaine Robinson

Senior Program Manager
Gender Equality and Inclusive Growth
Department of Foreign Affairs and Trade
Australian High Commission Fiji (Until April)

Angeline Fatiaki

Program Manager
Gender and Social Inclusion
Department of Foreign Affairs and Trade
Australian High Commission Fiji (Until November)



Grants Committee Members

Tara Chetty

Gender Adviser
Pacific Women
Support Unit

Mareta Salacakau Fong

Finance Manager
ANZ Bank Fiji

Sala Tupou-Tamani

Program Advisor
International Planned
Parenthood Federation
Pacific Humanitarian Program

Leaine Robinson

Senior Program Manager
Gender Equality and Inclusive Growth
Department of Foreign Affairs and Trade
Australian High Commission Fiji
(Until April)

Angeline Fatiaki

Program Manager
Gender and Social Inclusion
Department of Foreign Affairs and Trade
Australian High Commission Fiji
(Until November)

Emily Elliott

Acting Senior Program Manager
Gender Equality and Inclusive Growth
Department of Foreign Affairs and
Trade Australian High Commission Fiji
(From November)



Staff Members

Michelle Reddy

Fund Manager

Kuini Rabo

Program Officer

Roshni Chand

Finance and Administration
Officer

Shyana Ali

Administrative Support
Assistant

Menka Goundan

Senior Program Manager

Devina Devi

Program Officer

Neema Nand

Monitoring, Evaluation and
Learning Officer (Until May)

Tiriseyani Naulivou

Monitoring, Evaluation and
Learning Coordinator (From October)

Belinda Fraser

Communications Officer
(Until May)

Erica Lee

Communications Officer
(From September)



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