



# ANNUAL PROGRESS REPORT

## 2017

May - December



### **COVER IMAGE**

Women weavers from Rara Village, in the interior of Ba, Tikina Yakete. To minimise the high costs of transportation to the village, the women weave “mini mats” so they can earn without the travel costs. These “mini mats” are used to create Rise Beyond the Reef’s cushion covers and tableware products.

Photo Credit: Rob Rickman/Rise Beyond the Reef

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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.



# CONTENTS

05	Acronyms
06	Forewords
08	About Us
11	Executive Summary
13	Fund Operations
17	Grants Operations
20	Fund Grantee Profile
25	Fund Financials
26	Lessons Learned
27	Looking Forward
29	Annex 1
31	Annex 2
32	Annex 3
34	Annex 4

Painted stone project, a "relief" product from Rise Beyond the Reef's *Shelter from the Storm line*. Painted stones became a popular product post Tropical Cyclone Winston as the stones were what was left after much of the voivoi (pandanus leaves) and other raw materials for crafting were wiped out.  
Photo Credit: Rob Rickman/Rise Beyond the Reef



# ACRONYMS

<b>AAW</b>	Association of Anglican Women
<b>ANZ</b>	Australia and New Zealand Banking Group Limited
<b>AUD</b>	Australian Dollar
<b>AWED</b>	Aging with Empowerment and Dignity
<b>CROP</b>	Council of Regional Organisations in the Pacific
<b>CSO</b>	Civil Society Organisation
<b>DFAT</b>	Australia's Department of Foreign Affairs and Trade
<b>DPO</b>	Disabled Persons' Organisation
<b>EOI</b>	Expression of Interest
<b>EVAW</b>	Eliminating Violence Against Women
<b>FCDP</b>	Fiji Community Development Program
<b>FESP</b>	Fiji Education Sector Program
<b>FGGA</b>	Fiji Girl Guides Association
<b>FJD</b>	Fijian Dollar
<b>FRIEND</b>	Foundation for Rural Integrated Enterprises & Development
<b>FTUC</b>	Fiji Trade Union Congress
<b>FWF</b>	Fiji Women's Fund (The Fund)
<b>FWRM</b>	Fiji Women's Rights Movement
<b>GESI</b>	Gender Equality and Social Inclusion
<b>HoS</b>	House of Sarah
<b>HR</b>	Human Resource
<b>IDEA</b>	Include Disability Employ This Ability
<b>MANGO</b>	Management Accounting for Non-Governmental Organisations
<b>M&amp;E</b>	Monitoring and Evaluation
<b>MEL</b>	Monitoring, Evaluation and Learning
<b>MOG</b>	Multi National Observer Group
<b>MSP</b>	Medical Services Pacific
<b>NGO</b>	Non-Government Organisation
<b>NWDG</b>	Naitasiri Women in Dairy Group
<b>PCDF</b>	Partners in Community Development Fiji
<b>PLP</b>	Pacific Leadership Program
<b>PWD</b>	People with Disabilities
<b>RAMSI</b>	Regional Assistance Mission on Solomon Islands
<b>RBTR</b>	Rise Beyond the Reef
<b>SAN</b>	Survival Advocacy Network
<b>STA</b>	Short Term Advisers
<b>UN</b>	United Nations
<b>USD</b>	United States Dollar
<b>WCC</b>	Women's Coalition for Change
<b>WEE</b>	Women's Economic Empowerment
<b>WiFN-Fiji</b>	Women in Fisheries Network – Fiji
<b>WLDM</b>	Women in Leadership and Decision Making
<b>YWCA</b>	Young Women's Christian Association

All monetary units are in Australian dollars unless otherwise stated.



# FOREWORDS



Photo Credit: DFAT

## Christina Munzer Chair of the Steering Committee

I had the privilege to chair the Fiji Women's Fund (the Fund) Steering Committee in 2017. November 2017 concluded the Fund's inception phase with much to celebrate. The Steering Committee met for the first time in February and convened a total of four meetings over 2017. The frequency of meetings reflect the busy year for the Fund primarily focused on its establishment. This also included design of the Fund's logo, undertaking the first call for proposals and development of grant and financial management documents. On behalf of the Steering Committee, I extend warm congratulations to Michelle and the Fund team for these achievements.

The Steering Committee was engaged at various points throughout the year to provide input to the Fund's key operational and management documents and processes, providing an opportunity for members to increase our understanding of the Fund and meet members of the Fund team.

The Steering Committee is made up of nine women of diverse backgrounds, representing Fiji's women's movement, civil society, private sector, Fiji government and the Australian Government. Members were selected following a public call for expressions of interest to join the Steering Committee. The Steering Committee provides ongoing strategic guidance and ensures the Fund is implemented in accordance with the agreed strategy and principles.

The Fund is an activity of Pacific Women Shaping Pacific Development (*Pacific Women*), a ten year AUD320 million program launched by the Australian Government in August 2012 to support the Pacific region to enhance progress towards gender equality and the empowerment of women. In Fiji, through *Pacific Women*, the Australian Government has committed AUD26 million over the ten years to support the empowerment of women in Fiji. Of this, AUD10.5 million is committed to the Fiji Women's Fund. The Fund has a specific focus on reach to women living in rural and remote areas and those who are marginalised. This includes women with disabilities and those experiencing some form of discrimination. One of the outcomes of the Fund is to transition to an independent local entity with secured resourcing from other funders.

The transition to an independent, locally owned and managed Women's Fund is an important focus for the Fund as it builds its identity and fosters partnerships among stakeholders and potential funders. I thank my fellow Committee members for their support in 2017 and wish Archana Mani the very best as the new incoming Chair for 2018. I also wish the Fund's new grantees the best in implementing their various projects and Michelle and the Fund team well for another exciting and successful year.



# FOREWORDS



Photo Credit: Pacific Community

## Michelle Reddy Fund Manager

The Fiji Women's Fund is the first of its kind in Fiji and the Pacific region. It's been an exciting eight months of co creation with members of the Steering and Grants Committee, the Fund Team and the women's movement in Fiji. Staying true to the design of the Fund, the myriad stakeholders and partners that we have engaged with has led to the tremendous achievements of the Fund within the inception period.

At the Fund, we place a lot of emphasis on learning and adapting. We design our fund application and reporting procedures to be accessible both linguistically and technically and ensure that we help emerging groups access our grants. This means we intentionally make time to listen to rural, remote women's groups, networks and organisations and marginalised groups to get their perspectives on our grant process, strategies and other elements of the Fund. We have learnt to adapt as we listen so that our processes and strategies are continuously and consistently tailored to respond to the changing local contexts and the needs of diverse women and communities.

By connecting with the more established and emerging international women's funds who have paved the way in resource mobilisation and philanthropy for gender empowerment, we ensure that we are always learning from global trends and analysis.

We fund smartly and prioritise more flexible, core support and multi-year funding. And in doing so, we contribute to the development of a diversity of strong women's groups, networks and organisations and ultimately the women's movement in Fiji.

We fund deeply and this means that we believe financial resources alone are not sufficient. Like many other women's funds, we provide capacity support to build organisational capacities, fundraising and financial management abilities. We also support networks, alliances and coalitions to influence and shift power, provide monitoring and evaluation tools to track how change occurs, and to learn and adapt. We link women's groups to individuals and organisations that can provide technical assistance on specific topics such as legislative lobbying and advocacy.

In our first call for funding, we are supporting 14 diverse women's groups, networks and organisations who either come from or have reach to rural remote women and marginalised groups. Each of the grantees bring with them a wealth of experience, knowledge and skills that will contribute to transformational changes for women and girls. We are privileged to begin our journey as a new women's fund in a vibrant women's movement in Fiji.





The Fund Team visiting Naitasiri Women in Dairy Group. Photo Credit: Michelle Reddy/Fiji Women's Fund

# ABOUT US

## Background

There is growing evidence that supporting women's groups, networks, organisations and the women's movement is the most effective way to bring about gender equality. Women's funds are seen as flexible, responsive, and accessible mechanisms for supporting women's organisations and networks to advance gender equality. Among recommendations from the global women's movement is for donors to channel funding to women's organisations.

As such, in January 2015, the Department of Foreign Affairs and Trade (DFAT) commissioned a civil society sector analysis that included a specific focus on women's civil society organisations (CSOs) in Fiji to find out how they work and what their needs were. The analysis recommended that DFAT investigate the feasibility of establishing a locally managed women's fund to support Fijian women CSOs. Later in November 2015, DFAT

commissioned a three-member design team to develop the Fund. The design team consulted with a range of stakeholders including key women's CSOs and rural women's groups, government, private sector and development partners.

The consultation highlighted the positive interest and support from women's civil society organisations to establish a local Women's Fund and for the Fund to be locally owned and managed. However, there was strong consensus among women's organisations that the process for localising the Fund required time and planning, and that this would be the key focus of the Fund while it is supported by DFAT over 2017-2022.

This led to the establishment of the Fiji Women's Fund (the Fund), an initiative of the existing

Australian Government funded Pacific Women Shaping Pacific Development (*Pacific Women*) Program. The Fund commits up to \$10.5 million from 2017-2022 to support women's groups, networks and organisations in Fiji to expand and enhance their work on women's empowerment and gender equality.

The Fund works towards reaching women living in rural and remote locations and those who are marginalised, including women with disabilities and those facing discrimination based on their sexual orientation or gender identity.

In this manner, the Fund contributes to the Fiji National Women's Plan of Action and the National Gender Policy, the Beijing Platform for Action, Pacific Leaders' Gender Equality Declaration (2012) and Sustainable Development Goals 2030.

## FUND OUTCOMES

The Fund's objective is to provide women's groups, organisations and networks with the support that they need to improve women's lives, particularly those in rural and remote areas or who are marginalised or disadvantaged.

The Fund has identified the following three outcomes to be achieved by 2022:

- » Women's groups, organisations, or 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;
- » 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<sup>1</sup> change in women's lives; and
- » The Fund has transitioned to an independent local entity and has secured funding from donors, private sector, and local philanthropy.

<sup>1</sup>Transformative change looks at challenging unequal gender relations and promotes women's leadership and decision making.

<sup>2</sup>Movement building refers to the process of organizing and mobilizing communities to respond to common problems and concerns, which involves developing a shared analysis of why the problem exists, common vision and agenda for change.

## DELIVERY APPROACH

The Fund has two mechanisms for reaching remote, rural and other marginalised women.

The first mechanism is through larger partnerships with organisations that work in rural and remote areas, or support networks of otherwise hard to reach women. These organisations may provide direct services or act as intermediaries for re-granting or capacity development assistance.

The second mechanism is direct financial and non-financial assistance from the Fund to women's groups, networks and organisations of various sizes.

Essentially, the Fund will provide funding, capacity and network development support to women's groups, networks and organisations in Fiji, so that they can expand and enhance their work towards women's empowerment and gender equality. The Fund will also contribute to the development of the women's movement in Fiji as a key partner for equitable, rights-based development.

The Fund's delivery approach is guided by the following key principles:

- » **flexible, responsive and accessible** in supporting women's groups, networks and organisations;
- » **influence and encourage transformative shifts** in existing power structures to contribute towards gender equality and women's empowerment;
- » **foster collective action and movement building<sup>2</sup>** of women's groups, networks and organisations;
- » **promote and practice action reflection and participatory learning processes;** and
- » **promote and practice accountability, transparency, inclusiveness and local ownership.**





## Identity

From the beginning, the Fund wanted to ensure that there was meaningful participation of various stakeholders in defining the Fund's identity and development of its logo. And so, the Fund set out to have participatory processes which included an online survey, focus group discussions and final selection by the Fund's Steering Committee. Using the online survey, the Fund worked with Greenhouse Studio to create logo options. These options were then used to facilitate focus group discussions which led to a selection of two logo options, which was voted on by the Steering Committee.

Our logo is inspired by a universal symbol that signifies women and the downward pointing triangle is one of the most ancient symbols of female divinity. It is the symbol of water and the womb. The double lines in our logomark symbolises individual strands being woven into a mat. This is intentional as it communicates the idea of women working together and supporting each other in the shared vision for women's empowerment and gender equality. Three recurring characteristics that emerged during the participatory process indicated the personality of the Fund; **dependable, supportive and empathetic**. These traits are reflected in the logo.



Delivering an information session in Ba. Left to right: Neema Nand, Mereisi Tavaiqia and Adiamma Sharan. Photo Credit: Devina Devi/Fiji Women's Fund.

# EXECUTIVE SUMMARY

*This is the first progress report of the Fiji Women's Fund. This report provides a summary of program achievements, challenges and learning for the Fund's inception period May to December 2017.*

By the end of December 2017, the Fund has:

- » **Developed and implemented an inception workplan.** The inception workplan covering a period of seven months from May to November was approved by the Fund's Steering Committee. It outlined key deliverables, which included fund operations, grant operations, monitoring, evaluation and learning and communications. The Grants Manual and Finance and Operations Manual were two key manuals that were developed during the inception period. The Steering Committee provided key input particularly in the Grants Manual and the first call for funding.
- » **Recruited key personnel** which included the appointment of the Fund Manager, Finance and Administration Officer, Monitoring, Evaluation & Learning Officer, Capacity Building Specialist and two Program Officers. Additionally, a Short Term Adviser (STA) for communications was engaged. The Fund also worked closely with the *Pacific Women* Fiji country short term M&E adviser to support the development Fund's Monitoring, Evaluation and Learning (MEL) plan.
- » **The identity of the Fund was developed in a highly consultative way, resulting in garnering ownership and support of the women's movement in Fiji.** The development of the Fund's logo and brand was done through a participatory approach including an online survey, focus group discussions and final voting by the Steering Committee. Majority of the stakeholders consulted saw the Fund as a dependable, supportive, and empathetic partner. With these in mind, the Fund Team have embodied these traits in the way that we work with women's groups, networks and organisations.
- » **A diverse Steering Committee and Grants Committee were appointed for the Fund's governance structure.** Prior to the appointment of key personnel for the Fund, an open call was made seeking expressions of interest from the public to join the Steering Committee. This led to the appointment of nine female members who come from diverse background in the women's movement, civil society, private sector, development agencies and government. The Steering Committee met four times in 2017 and provided key strategic input to the Fund team in the development and implementation of the Fund's inception workplan. The appointment of the Grants Committee in July led to the assessment and approval of the Fund's 14 grantees in the first call for funding.
- » **A special temporary measure in the Fund's granting process was implemented to ensure that the Fund is reaching rural, remote women and marginalised groups.** In the Fund's first call for funding, a significant gap was identified by the Fund team and the Grants Committee in relation to a lack of applications from women's groups, networks and organisations who work with women with disabilities. To address this gap, the Grants Committee recommended that a dedicated budget be set aside at every funding call to work specifically with disabled people's organisations and groups that work exclusively with people with disabilities. Taking this recommendation on board, the Steering Committee has decided to allocate a dedicated percentage of the Fund's yearly grant allocation to support disabled persons organisations and groups. Aside from having a dedicated budget, the Fund team will take a proactive approach in supporting women's groups, networks and organisations who work with women with disabilities to access these grants.



» **Extensive outreach and dissemination of the first call for funding.** Using social media platforms, newspapers and networks, the first call for funding opened in August. Alongside this, the Fund team conducted simultaneous information sessions in the Central, Northern and Western divisions reaching a total of 596 individuals representing various women's groups, networks and organisations. By the application deadline, the Fund had received a total of 226 applications.

» **Monitoring, Evaluation and Learning (MEL) Plan was developed.** The Fund's MEL, like MEL plans for other international women's funds is guided by the principles of feminist monitoring and evaluation. A critical part of this feminist approach is that MEL is seen as part of the change process, that it assists women's groups, networks and organisations to better understand their situation, identify what needs to change and how this can best be done. The Fund considers monitoring and evaluation as a political activity,

that it is not value-free, and it is part of the change process. The MEL Plan was submitted to DFAT on 30 October and was socialised with partners during the inaugural *Pacific Women Fiji* Annual Reflection Workshop held on the 21 – 23 of November. Feedback from partners along with feedback from DFAT is now being incorporated and the MEL Plan will be finalised in early 2018.

» **Engaged with the broader Fiji, Pacific and global women's movement and women's funds.** Within this reporting period, the Fund participated in two key events, the 13th Triennial Conference of Pacific Women which coincided with the 6th Meeting of the Pacific Ministers for Women and Prospera X Biennial. Both events provided the Fund with an opportunity to engage with the women's movement and global women's funds for strategic networking and to garner support for the Fund's work at a regional and international level.



Members of the Taveuni Multiracial Group. Photo Credit: Devina Devi / Fiji Women's Fund

# FUND OPERATIONS

*During the Fund's inception period between May to November 2017, the Fund established key governance structures and management processes.*

## Governance structures

### Steering Committee

In February 2017, the Steering Committee was established with nine members representing diverse stakeholders from the women's movement, private sector, government and civil society organisations. The Steering Committee provides ongoing strategic guidance to the Fund and ensures that implementation is in accordance with the agreed strategy and principles, and provides support to develop and maintain effective relationships with stakeholders and the Fiji women's movement. The Steering Committee supports development and implementation of the Fund's localisation strategy. The strategy outlines the Fund's strategies and activities towards transitioning to an independent entity. The Chair for the Steering Committee during the inception period was Christina Munzer, DFAT's Counsellor for Development Cooperation, Fiji and Tuvalu. In December 2017, the Steering Committee appointed a new chair through a voting process. This led to the appointment of Archana Mani who will serve from January to December 2018. For more information, refer to Annex 1: Steering Committee members.

### Grants Committee

A Grants Committee was established by the Steering Committee and comprises a representative from DFAT, two representatives from the Steering Committee (not including DFAT or the *Pacific Women* Support Unit) and a representative from the *Pacific Women* Support Unit. The membership of the Grants Committee is reviewed on an annual

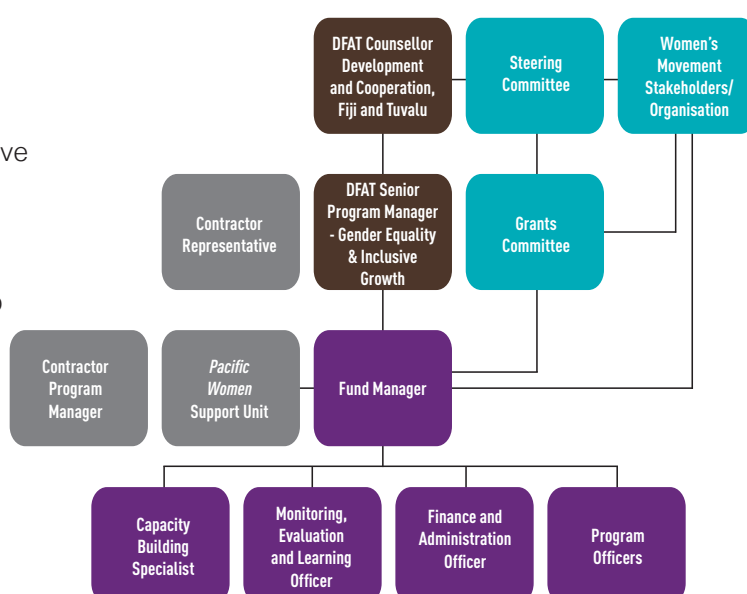
basis. Appointment or any replacement members or new members is a collective decision made by the Grants Committee.

The Grants Committee is guided by a terms of reference and engages in the following tasks:

- » provide technical assessment of submissions in response to calls for funding;
- » assess and select expression of interest applications to be developed into full proposals;
- » assess and select proposals for funding and/or technical assistance;
- » provide feedback to the Fund Manager on the grantee portfolio and provide advice on opportunities or shifts required to assist the Fund to fulfil its intention.

The Fund Manager along with the Fund team provides secretariat, logistical and technical advice to assist the Grants Committee. For more information, refer to Annex 2: Grants Committee members

**Figure 1. Organisational Chart of the Fiji Women's Fund**







The Fund Team. Back standing left to right: Shirleen Ali, Devina Devi. Front sitting left to right: Roshni Chand, Neema Nand, Kuini Rabo, Michelle Reddy  
Photo Credit: Shazia Usman/Fiji Women's Fund

## Human Resources

As of January 2018, the Fund team consists of six permanent staff members with specialist input from Short Term Advisers (STA), specifically in the areas of communications and monitoring, evaluation and learning. For more information, refer to Annex 3: The Fund Team.

Cardno Emerging Markets (Australia) Pty Ltd as the managing contractor employs all Fiji Women's Fund personnel.

HR management guidelines have been developed with extensive input from Cardno head office, the Fund Manager, and Finance and Administration Officer. They focus on routine HR management tasks to support the Fund's goals. The guidelines will support all members of the Fund team to follow HR processes and procedures to meet its contractual and legal obligations.

## Finance and Operations Manual

The Finance and Operations Manual was developed during the Fund's inception period and outlines the key operations and financial policies and processes the Fund will follow.

The manual was developed in alignment with relevant DFAT policies, including child protection, fraud and anti-bribery, and disability, gender and social inclusion, climate change and disaster risk reduction and management. The Finance and Operations Manual will be revised annually based on feedback from stakeholders and the Fund's internal learning.

## Grants Manual

The Fund developed a Grants Manual to guide women's groups in the preparation of funding applications for community-level gender equality projects and programs and how to access capacity development grants.

The Manual outlines criteria for eligibility of women's groups and selection of grant proposals and describes key operational systems, processes and procedures for selection, awarding and management of grant agreements.

It also provides information for women's groups, organisations and networks that have received grants and refers to the Fund's standards, policies and guidelines for managing grants.

The Grants Manual will be updated periodically by the Fund based on the needs of grantees and lessons learnt from implementation.

## Monitoring, Evaluation and Learning (MEL) Plan

The Fund understands a monitoring, evaluation and learning system to be a series of practices and processes that enable the systematic collection, analysis, and use of information to improve and report on performance of the Fund and progress towards its intended outcomes. The Fund has taken a theory driven approach, on how changes are likely to happen. The Fund also applies feminist principles to monitoring and evaluation.

The Fund presented its draft MEL Plan with partners at the *Pacific Women* Fiji country reflection workshop in November 2017. Using feedback from partners at this event, the Fund is now amending the plan.

The Fund's MEL plan will remain a living document, and will be updated annually to ensure it remains relevant for Fund's grantee needs and the Fund.

## Features of Feminist Approach to Evaluation

- Uses tools that are designed to unpack gender inequalities and the social factors that contribute to them
- Recognises that no single assessment framework and no single tool will be enough for monitoring and evaluation
- Tracks backlashes and resistance to change — not as failures
- Contribution rather than attribution — how change happens
- Challenges hierarchies — between the 'evaluator' - the 'evaluated'; 'subjective-objective'; 'quantitative - qualitative'
- Captures, analyses, and privileges women's voices and experiences rather than treating as 'anecdotal' evidence
- Recognises the need to track changes in four quadrants of change [formal laws and policies, informal practices and norms, access to resources, and individual beliefs]
- Focuses on learning and accountability
- Considers M&E as a political activity, it is not value-free, it is part of the change process

Extract from *Capturing Change in Women's Realities; A Critical Overview of Current Monitoring and Evaluation Frameworks and Approaches*

by Srilatha Baltiwala and Alexandra Pittman





Members of the We Rise Coalition and the Fiji Women's Fund at the 13th Triennial of Pacific Women. Photo credit: Pacific Community

## Fund's participation at Regional and International Events

The 13th Triennial Conference of Pacific Women and 6th Meeting of the Pacific Ministers for Women was convened during the first week of October 2017, in Suva, with the theme *Pacific Women's Economic Empowerment*.

The conference brought together senior government officials and civil society representatives from across the 22 Pacific Island countries and territories to discuss progress made on commitments on gender equality, and identify measures for accelerating progress and implementation of gender equality commitments in the region.

The Fund in partnership with the We Rise Coalition<sup>3</sup> was successful in its application to host a session at the conference. The Fund co-hosted a panel discussion with two global women's funds and one feminist coalition: Global Fund for Women, FRIDA:

The Young Feminist Fund and We Rise Coalition. The panel titled "Propositions for Transformative Financing of Women's Human Rights in the Pacific" featured prominent speakers and was instrumental in influencing the Triennial Outcomes Document. Of particular mention is the inclusion of a substantive section 27 – 28 titled "Mobilise resources and sustain investment to advance gender equality." This section calls on governments, private sector, Council of Regional Organisations in the Pacific (CROP) and development partners to increase financing and sustained investment to address issues that create gender inequality in the Pacific Region.

At a global level, the Fund also participated in the Resistance and Resilience Prospera X Biennial in Sri Lanka from 23 to 26 October 2017. Prospera is the peak global body of women's funds. Prospera's network connects the knowledge and impact of 38 women's funds and mobilises an average of USD66.3 million and provides over 1,800 grants to women's organisations annually. The value of meeting with the numerous women's funds at the Prospera event provided the Fund Manager with an opportunity for strategic networking in learning how international women's funds operate and how the Fund could leverage support in the form of knowledge and skills sharing.

Both the 13th Triennial and Prospera meetings provided a unique opportunity for the Fund's introduction to the Fiji and Pacific women's movement as well as the international body of women's funds.



Panel speakers at the Fund & We Rise Coalition panel session during the 13th Triennial of Pacific Women. Left to right: Sulique Waqa (Haus of Khomeleon), Dr Shaman Stone (Australia's Ambassador for Women & Girls), Sharon Bhagwan Rolls (femLINK Pacific), Molly Helkena (Republic of Marshall Islands, Ministry of Internal Affairs), Virisila Buadromo (Urgent Action Fund Asia & Pacific), Amy Haddad (DFAT) and Meghan Cooper (International Women's Development Agency). Photo Credit: Olivia Hartigan/International Women's Development Agency

<sup>3</sup>We Rise is a coalition of four women's rights organisations: Diverse Voices and Action for Equality, femLINK Pacific, Fiji Women's Rights Movement and the International Women's Development Agency, working to increase the participation of women at all levels of decision making.

# GRANT OPERATIONS

One of the core functions of the Fund is to provide financial support to groups, organisations and networks working on women focused projects and programs. The Fund provides three types of grants.

**Table 1** Types of grant

Type	Duration	Indicative Range (FJD)	Expected Recipients
A	Multi-year, with contribution to core funding <sup>4</sup> .	>150,000 <sup>5</sup>	Grantees must have previous experience with Australia's Department of Foreign Affairs and Trade (DFAT) or other international donors. Grants will focus on higher capacity and experienced organisations and networks to expand and enhance their work, particularly their roles within and leading the women's movement. Grants can include re-granting to smaller women's organisations for capacity development support. Applicants must be nationally registered and/or incorporated non-profit women's organisations working in Fiji.
B	One year, with contribution to core funding.	50,000–150,000	Grantees do not need previous experience with DFAT or other donors. Type B grants will be used as an opportunity to trial a new partnership and to establish a relationship with the Fund.  A focus over time will be on support to less established organisations and networks, and those aiming to build their reach and support to rural and remote areas and marginalised groups. Applicants must be nationally registered and/or incorporated non-profit women's organisations working in Fiji.
C	Less than one year.	5,000–50,000	Grantees can be small, emergent, and rurally based organisations who have not previously had experience with DFAT or other donors. Type C will be developmental grants and can include non-financial support. <sup>6</sup> These grants will support capacity development and may be delivered directly by the Fund. The initial focus of these grants will be limited to economic empowerment and activities to expand the women's movement in Fiji. Women's organisations, networks or groups without registration will be considered on a case by case basis by the Grants Committee in line with broader due diligence processes.

<sup>4</sup>Core funding contribution will be appraised on the needs of each women's organisation, network or group. Core funding will contribute towards overhead costs such as salaries of project personnel salaries, including training of personnel pertinent to the successful implementation of the funded project. A key basis of the formulation is that the Fund will allocate core funding to ensure that the capacities of the applying organisations are supported so that they effectively implement the work.

<sup>5</sup>This is subject to funding availability

<sup>6</sup>This refers to support that is non-monetary in nature such as products, materials and equipment, volunteers, professional or other services etc.



The Fund works across four themes:

**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**

## First Call for Funding

The first call for funding opened in August. Both the literature reviewed and feedback from stakeholders during the Fund's design, emphasised the need for the Fund to use a simple application process that could be completed in a number of ways. There was also general support for a two-stage process where applicants are invited to submit a short expression of interest and following initial acceptance, would proceed to a detailed proposal. It was also recommended that for the second stage, the Fund provide assistance with proposal development and project planning.

Taking on these recommendations, the Fund advertised the expressions of interest (EOI) using extensive media platforms such as social media, community radio, newspapers and other media platforms such as emails. The Fund team members also took the opportunity to share information about

the Fund's first call for funding at various meetings and events. The Fund also conducted a total of 16 information sessions in Suva, Taveuni, Navua, Lautoka, Labasa, Rakiraki, Ba, Nadi and Sigatoka reaching a total of 596 individuals. Sessions were facilitated in English, iTaukei and Hindi languages as a way to ensure a diverse range of women's groups, networks and organisations were able to receive information about the call for funding.

Applicants were also offered the option of submitting applications through email, mail or hand delivery. In some cases, the Fund also offered the choice of audio visual applications and invited applicants to submit applications using vernacular language. Out of a total of 226 expressions of interest applications received, 16 were invited to submit a full proposal.

For the second stage, the Fund conducted proposal writing workshops with shortlisted applicants. Workshops for type A & B potential grant recipients were held on 30 October and type C was held on 6 December 2017. The workshops provided the opportunity to shortlisted applicants to familiarise themselves with the proposal templates and give feedback to the Fund on the grant processes and templates.

Alongside the proposal writing phase, a due diligence process was conducted with all shortlisted applicants. The due diligence framework provides an opportunity for the Fund and its partners to have frank discussions about the partners' systems, where these may need to improve and in some cases, how the Fund can assist in this process.

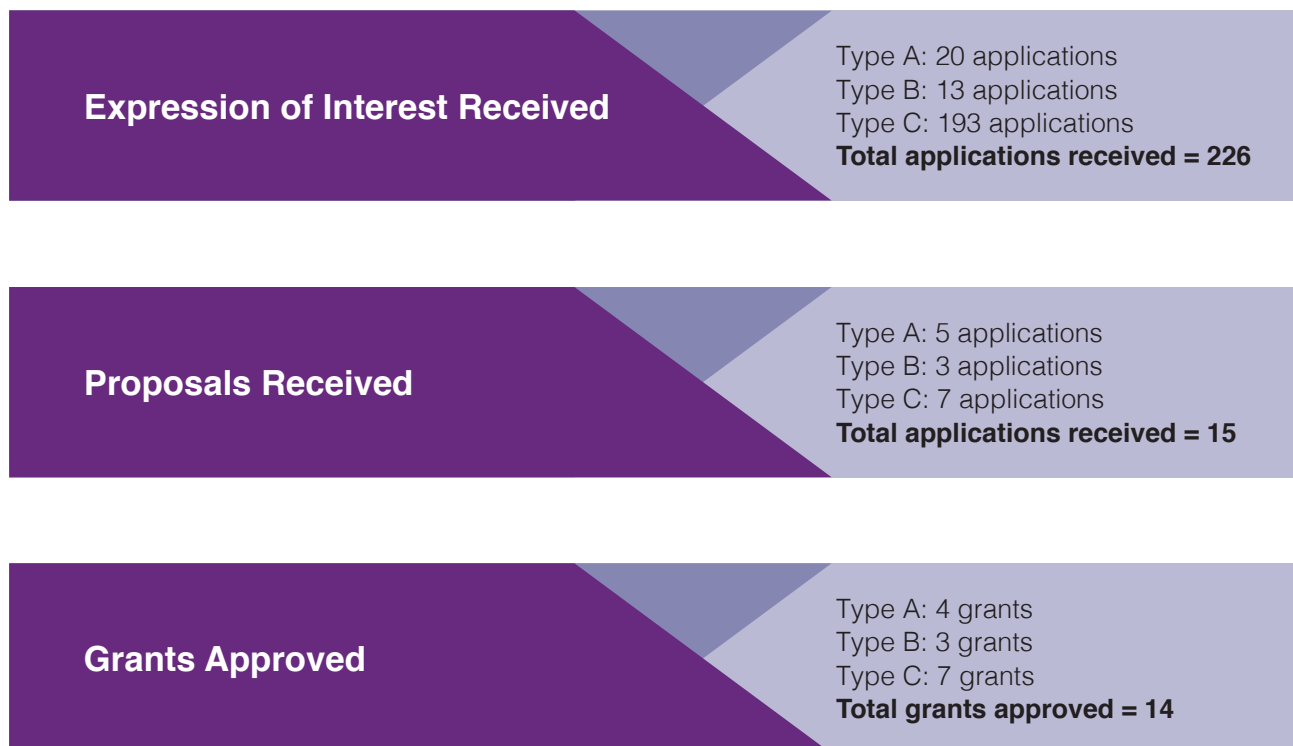
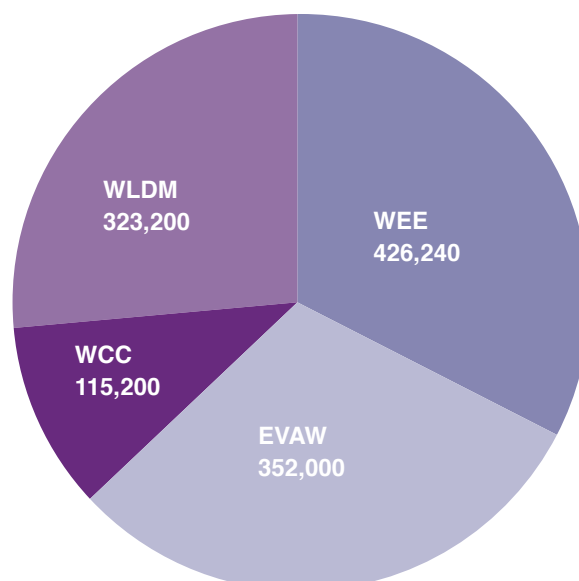


Figure 2: Approved grants thematic distribution





# FUND GRANTEE PROFILE

*Following the first call for funding process, the Fund is pleased to work with the following grantees in 2018 to deliver activities to promote gender equality and women's empowerment in Fiji. For more information about grantees and their work, refer to Annex 4: Grantees for First Call for Funding.*

## Theme: Empowering women through increased economic opportunities

### Rise Beyond the Reef (RBTF)

**Project name:** Economic & Leadership Development for Rural Remote Women, Fiji

**Funding amount:** 192,000

**Project timeframe:** 2 years

Rise Beyond the Reef, founded in 2013, addresses unique development needs for rural remote Pacific communities, improving women 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.



Women from the small community of Tukuraki are part of the Painted stone project, a "relief" product from Rise Beyond the Reef's *Shelter from the Storm* line. Photo Credit: Rob Rickman/Rise Beyond the Reef



Members of the Ra Naari Parishad at their National Sports and Wellness Day. Photo credit: Greta Whyte/Ra Naari Parishad

### Ra Naari Parishad (RNP)

**Project name:** The Rural Women Lifeskills Programme

**Funding amount:** 90,240

**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 involvement of rural women and girls in decision-making processes.



Fiji Women's Rights Movement's GIRLS Club members, parents and staff at the Namosi Eco Retreat during a Women and Food Security tour, hosted by Talanoa Treks. Photo credit: Serelisoni Moceica/Fiji Women's Rights Movement.

## Partners in Community Development (PCDF)

**Project name:** Economic Empowerment Programme for Women in Bua

**Funding amount:** 96,000

**Project timeframe:** 1 year

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

## Walks & Trails Limited also known as Talanoa Treks

**Project name:** Women in Sustainable Tourism

**Funding amount:** 32,000

**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 Vuevoata (Naga) Women's club. Each of the communities earns between FJD 10,000 – 16,000 a year in tourism income through their partnership with

Talanoa Treks. 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. Talanoa Treks partners with communities to create and sustain revenues from the tourism industry to support community development with a particular focus on empowering rural women involved in sustainable tourism to be recognised and have a voice in the management of their community tourism enterprises.

## Delailasakau Women's Group

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

**Funding amount:** 6,400

**Project timeframe:** 1 year

Delailasakau Women's Group is in the District of Waidina in the province of Naitasiri. The group consists of 40 women and is registered with the Department for Women with affiliation to the Catholic Women's League, Soqosoqo Vakamarama Naitasiri Division, and the Seventh Day DORCAS and are in the process of registration with the Fiji Organic Producers Association. The vision of the women's group is to empower and enlighten women to work together to improve livelihoods. The women's group also works closely with the village committee and the Turaga ni Koro in overseeing the wellbeing of the community and its members.



### **Naitasiri Women in Dairy Group (NWDG)**

**Project name:** Strengthening Naitasiri Women in Dairy Group

**Funding amount:** 9,600

**Project timeframe:** 1 year

Naitasiri Women in Dairy Group is a newly established women's group formed in June 2017. The group consists of 26 women dairy farmers. The group has an executive committee and office bearers consist of nine females. The group 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 and sustain income that will enhance livelihoods of its members. The group has received support and technical assistance from relevant stakeholders such as the Ministry of Agriculture enabling them to gain further knowledge.



Members of Naitasiri Women's in Dairy Group.  
Photo Credit: Michelle Reddy/ Fiji Women's Fund

## **Theme: Eliminating Violence Against Women**

### **House of Sarah (HoS)**

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

**Funding amount:** 160,000

**Project timeframe:** 2 years

House of Sarah is an initiative of the Association of Anglican Women (AAW), launched by the late Archbishop of the Anglican Diocese of Polynesia Jabez Bryce in December 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 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 22 Anglican parishes in Fiji.

### **Medical Services Pacific (MSP)**

**Project name:** Maritime Outreach Programme

**Funding amount:** 192,000

**Project timeframe:** 2 years

Medical Services Pacific 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. MSP 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.

## Theme: Improving women's participation in leadership and decision making

### 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

In 2004, Fiji and Pacific's first women-led 'suitcase' radio station was launched by femLINKpacific. femLINKpacific has progressed through institutional strengthening and expanded its reach and impacts through a Rural Women Leaders network of over 150 women. 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. femLINKpacific adopts a community media approach from district to national consultations and produces media and communications products such as the HEROWINS comic book; a 'Radio with Pictures' television series in partnership with Fiji Television and Women's Human Security first reports.

### Fiji Girl Guides Association (FGGA)

**Project name:** Empowering Girls & Women for Active Leadership

**Funding amount:** 32,000

**Project timeframe:** 1 year

The FGGA is an association with approximately 5,000 members having established its first group in Fiji in 1924. 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.

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

**Project name:** Leadership Training for Women on gender equality at organizational level

**Funding amount:** 3,200

**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 other female members of the FTUC affiliates in capacity building; educates women on their rights at the workplace and is responsible for promoting the interest of women workers.



Girls participate in Brownie activities at the Fiji Girl Guides Association's National Office in Suva.  
Photo Credit: Clare Douglas/Fiji Girl Guides Association



## Theme: Strengthening women's groups and coalitions for change

### Aging with Empowerment and Dignity (AWED)

**Project name:** Dealing with Ageing as a Woman in Fiji

**Funding amount:** 6,400

**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 their issues 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, legal, management and peace building. AWED is working towards enhancement of the quality of life for ageing women in Fiji by highlighting their needs, advocating for their rights, and facilitating learning and knowledge sharing amongst ageing women.

### Survival Advocacy Network (SAN)

**Project name:** Sustain SAN advocacy center and strengthen the network through enhancement of SAN outreach programme.

**Funding amount:** 12,800

**Project timeframe:** 1 year

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



Women fish vendors at the Suva Market Photo Credit: Women in Fisheries Network Fiji

### Women in Fisheries Network – Fiji (WiFN-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:** 96,000

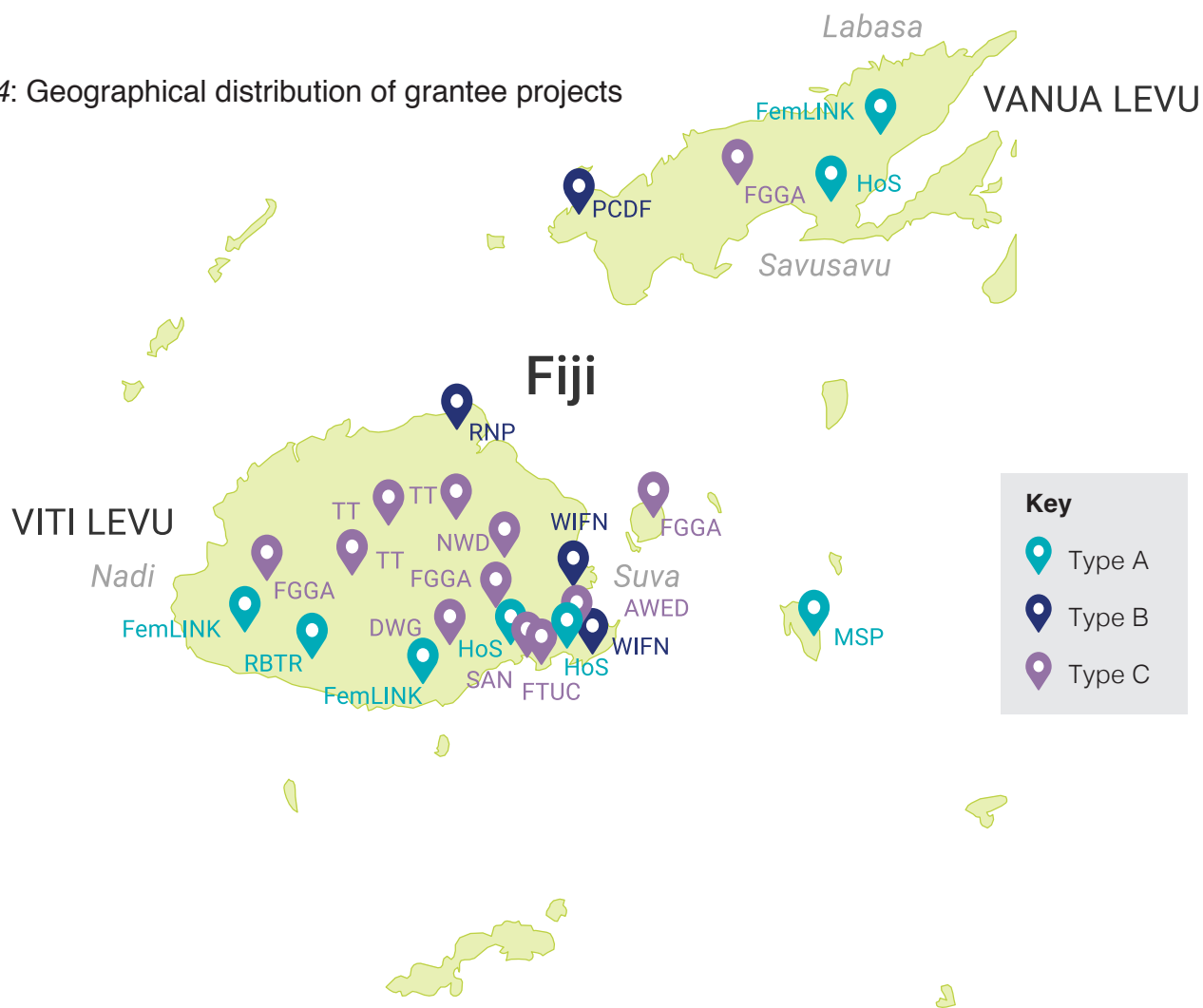
**Project timeframe:** 1 year

The Women in Fisheries Network-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 fisherwomen in decision-making and management at all levels of sustainable fisheries.



Hannah Mara (left) and Miki Wali (right) of the Haus of Khameleon at the Workers March in Nadi. Photo credit: Sian Rolls/femLINKpacific

Figure 4: Geographical distribution of grantee projects



# FUND FINANCIALS

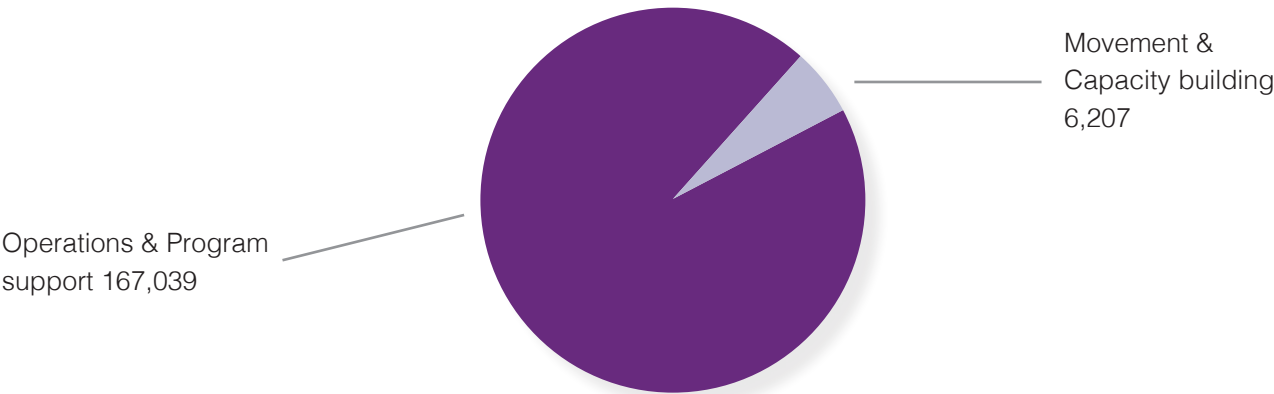
The Australian Government has committed AUD10.5 million to implement the Fund. July 2017 to June 2018 represents the first financial year of implementation. A total of AUD1,254,540 has been allocated for the financial year. Of this, a total of AUD762,493.51 was allocated for the Fund’s inception phase with expenditure covering July to December 2017.

A total of AUD173,246.00 has been expensed over the period July to December 2017. This is comprised of:

- » AUD167,039 on operations and program support
- » AUD6,207 on movement and capacity building

The Fund’s expenditure for this period was focused heavily on the set up of the Fund.

Figure 3: Fund actual expenditure (July – December 2017)



# LEARNINGS

*During inception, the Fund has learnt the following key lessons. These will be used to inform the Fund's management, programs and operations.*

- » The Fund is an innovative program supporting women's groups, organisations and networks in Fiji to expand and enhance their work on women's empowerment and gender equality. As the Fund intends to reach women living in rural and remote locations and those who are marginalised, a variety of approaches working across different geographical locations and contexts is needed. By taking on a "doing by learning" approach, the Fund team aims to respond to changing local contexts and the needs of diverse women and communities.
- » Engaging with the broader women's movement in Fiji as well as global women's funds in the development of the Fiji Women's Fund design and its implementation has contributed to growing ownership and legitimacy of the Fund. In ensuring the sustainability and the eventual localisation of the Fund, it is vital that there is ongoing strategic relationship building with the women's movement and relevant stakeholders.
- » The Fund ensured the grant process was accessible to women's groups, networks and organisations through the use of a two-step process: an invitation to submit a short expression of interest and then upon positive assessment by the Grants Committee, invitation to submit a detailed proposal. The Fund designed simple application forms that were based on the planning and budgeting systems of the organisations themselves. This meant that proposal templates were different for the three types of grants that the Fund disburses. The provision of tailored support to short listed applicants during the proposal writing phase meant that many of the emerging women's groups and networks were able to submit proposals. Many of these groups worked collectively during this process which enabled knowledge and skills sharing.
- » The Fund needs to use multiple forms of media platforms and connections with other networks such as the Fiji government ministries, provincial offices and other DFAT funded projects in Fiji to share funding calls. In addition feedback from unsuccessful applicants indicated the need for specificity on the funding limits.
- » The Fund's first grantees are at varying stages of organisational development. As such the Fund has to ensure it remains flexible and responsive to support grantees as they establish their operations and enhance their internal capacities and capabilities. As grantees develop and design their programs, the Fund is also positioned to support grantees to address the challenges they face in understanding, embracing and applying gender responsive and human rights based approaches to their work. Grantees will be supported to analyse their own contexts and determine long term systemic changes that must occur to achieve transformative change for women.
- » There is value in the Fund facilitating and providing an opportunity for grantees and stakeholders to share and learn from each other and collaborate within the specific thematic outcome areas of the Fund. This would assist in the identification of successes and learnings, opportunities for support and guidance and ensures that the Fund is informed by the national developments, initiatives and its partners. The Fund will invest in activities that promote ongoing reflection and learning amongst grantees and stakeholders and create opportunities for working together.



# LOOKING FORWARD

## Capacity Building Strategy

In 2018 the Fund will develop its Capacity Building Strategy with a focus on building a rights-based gender equality and women's empowerment approach with groups, networks and organisations that the Fund supports.

The Capacity Building Specialist will coordinate (either through direct delivery or through externally contracted providers) the provision of capacity building support to Fund partners (including grantees and in-kind support recipients).

Initially, the Fund will focus on four priority areas for the delivery of its capacity building activities; (1) financial management training; (2) gender equality and social inclusion training; (3) monitoring and evaluation training; and (4) child protection and fraud training.

A scoping exercise that involves compiling a capacity inventory list using a strengths-based approach and conducting a needs assessment will be undertaken with grantees. The results from these will feed into the development of the strategy. The results of the scoping exercise will also determine other activities that may be included as part of the delivery of the Fund's capacity building activities. The activities will be linked to all grantee reports and will be incorporated into the Fund's Monitoring and Evaluation Framework for learning and program improvement. The Strategy is expected to be finalised by April 2018.

## Gender Equality and Social Inclusion (GESI) Strategy

In the coming months, the Fund will develop a Gender Equality and Social Inclusion Strategy with the support of the Steering Committee as well as relevant stakeholders and development agencies.

The purpose of the GESI strategy is to:

- » Articulate the Fund's understanding of gender roles of women and men as partners in development;
- » Identify practical, effective mainstreaming activities to ensure equitable engagement of, and development outcomes for women, girls and people with disabilities (PWD) on the Fund's supported initiatives; and
- » Confirm specific, targeted interventions for the Fund to support policy and institutional reforms by and for women, girls and PWD. This will include building on work that is supporting women-focused reforms, and new work including support to national disabled persons' organisations (DPOs) nationally on a specific issue.

## Communications Strategy

A key objective of the Fund is to become locally owned, managed and resourced. The Fund will therefore establish a communications strategy to ensure Fund activities are disseminated to stakeholders with a focus on reaching women's organisations and women from rural, remote and marginalised communities to promote accountability, transparency and local ownership. The communications strategy also contributes to the Fund's resource mobilisation strategy which outlines how the Fund intends to secure resources from a range of potential funders such as donors, private sector and individuals to ensure its sustainability.



Participants at the 2017 Fiji Girl Guides Association camp in Nadroga-Navosa. Photo Credit: Clare Douglas/Fiji Girl Guides Association

The Fund is currently developing the Communications Strategy which will be finalised by February 2018 and has engaged an experienced communications specialist to support the development of the strategy. In keeping with communications for development best-practice, the strategy will be developed with input and feedback from partners and stakeholders on the most appropriate forms of engagement.

## Grantee Orientation

Between 26 February and 2 March 2018, grantee orientation sessions will be held for type A, B and C grantees. The focus of the orientation session is to equip grantees with knowledge and skills around management and reporting of grants. The sessions will be held separately for each grantee type.

## Second Call for Funding

The Fund will advertise its second call for funding in August 2018 and take a similar process of sharing and disseminating information about the application process.

# ANNEX 1: STEERING COMMITTEE MEMBERS

## 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, recently joining the Australian High Commission in Suva as Counsellor, Development Cooperation for Fiji and Tuvalu. 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.

## Archana Mani

*Civil Society Key Expert (Incoming Chair of the Steering Committee, 2018)*

Archana Mani has 15 years' experience working on development in the Pacific with expertise in the areas of human rights, community health and counselling, civil society engagement and capacity building. Archana has held positions as the interim Executive Director, Lifeline Fiji developing the organisation systems and processes and undertaking resource mobilisation for the organisation. Archana runs her own consultancy firm, Kriya Management Kontractors which provide contracting services for development programs. Archana has a Bachelor of Arts in Applied Psychology and Language and Literature from the University of the South Pacific and is currently pursuing a Postgraduate Diploma in Social Policy.

## Tupou Vere

*Women's Human Rights Defender*

Tupou Vere has extensive experience of advancing women's empowerment and gender equality interests and working in civil society organisations as a campaigner on human rights, decolonisation, demilitarisation, trade justice, development cooperation, participation of CSOs in policy dialogue spaces and development issues. Tupou has worked in the Fiji YWCA, Pacific Regional YWCA Office, Fiji's Department for Women, Pacific Concerns Resource Centre, UN Women Fiji Multi-Country Office and the House of Sarah. Whilst serving as a Fiji government employee she was actively involved in the preparations for Fiji's ratification of CEDAW, negotiations of the Beijing Declaration and Platform for Action and follow-up work focused on the development of Fiji's first National Plan of Action for Women, the 5 Task Forces and Inter-Ministerial Committee and the National Women's Advisory Council. Tupou has a Bachelor of Arts in Sociology and Administration from the University of the South Pacific and is currently pursuing a Postgraduate Diploma in Development Studies.

## Nalini Singh

*Executive Director, Fiji Women's Rights Movement*

Nalini Singh is a social development specialist with 15 years' experience in design, implementation, management, monitoring and evaluation of development programs with a focus on women's human rights including sexual and reproductive health and rights in Asia Pacific. Before joining FWRM, Nalini worked as Program Manager, Advocacy & Capacity Building for the Asia Pacific Resource and Research Centre for Women. Nalini holds a Bachelor of Arts majoring in Geography, Earth and Forestry Science.



**Litia Ashley**

*Management Consultant, Torquing Change*

Litia Ashley currently runs her own consultancy offering services in executive strategy planning and implementation, development funding negotiation and communications and networking. Litia worked for ANZ for over 11 years as the Senior Business Improvement Analyst and held various human resources positions within ANZ. Litia is a board member of the Fiji Commerce and Employers Federation Board and current Chair of the Young Entrepreneurs' Council. Litia has a Bachelor of Arts majoring in Journalism and Information Systems.

**Selai Korovusere**

*Acting Director of Women, Ministry for Women, Children, Poverty Alleviation, Fiji*

Selai Korovusere has been working for more than 15 years' with various government departments in Fiji. She was also the Coordinator for Service Excellence Awards Program at the Public Service Commission.

**Mere Roden**

*President, Spinal Injuries Association Fiji*

Mere Roden is the President of Spinal Injuries Association and Employer Liaison Officer of the Include Disability Employ This Ability (IDEA) program. Mere Roden 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 the South Pacific Games items manufactured for Fiji by the 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, Department of Foreign Affairs and Trade, Australian High Commission Fiji*

Leaine Robinson has been with the Department of Foreign Affairs and Trade (DFAT) since 2011 and is currently the Senior Program Manager Gender Equality & Inclusive Growth for DFAT's bilateral aid program to Fiji. Leaine came to DFAT from the NGO sector, working with the regional organisation, Foundation of the Peoples of the South Pacific coordinating governance and sexual reproductive health programs across seven Pacific Island countries. Leaine has over 10 years' experience working on development in Fiji and the Pacific with specific experience in the areas of program management, gender, disability, governance and sexual reproductive health. Leaine has undergraduate qualifications in psychology and industrial relations and a Postgraduate Diploma in Development Studies from the University of the South Pacific

**Sarah Boxall**

*Deputy Team Leader, Pacific Women Shaping Pacific Development, Support Unit*

Sarah Boxall has been with the *Pacific Women Support Unit* since May 2016. Prior to this role, she worked at CARE Australia as their Program Quality Specialist working with staff on the development, review and implementation of women's empowerment projects in Asia, Pacific, Africa and the Middle East. Before joining CARE, Sarah worked for AusAID/DFAT for nine years in a range of roles including in the Office of the Director General, Fragile States Unit and Multilateral Effectiveness Unit. Sarah was based in Honiara from 2008 – 2011 working on the Regional Assistance Mission to Solomon Islands (RAMSI) and has previously worked at the Vanuatu Institute of Technology in Port Vila, Vanuatu.

# ANNEX 2: GRANTS COMMITTEE MEMBERS

## **Archana Mani**

*Civil Society Key Expert (Incoming Chair of the Steering Committee, 2018)*

Archana Mani has 15 years' experience working on development in the Pacific with expertise in the areas of human rights, community health and counselling, civil society engagement and capacity building. Archana has held positions as the interim Executive Director, Lifeline Fiji developing the organisation systems and processes and undertaking resource mobilisation for the organisation. Archana runs her own consultancy firm, Kriya Management Kontractors who provide contracting services for development programs. Archana has a Bachelor of Arts in Applied Psychology and Language and Literature from the University of the South Pacific and is currently pursuing a Postgraduate Diploma in Social Policy.

## **Tara Chetty**

*Senior Programs Officer – 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.

## **Leaine Robinson**

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

Leaine Robinson has been with the Department of Foreign Affairs and Trade (DFAT) since 2011 and is currently the Senior Program Manager Gender Equality & Inclusive Growth for DFAT's bilateral aid program to Fiji. Leaine came to DFAT from the NGO sector, working with the regional organisation, Foundation of the Peoples of the South Pacific coordinating governance and sexual reproductive health programs across seven Pacific Island countries. Leaine has over 10 years' experience working on development in Fiji and the Pacific with specific experience in the areas of program management, gender, disability, governance and sexual reproductive health. Leaine has undergraduate qualifications in psychology and industrial relations and a Postgraduate Diploma in Development Studies from the University of the South Pacific

## **Nalini Singh**

*Executive Director, Fiji Women's Rights Movement*

Nalini Singh is a social development specialist with 15 years' experience in design, implementation, management, monitoring and evaluation of development programs with a focus on women's human rights including sexual and reproductive health and rights in Asia Pacific. Before joining FWRM, Nalini worked as Program Manager, Advocacy & Capacity Building for the Asia Pacific Resource and Research Centre for Women. Nalini holds a Bachelor of Arts majoring in Geography, Earth and Forestry Science.

# ANNEX 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 over 10 years' extensive experience on gender equality and human rights in Fiji and the Pacific from her previous leadership positions with Fiji Women's Rights Movement, Pacific Centre for Peacebuilding and Leadership FIJI. Michelle is a skilled program manager with exceptional resource mobilisation, project development and implementation skills. Michelle has a Bachelor of Education majoring in Literature and Language, Postgraduate Diploma in Literature and currently pursuing a Postgraduate Diploma in Development Studies at the University of the South Pacific.

## **Roshni Chand**

*Finance and Administration Officer*

Roshni Chand has more than 10 years' experience in finance and administration field. She comes equipped with project management skills, and as 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 organizational development and has a keen interest in natural resource management and conservation. Neema has worked previously with the Fiji Fisheries Department, Department of Environment and 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 Postgraduate Diploma in Marine Affairs and Postgraduate Diploma in Development Studies from the University of the South Pacific.

## **Shirleen Ali**

*Capacity Building Specialist*

Shirleen Ali joined the Fund in November 2017 and has over 10 years' experience working with civil society organisations, education sector and the women's movement in Fiji. Her particular focus is in the area of program management, capacity building, organisational development, and monitoring and evaluation. Shirleen has recently held positions with the Fiji Higher Education Commission, Fiji Women's Crisis Centre and Unitec Institute of Technology in New Zealand. Shirleen has a Bachelor of Education (Secondary) from the University of the South Pacific. Additionally, she has a Postgraduate Certificate and Postgraduate Diploma in Educational Leadership and Management and a Master of Educational Leadership and Management from Unitec Institute of Technology.



**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.



Information session in Suva. Photo Credit: Roshni Chand/Fiji Women's Fund

# ANNEX 4: FIRST CALL FOR FUNDING GRANTEES

Grant Type	Name of Grantee	Project Summary	Thematic Area	Amount (AUD)	Target area/divisions	Time frame
A	femLINKpacific: Media Initiatives for Women	The project aims to strengthen collaboration and partnership with rural women leaders from 9 geographical centers in the Northern and Western Divisions to achieve common goals of gender equality, peace and human security using media technology.	WIL	288,000	Central, Northern & Western	2.5 years
A	House of Sarah	Adapting SASA Faith programme created by Raising Voices Uganda and Ireland into Fiji's context to address the issue of violence against women. The target groups for this project will be the faith communities in Matata and Newtown (in Greater Suva Area, Viti Levu) and Naviavia (Savusavu)	EVAW	160,000	Central & Northern	2 years
A	Rise Beyond the Reef	The project aims to foster income and financial independence of rural women and children from the province of Ra, Ba and Navosa through trainings, re-establishing traditional Fijian crafts and crops, and making connections to world markets.	WEE	192,000	Western	2 years
A	Medical Services Pacific	Medical Services Pacific will undertake a Maritime Outreach Program which focuses specifically on MSP's Girl Empowered training package and products. The project will contribute towards linking communities in the islands with health and social services referrals.	EVAW	192,000	Eastern, Central & Western	2 years

Grant Type	Name of Grantee	Project Summary	Thematic Area	Amount (AUD)	Target area/divisions	Time frame
B	Partners in Community Development	The project is focused on economic empowerment of women's groups from villages of Naivaka, Naiviqiri, Nasau and Baravi (settlement) in the province of Bua.	WEE	96,000	Northern	1 year
B	Ra Naari Parishad	The project aims to diversify income generating projects for rural women from 11 women's clubs in Ra.	WEE	90,240	Western	1 year
B	Women in Fisheries Network Fiji	The project aims to create awareness and build knowledge on issues affecting women in fisheries in Rewa and Tailevu provinces for possible policy changes.	WCC	96,000	Central	1 year
C	Talanoa Treks	This project aims to strengthen the network of rural women involved in sustainable tourism and empower them to increase their roles and voices in the management of their community tourism enterprises.	WEE	32,000	Western	1.5 years
C	Fiji Girl Guides Association	The project aims at empowering young women and girls in 5 districts to develop their leadership potential and confidence which will enable them to make transformative changes and improve their lives. In addition, the project will also work towards strengthening the organisation's governance processes.	WLDM	32,000	Central, Western, Northern & Eastern	1 year



Grant Type	Name of Grantee	Project Summary	Thematic Area	Amount (AUD)	Target area/divisions	Time frame
C	Naitasiri Women in Dairy	This project aims to support and strengthen the network to establish its operations. The project will aim to enhance and build capacity of its members through trainings, mentoring and networking.	WEE	9,600	Central	1 year
C	Aging with Empowerment and Dignity	The project aims to facilitate a safe space that will enable aging rural women to discuss issues affecting the quality of their lives. It also aims to identify gaps in policies, practices and services and advocate towards changing these. AWED aims to use this project to highlight and amplify aging women's issues and their rights.	WCC	6,400	Central	7 months
C	Survival Advocacy Network Fiji	The project aims to support and strengthen the network. The project will contribute towards the creation and maintenance of a safe space for sex workers.	WCC	12,800	Central	1 year
C	Women's Wing of the Fiji Trade Union Congress (FTUC)	This short-term activity looks at raising awareness on gender equality using training for women leaders especially young women within the trade union movement.	WILDM	3,200	Central	1 month
C	Delailasakau Women's Group	Empowering women through trainings and income generating activities to make transformative change within their traditional and community settings.	WEE	6,400	Central	1 year



This scenic photo features Rara Village, in the interior of Ba, Tikina Yakete, inside the Koroyanitu Mountain Range. Photo Credit: Rob Rickman/Rise Beyond the Reef

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