



ANNUAL HIGHLIGHTS REPORT

January - December 2021



**A year of reaping, repositioning and thinking
about the future**

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Artwork: Illustrated representation of the mangrove eco-system by Vidushi Yadav with edits done by The Greenhouse Studio.

The Women's Fund Fiji is funded by:



Message from the Fund Manager and Board Chair



Michelle Reddy
Fund Manager



Georgina Naigulevu
Governance Board Chair

With much gratitude and hope, we present to you, our January-December 2021 annual highlights report. We acknowledge that this has not been an easy year for many, across the world. In Fiji, we endured Tropical Cyclone (TC) Ana only a month after TC Yasa tore through our country. We experienced a second wave of COVID-19, which devastated many Fijian lives. Furthermore, the intervals between these devastations have been unforgiving. The road to recovery continues on a seemingly longer journey than we would like.

Still. We are hopeful. Our hope is drawn from the resilience and heart we have continued to witness in and around us - in our grantee partners, communities, stakeholders, donors, sister funds, and our team. Through this report, we would like to share this same hope with you, with highlights of how our grantee partners have adapted, repositioned and continued to be there for their communities, as well as how we, the Fund, continues to learn and adapt too, so that we may provide better support to our grantee partners and stakeholders.

We have prepared a detailed completion report for DFAT and decided to prepare a more condensed annual report. We took this approach as we still wanted to be able to share something publicly. This condensed report contains highlights of our work in 2021.

This year our grantee partners have rightly focused on responses to TC Ana and the second wave of COVID-19. Grantee partners have supported their communities - making life better for women, girls, and gender non-conforming people, including those with disabilities. 11 grantees developed adaptation strategies to meet local needs or sought appropriate emergency responses from other providers. Six partners worked on responding to immediate responses such as food ration support and distribution of WASH and dignity kits.

We adapted our capacity development support, developing videos and other resources for our grantee partners. We also held our annual reflections workshop virtually to cater to COVID-19 restrictions.

This has also been a significant year of reaping for the Fund. Much of what has been sown through hard work over the years has been realised. After five years, we have transitioned to an independent entity registered under Fiji's Charitable Trust Act. It has been an exciting and empowering journey from an initiative of the Australian Government's Pacific Women Shaping Pacific Development (*Pacific Women*) Program to now the Pacific's first national women's fund led by the feminist and women's movement in Fiji. We look forward to the next stage for the Fund - continuing to mobilise financial and non-financial resources and influence funding approaches to further the work of the feminist and women's rights organisations and the women's movement in Fiji.

It has truly been a year of reaping, repositioning and thinking about the future.

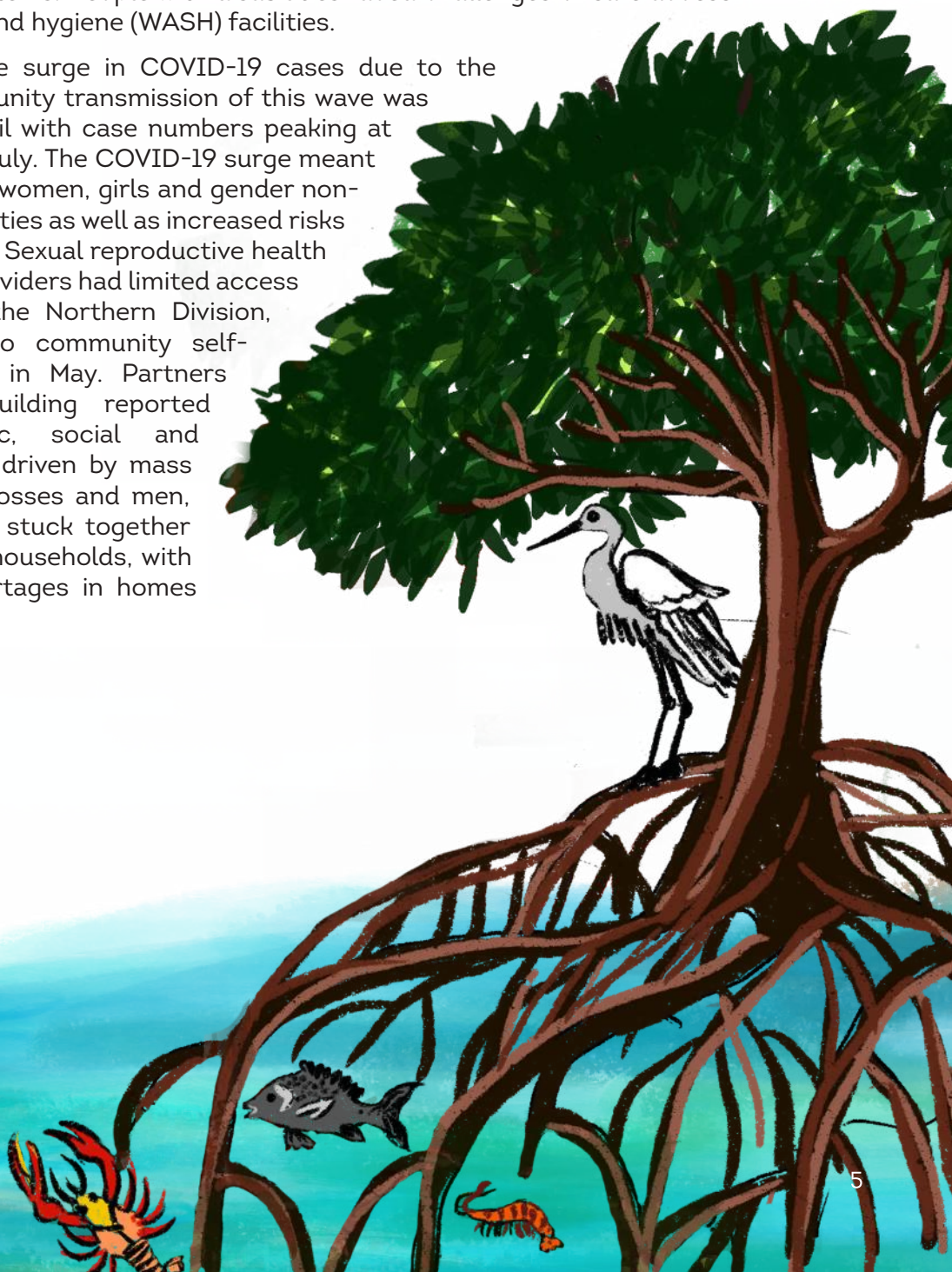


Context

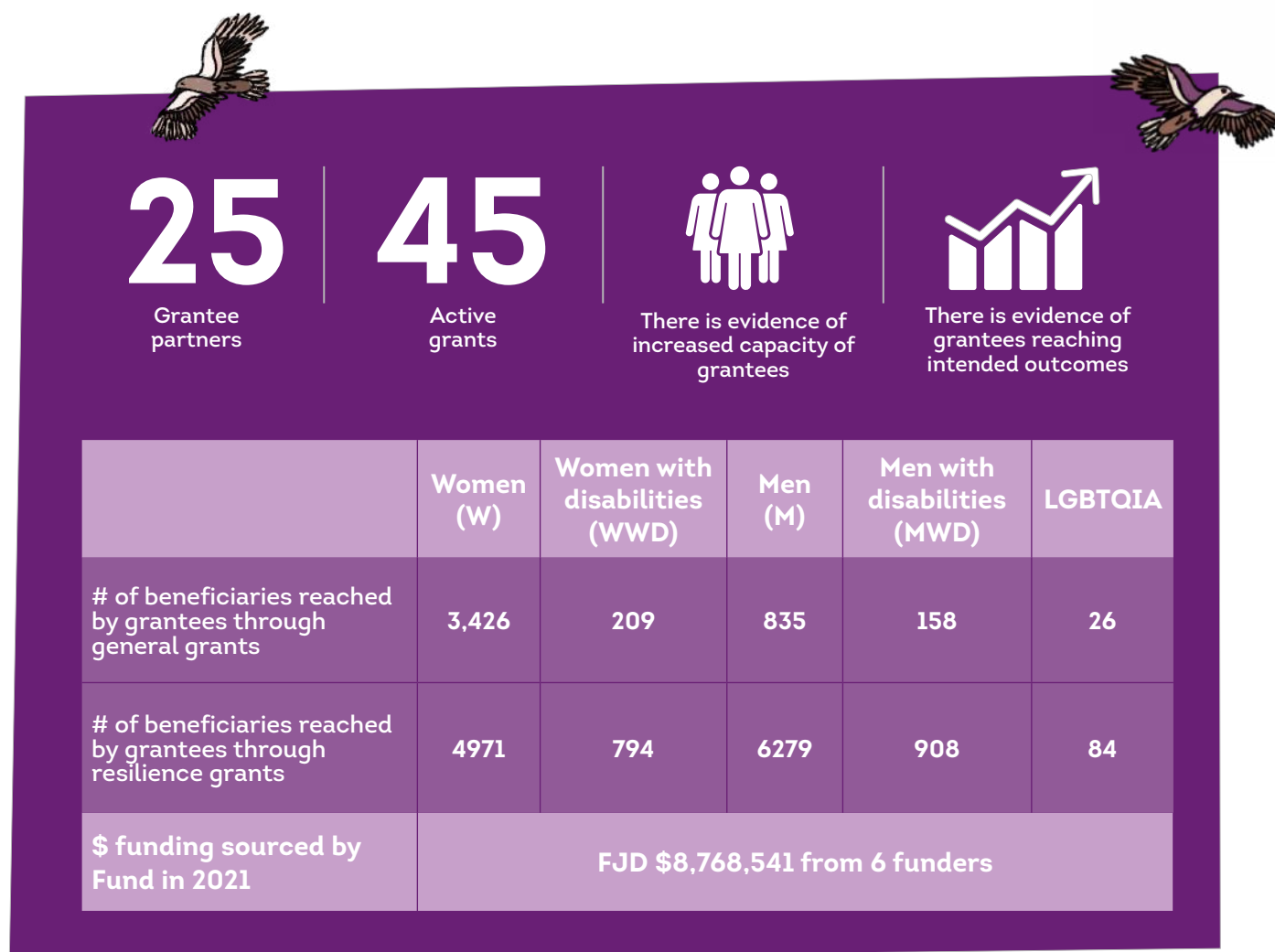
TC Ana hit Fiji in January 2021 and impacted the whole country, especially communities in the provinces of Macuata and Cakaudrove who were still recovering from TC Yasa. Initial assessments were that 8,000 homes were destroyed with families separated due to the destruction of their shelter.¹ There was extensive damage to houses, farms, vegetation, school infrastructure, and water and power systems. Women's workloads increased given they were largely responsible for food, water, caregiving and household work.²

The needs of women in all their diversity were often missed given assessment teams were mainly composed of men. NGO research found that 80% of respondents identified disposable pads as an important Menstrual Hygiene Management (MHM) need while washing and disposal facilities were seen as the next most pressing MHM need.³ Persons who identified as lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual, and agender (LGBTQIA) reported being left out of distribution of hygiene kits and other non-food items. People with disabilities faced challenges of safe access to water, sanitation and hygiene (WASH) facilities.

2021 brought a huge surge in COVID-19 cases due to the Delta variant. Community transmission of this wave was first recorded in April with case numbers peaking at 1200 cases a day in July. The COVID-19 surge meant reduced services for women, girls and gender non-conforming communities as well as increased risks of domestic violence. Sexual reproductive health and rights (SRHR) providers had limited access to communities in the Northern Division, for example, due to community self-imposed lockdowns in May. Partners working in peacebuilding reported increased economic, social and political uncertainty driven by mass unemployment, job losses and men, women and children stuck together within overcrowded households, with significant food shortages in homes and insecurity.



The Fund is in the process of developing a set of key performance indicators to measure the benefit and reach of its funding. The development of indicators was a recommendation of the KPMG Fiji 2021 due diligence assessment of the Fund. Indicators and Fund performance is shown in the table below.



¹<https://www.rnz.co.nz/international/pacific-news/436485/cyclone-yasa-damage-to-fiji-worth-nearly-us250m>

²Live & Learn Environmental Education, Care, Fiji Disabled People's Federation, Rainbow Pride Foundation Fiji, CanDo, Save the Children, ADRA, Fiji Gender, Disability and Inclusion Analysis COVID-19, TC Yasa and TC Ana, 2021, downloaded from https://reliefweb.int/sites/reliefweb.int/files/resources/Fiji%20GDI%20Analysis_COVID19%20TCYasaTCAna_Apr21_FINAL.pdf

³Ibid, pgs. 14-15

Outcome 1: Capacity development of grantee partners

The Fund strives to enable the empowerment and capacity development of women's groups, organisations, and networks so that they can contribute to transformative change that improves women's lives. The Fund pairs grant-making with capacity development support in the areas of gender equality and social inclusion (GESI), financial management, monitoring and evaluation (M&E), and child protection. Additionally, the Fund provides tailored capacity development in response to the needs of its grantee partners.

In 2021, the Fund ensured its capacity development was flexible and responsive to the changing context. The Fund could not deliver planned training support given Fiji's second wave of COVID-19 from April-October 2021. Instead, we kept in regular touch with grantee partners to identify needs for re-programming, amending work plans, and providing project extensions where needed. Additionally, the Fund designed a suite of capacity development videos on Child Protection, Communications, Financial Management and Literacy, and Monitoring, Evaluation and Learning.

We facilitated our Annual Reflections and Learning Workshop between 19 and 27 October. There were three sessions in total. All sessions were conducted virtually, each lasting between 60 to 90 minutes. The workshop is an important event in the annual calendar, providing an opportunity for grantee partners and allies to come together to reflect, learn and gather strength. This was a significant Annual Reflections and Learning workshop as it was the inaugural one with Women's Fund Fiji (WFF) as an independent organisation and built on previous successful workshops delivered in association with *Pacific Women*. 42 participants drawn from 27 grantee partner organisations attended the WFF 2021 Annual Reflections and Learning Workshop. Participants engaged in three sessions over a two-week period.

- » The first session drew grantees together to share learnings and challenges related to the second wave of COVID-19.
- » The second session was a panel on being on the frontlines of responding to women's health issues.
- » The final session was for grantee partners to reflect on their journey with the Fund and provide feedback.



Most grantee partners described the need to shift their work online, given restrictions. Many had to learn and adapt quickly, while navigating technology issues. For grantee partners working in women's health, technology presented accessibility and confidentiality issues, such as knowing whether or not perpetrators were present when videos were turned off. Partners working in women's health reported experiencing staff burnout due to the inundation of requests for social services. Grantee partners working in Women's Economic Empowerment at community level faced a set of specific issues. Remote community grantees faced lack of transport access to the main towns, as well as the need to stay home while still unvaccinated. Women were then not able to access the markets. This further meant they were unable to buy necessities. Grantee partners working at the enterprise level faced a set of different issues. For example:

- » Women's Entrepreneurs Business Council described their support to businesses to build understanding of COVID-19 guidelines as well as mental health issues and anxiety of business owners.
- » Rise Beyond the Reef described loss of markets due to the closure of international tourism.

Grantee partners described two key learnings.

- » Firstly, networking with stakeholders and the community is vital. This ensures partners are identifying those they can work with during times of emergency.
- » Secondly, teamwork is essential. For example, it was vital that staff operating from the office and others at home were able to support each other. In some cases, this meant shifts like allocating administrative duties to office-based staff so that home-based staff could focus on other important duties.

The Fund will continue to engage partners in planning future sessions to ensure the delivery and content remain relevant to their needs. The use of a virtual platform proved less stressful and cost-effective. The Fund sees value in exploring how we can continue to use this modality, as well as look into ways to create more opportunity for movement building in the annual reflections and learning space.

A key finding from a Mid Term Review conducted in 2019 recommended that the Fund continue with on-going improvements of our capacity development strategy. As such, we will undertake a capacity development stock-take in early 2022 which will outline the strengths, gaps and opportunities in the Fund's current capacity development approach.



Case Study

Strengthening the Women in Fisheries Network

The Women in Fisheries Network (WiFN) is the only NGO in the country specifically targeting fisher women, playing a critical role in recognising, valuing and empowering women in the fisheries sector. WiFN was active in the 1990s but had recently become defunct. Originally established in Fiji in 1993 and in the Pacific region in 1995, the Network was active over the period of 1993-2001 delivering community workshops, training, and publishing numerous training materials. WiFN became inactive in 2004 due to a lack of resource personnel.

The Network was recently re-ignited and WFF is one of the funders supporting the organisation to increase its relevance, bringing benefit to fisher women. In 2012 WiFN undertook a scoping study to review the status of women engaged in the fisheries sector in Fiji through support from the Pacific Community. In 2015 WiFN received funding from WFF and the Wildlife Conservation Society. These grants along with capacity development and network brokering from the Fund have supported WiFN to revise its Constitution, Human Resources and Finance Policies, Strategic Plan, and Resource Mobilisation Plan. The Network recently undertook a rapid assessment on COVID-19, publishing the *Impact of COVID-19 on Women Seafood vendors in Suva, Bailey, Laqere and Nausori Markets* report.

Additional trustees and external partners have added to the Network's strength. Three new Trustees have agreed to serve a four-year term from 2022. A formal partnership agreement was made with one of the key government partners, the Ministry of I-Taukei Affairs. The Network is still growing and has over the past five-year period (2016 to 2020), raised over FJD 1 million for projects implemented in over three provinces.



Outcome 2: Increased influence of grantee partner in humanitarian response

Grantee Partners Supported in Humanitarian Response

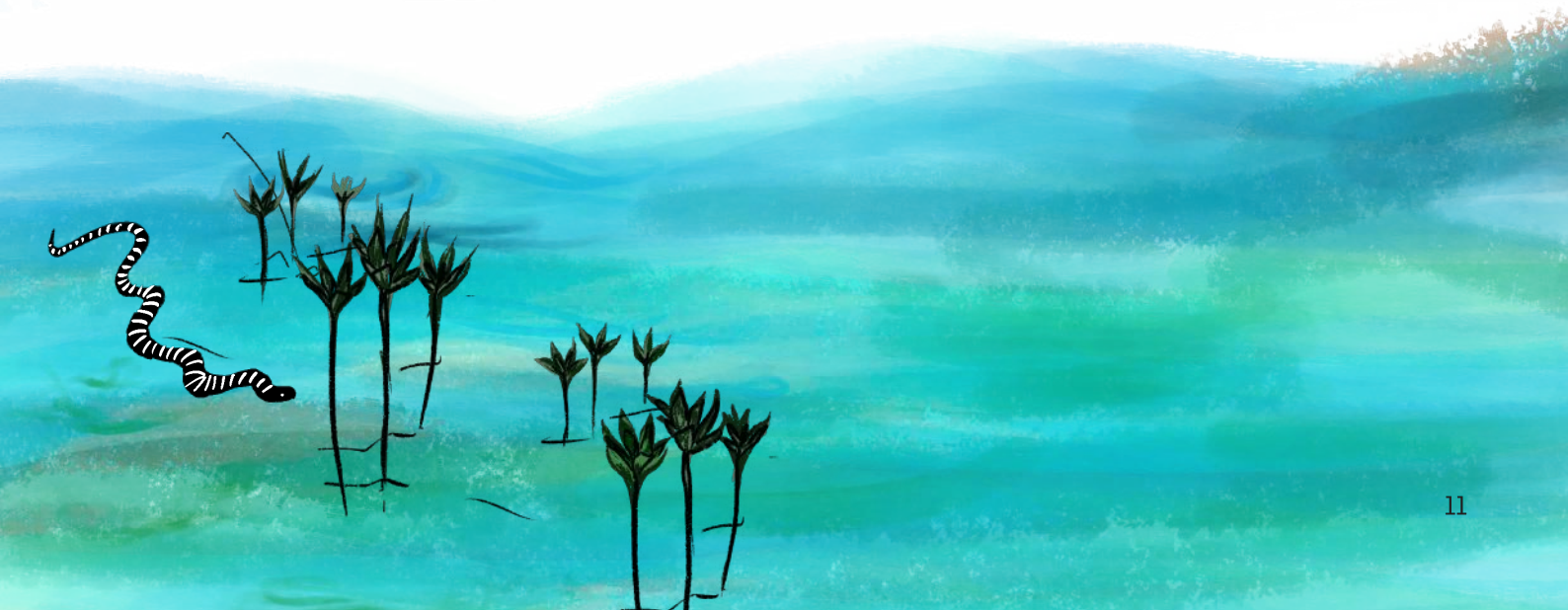
The Fund supported the following 10 grantee partners in their humanitarian response efforts through our resilience grants, disbursing a total AUD 209,883.16 for these initiatives.

Grantee Partner	Project Name(s)	Grant Type	Years of Funding	2021 Grant disbursement value (AUD)
Medical Services Pacific	The COVID-19 Support for Partners and Fijians Project	Resilience - 2nd Wave COVID-19	2021	32,333.16
Women Entrepreneurs and Business Council	Economic Recovery Support for WEBC members Project	Resilience - 2nd Wave COVID-19	2021	5,101.89
Fiji Women's Rights Movement	Humanitarian Support to Fijians impacted by COVID-19 Project	Resilience - 2nd Wave COVID-19	2021	21,855.16
Talanoa Treks	COVID-19 Support from Rural Tourism Communities to Urban Families	Resilience - 2nd Wave COVID-19	2021	6,377.36
Psychiatric Survivors Association	The COVID-19 Relief project for PSA members in Central Division	Resilience - 2nd Wave COVID-19	2021	6,377.36
Pacific Rainbows Advocacy Network	COVID Relief Support for PRAN Community	Resilience - 2nd Wave COVID-19	2021	3,188.67
Udu Point Women's Group Initiative	Building Resilience for Udu Women Project	Resilience	2020 - 2021	6,559.96
Rise Beyond the Reef	Recovery & Resilience Building with Indigenous, Rural & Remote Women	Resilience	2021	32,339.97
	Basa Exchange - Covid Relief Inclusion for Rural Remote Communities	Resilience - 2nd Wave COVID-19	2021	6,466.63
	Basa Exchange - Covid Relief Inclusion for Rural Remote Communities	Resilience - 2nd Wave COVID-19	2021	63,773.57
Pacific Centre for Peacebuilding	Covid Relief Assistance for PCP communities	Resilience - 2nd Wave COVID-19	2021	19,132.07
Fiji Cancer Society	The Covid-19 Relief project for palliative and non-palliative cancer patients in Central Division	Resilience - 2nd Wave COVID-19	2021	6,377.36

Grantee partners doing humanitarian response work reached a total 11,250 people: 4,971 women (including 794 women with disabilities); 6,279 men (including 908 men with disabilities); 84 LGBTQIA. Seven partners are working with communities to strengthen the resilience of women, girls and marginalised groups.⁴ For example, while there were restrictions to movement, Udu Point Women's Group Initiative focused their energy building up reserves such as baskets and mats to be ready for markets. Others have continued to supply food, personal protective equipment and other basic needs to help women and their communities recover quickly. Grantee partners such as Rise Beyond the Reef are working with women and their communities on a COVID-19 response initiative to strengthen food security and overall livelihoods. Women in the Rise Beyond the Reef program have formed small women's farms in Ba, further forming clusters who have commenced planting cassava for commercial export. Other grantee partners have continued to create awareness and strengthen the preparedness of rural and remote communities regarding risks associated with COVID-19 and post natural disaster diseases.⁵

⁴ Women Entrepreneurs and Business Council, Fiji Women's Rights Movement, Rise Beyond the Reef, Fiji Disabled People's Federation, Udu Point Women's Group Initiative, Psychiatric Survivors Association, Fiji Cancer Society.

⁵ Fiji Women's Rights Movement, Udu Point Women's Group Initiative.



Case Studies

COVID-19 Relief for PRAN Members

The Pacific Rainbow Advocacy Network (PRAN) is a community-led organisation with a network of over 80 members with diverse sexual orientations and gender identities, homeless people, single mothers, people living with disabilities, and former and current sex workers.

Through their COVID-19 relief support grant this year, PRAN adopted a holistic approach, partnering with RBTR to source fresh produce. They have paired this produce with store-bought basic food items and personal protective equipment for their members and communities. After conducting a needs assessment, PRAN provided tailored relief packages for members who needed assistance, for example, milk for mothers with babies and hygiene products for their homeless members. The network also helped their members start backyard gardens to build food security. This year PRAN supported six women and girls and 32 LGBTQIA members and their families.



Support to Members of the PSA

The Psychiatric Survivors Association (PSA) is an affiliate of the Fiji Disabled People's Federation with a membership of 350. They are a support group for psychiatric survivors. The Association dedicated their grant to support their members living on the streets amidst the ongoing COVID-19 pandemic. Over a period of three months, 330 women and 430 men who are PSA members living on the streets received hot meals, food rations and personal protective equipment. PSA worked in partnership with the Fiji Police Force, Ministry of Health and the Suva Town Council to conduct this activity. The initiative allowed PSA to build trust with the members they assisted, which allowed them to share their stories, experiences and willingness to participate in PSA's surveys, screening opportunities and receive further one-on-one peer support.



Outcome 2: Increased influence of grantee partner in eliminating violence against women

Grantee Partners Supported in EVAWG

The Fund supported five grantee partners and disbursed AUD 180,811.59 in eliminating violence against women and girls (EVAWG) as shown in the table below. MSP, BIRTH Fiji and Transcend Oceania were the Fund's key large-scale partners in 2021. In addition, two grantee partners also delivered smaller to medium scale activities.

Grantee Partner	Project Name(s)	Grant Call	Years of Funding	2021 Grant disbursement value (AUD)
Medical Services Pacific	Family Violence Prevention Program in the Northern Division	3	2021	\$96,329.06
Transcend Oceania	Trauma Informed Preparedness and Resilience Project	3	2020 - 2021	\$19,211.66
Pacific Rainbows Advocacy Network	Strengthening of PRAN and Member Access to Sexual, Reproductive Health Rights	3	2021	\$2,997.24
Building Innate Resilience Through Hearts Fiji	Organisational Strengthening Project	4 - Sustainability Grant	2021 - 2022	\$23,833.76
Fiji Cancer Society	Community Palliative Care Program	4 - Sustainability Grant	2021 - 2022	\$38,439.87

Grantee partners doing EVAWG work reached a total 1,103 people: 665 women (including 3 women with disabilities); 416 men (including 5 men with disabilities); 6 LGBTQIA. Three partners are working with communities to provide necessary health services including SRHR service⁶. For example, MSP reached farming communities in the Northern Division and provided a range of services as explained in the box below. Three grantee partners provided services to strengthen the resilience of communities.⁷ For example, Transcend Oceania prepared women for disasters through an awareness of and preparation for trauma. Further details are in the following box.

⁶ Medical Services Pacific, Pacific Rainbows Advocacy Network and Fiji Cancer Society.

⁷ Building Innate Resilience Through Hearts Fiji, Transcend Oceania and Fiji Cancer Society.

Case Studies

Family Violence Prevention Program

Medical Services Pacific's (MSP) Program is focused in the Northern Division given higher than average prevalence rates of physical and sexual violence (69% of women have experienced physical or sexual violence over their lifetime compared to 61% in the Western Division and 60% in the Central Division).*

MSP works with farming communities, Coconut, Rice, Copra, Sugarcane growers. MSP starts by meetings with stakeholders and interagency partners in each area to enhance coordination and assist stakeholders in understanding the objectives of the project. MSP then introduces its services such as SRHR, Child Protection and Gender-Based Violence (GBV) Counselling, Cancer and Leptospirosis, Dengue Fever and Typhoid diseases (LTDD) screening. MSP also provides its Mobile Clinical Outreach, providing COVID-19 Screening, Medical Check-Up, treatment and SRHR services, Awareness on Basic Counselling, Child Protection, GBV, LTDD & WASH and Legal Consultations. This year MSP reached a total 683 people: 400 women and girls; 283 men and boys (including 4 men and boys with disabilities); 1 LGBTQIA.

“We have found that women are more willing to seek support after community-wide awareness raising sessions on family harmony and non-violent ways to resolve conflict. One thing that was also important to ensure during these awareness sessions is giving women time to approach and have a one-on-one, as many a times they are hesitant to share in groups. We also like to emphasise on confidentiality and confidential reporting.” MSP Progress Report, June 2021.

* FWCC, (2013), Somebody's Life, Everybody's Business! National Research on Women's Health and Life Experiences in Fiji (2010/2011): A survey exploring the prevalence, incidence and attitudes to intimate partner violence in Fiji, pg. 38

Trauma Informed Preparedness and Resilience Project



Transcend Oceania's (TO) project aims to prepare women for disasters through an awareness of and preparation for trauma. TO takes an inclusive, peacebuilding learning approach where women and girls are supported to understand trauma and share stories. Most women's traumatic experiences and stories shared during the learning circles are issues of violence against women and girls. Including men, women and family members in the learning process means there are opportunities to assess the harm, explore impacts, understand the issue and sensitise community members on toxic male behaviours. Men are supported to reflect on their behaviours and changes based on what was learnt. Finally, women and community groups develop action plans that they can implement together as a group or to strengthen their existing plans to address priorities and support positive change. Leaders that were part of the Trauma Informed training from the three provinces TO worked in were able to support their communities to be more disaster prepared. Furthermore, the educational process provided much needed psychosocial support to villages and communities affected by TCs Yasa and Ana. This year TO reached a total 273 people: 162 women and girls; 111 men and boys; 3 LGBTQIA.

Outcome 2: Increased influence of grantee partner in women's economic empowerment

Grantee Partners Supported in WEE

The Fund supported four grantee partners to carry out initiatives promoting Women's Economic Empowerment (WEE) with a total disbursement of AUD 107,706.57 as presented in the table below. Each of the four grantee partners delivered smaller to medium scale activities.

Grantee Partner	Project Name(s)	Grant Call	Years of Funding	2021 Grant disbursement value (AUD)
Rise Beyond the Reef	Economic & Leadership Development for Rural Remote Women, Fiji	3	2020 - 2022	\$57,634.97
Soroptimist Sigatoka Club	Organisational Strengthening Project	3	2020 - 2021	\$9,605.83
Vanua Levu Arya Mahila Mandal	Economic Empowerment Project in Labasa	4 - Sustainability Grant	2021 - 2022	\$20,912.04
Women Entrepreneurs and Business Council	Achieving Women's Economic Empowerment through Gender Focused Approaches Project	4 - Sustainability Grant	2021	\$19,553.73

In spite of the restrictions that hampered business and other income generating initiatives, grantee partners continued to see wins through their projects. Women in their communities were still learning new skills in income generation.⁸ Others learnt how to adapt to changing business contexts⁹ and continue to earn an income.¹⁰ Grantee partners working in the area of WEE reached a total 1,469 people: 1,366 women and girls (including 27 women with disabilities); 103 men and boys (including 4 men with disabilities); 3 LGBTQIA.

⁸Soroptimist Sigatoka Club and Vanua Levu Arya Mahila Mandal continued to facilitate sessions such as in home-gardening and tailoring while still adhering to COVID-19 restrictions.

⁹Such as provided by Women Entrepreneurs and Business Council.

¹⁰Rise Beyond the Reef, Soroptimist Sigatoka Club, Vanua Levu Arya Mahila Mandal, Women Entrepreneurs and Business Council.

Case Study

Economic and Leadership Development for Rural Remote Women

Our multi-year grantee partner, **Rise Beyond the Reef (RBTR)** has made major headway in establishing alternative markets for women in their partner communities amidst the pandemic, continuing to bring markets to women's doorsteps. They managed to recover 95% of their pre-COVID-19 local market through online sales. In 2021, RBTR joined two major online marketplaces in the US – Novica and Smithsonian Marketplace. Novica is the largest online e-tailer of artisan goods globally and Smithsonian is one of the most prestigious marketplaces for traditional craft and stories. Combined with their growing wholesale export market, RBTR has exceeded their 2019 pre-pandemic sales and regained their ability to source from their partner communities. RBTR's approach is grounded in building trust and opportunities with communities to meet their basic needs, while valuing traditional-based platforms of engagement with them. In their success this year, they acknowledge their partner communities and the leadership of their District and Village Coordinators, most especially, during the pandemic. District Coordinators led major product development overhauls, production and

re-training efforts to help adapt their artisan goods for online markets.

This year, RBTR also brought their learnings together to draft what they call the 'Total Abundance Framework', which provides an alternative view to mainstream approaches to community interventions, engagement and gender inclusion work. The approach considers traditional communities in their diversities, their values, structures and practices, which lead to lifelong connections and sustainable development work. All-in-all, emphasising gendered approaches and contextualising to local cultures and environments. The definition of 'total abundance' is defined by the people themselves as it may mean for them, amongst other things, resilience, community participation, satisfaction, wellness, unity, togetherness and access to resources. Through their work in WEE this year, RBTR reached 650 direct beneficiaries: 631 women and girls (including 20 women with disabilities); 19 men and boys (including 4 men with disabilities); 3 LGBTQIA.





Case Study

Strengthening Women's Economic Resilience

Women's Entrepreneurs and Business Council (WEBC) seeks to reduce the disparities that both formal and informal women entrepreneurs face in accessing information and resources to make informed decisions about their businesses. Through their current grant, they are developing an inter-agency women entrepreneurship toolkit, a one-stop information booklet detailing information on business compliance, supply chains and export opportunities.

WEBC focused their capacity building initiatives on strengthening the resilience of women entrepreneurs in a rapidly changing socio-economic context. Sessions facilitated by WEBC, in partnership with associates in the business sector included peer-to-peer learning; mentoring programs; cash flow & working capital training; emotion and anger management dialogue; patent and trademark training; start-up kit launch; inculcating green growth; mental health sessions; business in-readiness to re-open. They ran a total of 14 sessions.

WEBC's Green Recovery Plan training for women-led businesses in the informal sector worked with participants to develop their action plan for crisis preparedness, while focusing on greening their individual businesses. Whilst developing their plans, participants learned how to apply the canvas model. Participants identify their suppliers, customers, value proposition, distribution channels, cost structures, key partners and key resources. Through this, participants are now able to identify aspects of their business models that can be further strengthened for a more green and sustainable business model.

WEBC also engaged trainers in delivering an 'Interpreting Financial Reports for Decision Making' training for their members. Participants learned the importance of and how to interpret financial statements, calculate financial accounting ratios for profitability, liquidity, efficiency and solvency, and interpret the calculated ratios for decision-making.

“*I learnt about the Green Recovery plan and businesses that operates on using wastage or the by-products of the end products used to help minimise costs and save costs at the same time reducing carbon footprint and wastage. I will surely get to work on the pieces of fabric collected either making other products like rugs, quilts, patch works or door mats that will be another source to gain revenue. Visiting textile companies to purchase or compare prices on bags of wasted fabrics to create other pieces I will use to make my products.”*
WEBC member

Through their program this year WEBC reached 500 women (including 7 women with disabilities) and 18 men.



Outcome 2: Increased influence of grantee partner in women's leadership and decision making

Grantee partners supported in WLDM

The Fund supported the following eight grantee partners to carry out initiatives that promote women's leadership and decision making in Fiji. A total AUD 315,840 was disbursed for these initiatives.

Grantee Partner	Project Name	Grant Call	Year of Funding	2021 Grant disbursement value (AUD)
Fiji Women's Rights Movement	The Young Feminist Rise Project, Fiji	2	2019 - 2022	\$100,648.46
Pacific Centre for Peacebuilding	Status of Women in Naviavia Project	3	2020 - 2021	\$57,582.90
Waisomo Women's Group	Leadership, Livelihoods and Network Strengthening	3	2020 - 2021	\$5,763.50
Kioa Women's Organisation	Strengthening of Kioa Women's Organisation Project	4 - Sustainability Grant	2021 - 2022	\$13,026.59
Naitasiri Women in Dairy Group	Strengthening of NWDG - Development of Strategic/Business Plan and Leadership Skills	4 - Sustainability Grant	2021 - 2022	\$16,181.07
Rise Beyond the Reef	Sustaining Economic Resilience & Recovery for Rural Remote Women in Fiji	4 - Sustainability Grant	2021	\$96,842.95
Fiji Girmit Council Women's Wing	Leadership Project for Women in Lautoka	4 - Movement Building Grant	2021	\$10,017.96
Labasa Women's Forum	International Women's Day event in the Northern Division	4 - Movement Building Grant	2021	\$15,776.85

Grantee partners supported women to strengthen their leadership and decision-making influence. Each partner used the specific context and setting of women to develop their leadership skills. The example of femLINKpacific's work with female university students is included in the box below. In contrast, Naitasiri Women in Dairy Group furthered the strategic planning and business planning skills of their participating members. Grantee partners working in the area of WLDM reached a total 1,143 people: 985 women and girls; 125 men and boys; 14 women with disabilities; 2 men with disabilities; 17 LGBTQIA.

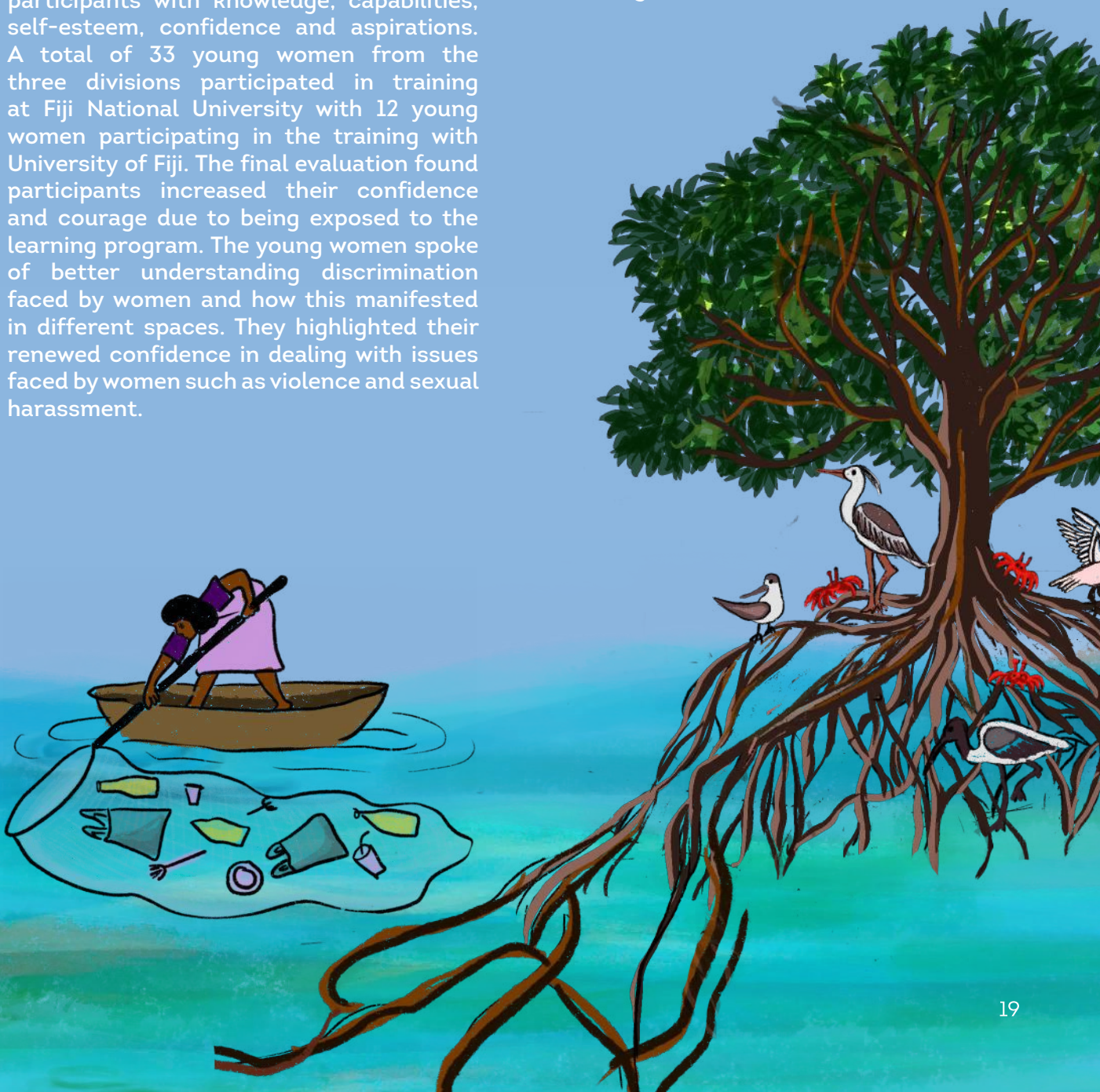
Case Study

Young Feminist Rise Project

The Young Feminist Rise Project aimed to equip young women with a feminist and human rights lens individually and to collectively work towards dismantling hegemonic power relations and address existing patterns of inequality and discrimination in their families, communities, networks, workplaces and the wider local and national socio-political processes and systems.

The FWRM project worked to build the agency of young women through equipping participants with knowledge, capabilities, self-esteem, confidence and aspirations. A total of 33 young women from the three divisions participated in training at Fiji National University with 12 young women participating in the training with University of Fiji. The final evaluation found participants increased their confidence and courage due to being exposed to the learning program. The young women spoke of better understanding discrimination faced by women and how this manifested in different spaces. They highlighted their renewed confidence in dealing with issues faced by women such as violence and sexual harassment.

One group of participants were able to clearly identify what they had been experiencing with some of their University lecturers as sexual harassment and raised this as an issue of concern. They developed an Advocacy Plan and created a vision and a mission statement for what they would like to see at their campus. However, the young women faced issues of institutionalised discrimination by not being taken seriously when they raised their issues with the registrar office.



Outcome 2: Increased influence of grantee partner in women's coalitions for change

Women's Coalitions for Change (WCC)

The Fund supported three grantees to carry out initiatives for strengthening women's coalitions for change, disbursing AUD 176,826.49 for these initiatives. The table below shows the grants awarded to grantee partners for work in WCC.

Grantee Partner	Project Name(s)	Grant Call	Years of Funding	2021 Grant disbursement value (AUD)
Fiji Disabled People's Federation	Revisioning Women living with Disabilities, Fiji	2	2019 – 2022	\$127,014.22
Soqosoqo Vakamarama – Kadavu	Strengthening and building a coalition of change for seventeen women groups in Kadavu	3	2020 – 2022	\$4,545.85
Young Women's Christian Association of Fiji	We Rise! Fiji YWCA: Supporting an Inter-Generational Learning Space for Young Women Leadership and Voice	4 – Sustainability Grant	2021 – 2022	\$45,266.42

Grantee partners working in WCC reached 379 direct beneficiaries: 209 women (including 165 women with disabilities); 170 men (including 147 men with disabilities); 1 LGBTQIA. Grantees working in WCC this year focused on learning and strengthening of internal capacities for collaboration amongst members, providing COVID-19 relief support to members, as well as to adapt to a changing context, such as that brought about by COVID-19. For example, the Fiji Disabled Peoples Federation began conducting a survey to document the COVID-19 -related experiences of persons with disabilities. They also are working to design accessible material such as brochures regarding COVID-19 protection measures and safety.

Case Study

Supporting an Inter-Generational Learning Space

The Young Women's Christian Association (YWCA) is recognised as a pioneer in the Fiji women's movement and in broader civil society for making contributions to Fiji's development. Over the last decade, the YWCA faced considerable challenges in localising global priorities for gender equality, intergenerational leadership and women's rights, and addressing the disconnection from local members and area councils.

In December 2020, YWCA adopted a programme strategy to develop a three-year strategic plan that will support the revival of area councils, provide a pathway for inter-generational learning and leadership development for a cadre of young women at national and local council level, and create a space for contextual discussions on the Christian basis of the organisation within the Fiji and Pacific women's rights and feminist movement.

The Fund's grant support to YWCA commenced in May 2021 to support the implementation of YWCA's Strategic Programme and Fundraising Plan. A key output of this grant will be the adoption of YWCA's National Strategic plan, formulated to and out of processes that contribute to building a strong, intergenerational network of women leaders who will work collectively to drive transformative social change within and outside the YWCA. So far, ongoing intergenerational learning and mentoring has taken place within the Board and at committee levels, enabling the sharing of knowledge, skills and resources. The process for programme development and implementation has also been an inter-generational approach designed to address interlinkages and intersectionalities of diverse women and young women's experiences. The Young Women's Steering Committee now has an internal learning process to deepen understanding of the herstory of the Fiji YWCA and their membership of the World YWCA movement. Collaboration opportunities have also been identified with other Pacific YWCAs. Overall, their programme has enabled the 32 members of the National Council, including young women, to be engaged in consultative processes for the development of the Strategic Plan.

Outcome 3: Transition to an independent Fund

This year was an incredibly exciting year for the Fund, having successfully registered under Fiji's Charitable Trust Act as an independent entity in July 2021. This result was based on our localisation strategy and handover plan developed in 2020. The strategy mapped out the Fund's genuine partnership approach with local women's organisations. Some of the key activities the Fund facilitated included input from the women's movement on the Fund's branding, grant mechanism, capacity development support, and key strategies including the development of the Fund's Trust Deed. The Steering Committee, then, later called the Transitional Steering Committee provided the Fund strategic direction on the implementation of the localisation strategy. The Fund successfully established a Board of Trustees and Governance Board which are requirements for registering under the Charitable Trust Act.

The following key documents underpin the Fund's status as an independent entity:

- » **The Trust Deed** which articulates the Fund's intent to reach women, girls and gender non-conforming people living in rural and remote locations and those who are marginalised. This includes those with disabilities and those facing discrimination based on their sexual orientation, gender identity and expression and sex characteristics (SOGIESC). The Trust Deed articulates the Fund's long-term vision, mission, and values from which the Fund draws its strategic vision, mission, and values for the next three years.
- » **The 2022-2024 Strategic Plan** which provides direction on the implementation of the Fund's priorities over the next three years. In line with its mission to be an empathetic and adaptive fund, the Fund will strategically pursue partnerships, alliances, networks, and funding opportunities that secure and increase the flow of financial and non-financial resources to ensure gender justice in Fiji. The focus areas for the next three years are based on existing and sound evidence of the inequalities and discrimination that women, girls, and gender non-confirming people face. These focus areas are: WEE, EVAWG, WLDM, WCC, Climate Justice and Humanitarian Action and Influencing Aid and Philanthropy.
- » **A comprehensive due diligence assessment** which was initiated by DFAT to inform DFAT's tailored assistance to the Fund and on the Fund's ability to provide phased grants and capacity development support to a diverse range of groups, networks and organisations working towards gender equality and empowering women in Fiji. The findings of the comprehensive due diligence provided the Fund with key areas it would focus on in 2022 to further strengthen its internal processes and procedures as an independent entity.

Key to ongoing independence is securing further funding. The Fund has secured FJD 8,768,541 in Funding to cover its first three-years of independence. This includes grants from DFAT (83%), Mama Cash (2%), the Equality Fund (11%), Fenomenal Funds (4%) and Prospera International (0.04%). Grants will cover costs related to human resources, core costs, direct grant making, and organisational development and strengthening.

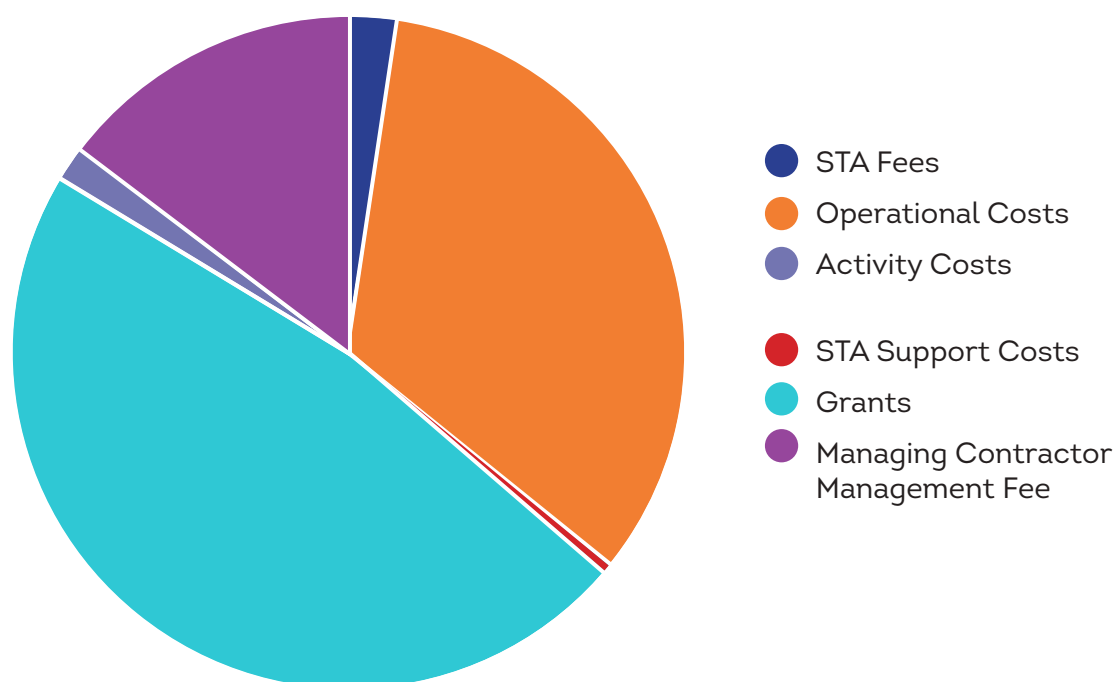
Financials

The Fund's expenditure in 2021 is shown in the table below.

2021	TOTAL (AUD) Jan – Dec 2021
STA Fees	\$48,701.40
STA Support Costs	\$350.00
Operational Costs	\$694,053.57
Grants	\$991,068.09
Activity Costs	\$35,397.85
Managing Contractor Management Fee	\$304,088.36
	\$2,073,659.27

The proportionate allocation of the Fund's expenditure in 2021 is shown in the diagram below. As can be seen, funding for grants is the main expenditure for the Fund at approximately 48% of the total budget. The next highest expenditure item is operational costs, at approximately 33%. The Fund spent less on activity costs and more on STA fees in 2021 than in previous years due to reduction in activities due to COVID-19 and additional STA inputs related to the strategic plan development and M&E adviser fees now being paid for by the Fund rather than previously paid by *Pacific Women Support Unit*.

Proportional allocation to key expenditure items 2021





An illustrated representation of the mangrove eco-system by Vidushi Yadav. Mangroves are the most complex and vital ecosystem that best represents the mission of the Women's Fund Fiji as an agent of change influencing the flow of resources to diverse women, girls, and gender non-conforming people in Fiji.