

VOYAGING TOGETHER IN THE SPIRIT OF PARTNERSHIP

2022
ANNUAL
REPORT



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MESSAGE FROM WOMEN'S FUND FIJI

We came together as a Fund to consider what we had achieved in 2022. The theme we came up with was 'Voyaging together in the spirit of partnership'. You will see from the report the details of our work. The image in our minds is that we have drawn on our experience to help us get our outrigger canoe ready. Our canoe is strong and well provisioned. And now we are heading out to sea with other partners in our flotilla.

This is the first year that the Women's Fund Fiji has operated as an independent entity. It is not so long ago that we were launched as an initiative of the Australian Government. Back then, in 2017, we made a start. We developed our organisation and built and strengthened relations across the country with women's groups, networks, and organisations. We learned how to field grant making calls and target those who often missed out. In 2021 we registered as a local entity, and in 2022 we have brought our experience to bear.

This year we are satisfied to see the impact of our improved systems. They have helped us deliver more efficiently. For example, we have increased the proportion of our expenditure on grants to 70% rather than less than 60% under our previous model. Our experience means that we can deliver more effectively. For example, we have strong relationships with well-established grantee partners who already have reach and experience in their communities. At the same time, we are supporting new grantee partners to grow and connect us to new communities.

We are increasing our support and influence. An indication of increased support is the major new grant NZ MFAT has committed to provide us. An example of increased influence is our expanded reach into regional media and involvement in government working groups where we bring the perspectives of marginalised women to the table.

We hope you enjoy reading about what we and our grantee partners have achieved this year. We all work to benefit women, girls, and gender non-conforming people in Fiji. As the Fund, we do this by putting resources into the hands of the right groups, networks, and organisations. Our grantee partners do this by reaching the women and girls who need support most. We hope you are inspired by their stories.



Kuini Rabo

Acting Executive Director



Georgina Naigulevu

Governance Board Chair

FUND SNAPSHOT

Our Impact

Through regular programming our grantee partners reached **8,645** people across Fiji:



6,818

women and girls,
including



138

women and girls living
with disabilities



1,827 men and boys,
including **62** men and boys
living with disabilities




The total number
reached includes
112 gender non-conforming
people

Our Grants

Primary impact areas of our grants:

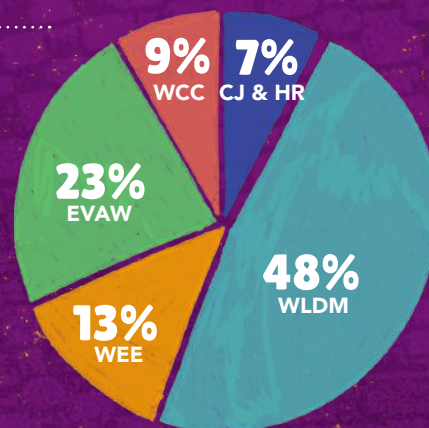
20 
Initiatives

22 
Grants committed in the 2022
grant call:

14 
Partners

↳ **20** Sustainability
Grants

↳ **2** Movement
Building Grants



Thematic breakdown of
grants disbursed in 2022

Resource Mobilisation

In 2022, the Australian Government through the Gender Equality Branch and Suva Post, the Equality Fund, Mama Cash and Fenomenal Funds, supported our work in gender equality and women's empowerment. Through these funders, we were able to mobilise

FJD4,05M

EXECUTIVE SUMMARY

Women's Fund Fiji (the Fund) is the resource mobilisation arm of the feminist and women's movement in Fiji. We strive to shift more power and resources into the hands of diverse women, girls, and gender non-conforming people from rural, remote, and marginalised communities in Fiji and the Pacific. The Fund opens doors for a more inclusive model of funding in the region. This is our first annual report as an independent entity. You will find details in this report of our progress over the period of January-December 2022.

Our work was informed by the national, regional and international context. Nationally, we supported partners to address the ongoing structural challenges for women in Fiji as well as the impacts of the ongoing COVID-19 pandemic. At a regional level, women are challenged by low representation rates in parliament as well as the negative impacts of climate change. The Ukraine war impacts on women and girls everywhere through inflation and the related risk of global recession. The continued significant gender disparity around the world is documented in the 2022 Global Gender Gap report.

The Fund disbursed grants to 14 grantee partners across 20 grant agreements, including 15 Sustainability Grants, 3 Resilience Grants, and 2 Movement Building Grants in 2022. The grants focused on Eliminating Violence Against Women and Girls; Women's Coalitions for Change; Women's Leadership and Decision Making; Women's Economic Empowerment; and Climate Justice and Humanitarian Action. Grantee partners delivered their grants in communities in all 4 divisions of Fiji.

Grantee partners brought benefit to 8,645 people in 2022: 6,818 women and girls 138 of whom live with disabilities and 1,827 men and boys 62 of whom live with disabilities and including 112 gender non-conforming people.

Our capacity development support and brokering of mentoring relationships between grantee partners and women's rights organisations strengthened grantee partner capacity and networks. Grantee partners collaborated with each other to deliver services and advocate more effectively for change.

We conducted communications activities to advocate for and influence the mobilisation of resources for feminist and women's rights organisations and movements. The Fund reached over 90k people in 2022 through its 3 social media platforms (Facebook, Twitter, LinkedIn) and appeared in news stories in Fiji, New Zealand, and across the Pacific.

In 2022 we increased the proportion of funding disbursed in grants (70%) and reduced the amount of funding spent on operations (30%).

We learned about the importance of managing leadership transitions well, the role of trust in building strong and effective partnerships, how to manage an outsourced capacity development stocktake and strategies for incorporating self and collective care into our institutional practices. In relation to working with grantee partners we learned about strategies to assist during times of global crisis, the importance of self-care for partners, and the need to continue to hold spaces for networking.

The Fund's key priorities for the coming year period include continuing to broaden our engagement with the government, working with partners on navigating post-COVID-19 markets, supporting self and collective care, encouraging grantee partners in their engagement with men, review and finalising the capacity development strategy.

ABOUT US AND OUR APPROACH

About Us

The Fund is the Pacific's first national women's fund, working to mobilise financial and non-financial resources for women's rights organisations and movements. Launched in 2017 as a five-year initiative of the Australian Government's Pacific Women program, the Fund committed up to AUD10.5 million to support gender justice and human rights work in Fiji from 2017 to 2022. In 2021, we registered as a local entity under Fiji's Charitable Trust Act. In 2022, we received FJD 4,05 M from donors such as the Australian Government, Mama Cash, Equality Fund, Fenomenal Fund, and Prospera Asia and Pacific Chapter via Women's Fund Asia and Prospera INWF. In 2022, we allocated 70% of our funding to grants with the remaining 30% split across operations and program activities.

Our Approach

The Fund is led by and for diverse women and gender non-conforming people and uses intersectional feminist principles. We hope to drive inclusive models that provide flexible, long-term funding that is conscious of the intersectional realities of feminist social change and incorporates a vision of redistribution and decolonisation. Our aim is to offer sustainable support to women's groups, organizations, and networks to enhance the lives of women, especially those residing in rural and remote areas. To achieve this objective, we adopt three approaches:



Grant Making

Direct funding is a crucial aspect of our efforts towards the realisation of women's, girls', and gender non-conforming communities' rights. By providing funding directly to the organisations and communities that constitute feminist and women's rights movements, we ensure that power is transferred to the movements themselves, where it rightfully belongs. We offer three types of grants:

- Sustainability Grant
- Movement Building Grant
- Resilience Grant

Capacity Development

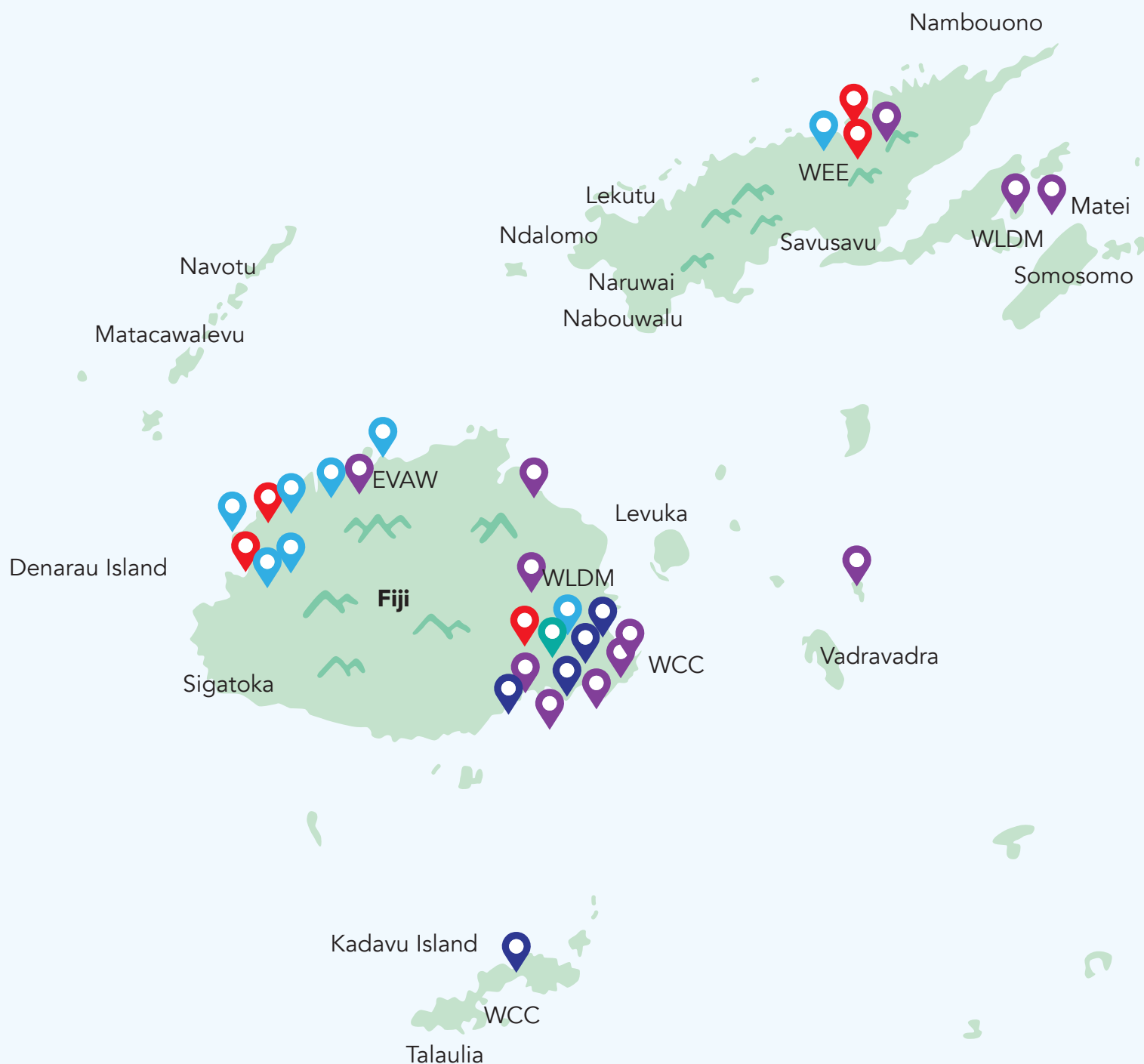
We offer non-financial resources, such as capacity building, convening, information sharing, expertise, care and solidarity. These resources help rural, remote, and marginalised groups access larger grants that may be difficult to obtain for less-established or unregistered organisations.




Movement Building and Advocacy



Our goal is to influence and contribute to the transformation of the whole funding ecosystem to secure more and better resources for feminist and women's rights work. By shifting more power and resources into the hands of diverse women, girls and gender non-conforming people from rural, remote and marginalised communities in Fiji and the Pacific, we are opening doors for a more inclusive model of funding in the region.

WHERE WE WORK

Grantee partners delivered their grants in communities in all 4 divisions of Fiji as shown in the map below.



-  **Women's Leadership & Decision Making (WLDM)**
-  **Elimination of Violence Against Women (EVAW)**
-  **Women's Coalition for Change (WCC)**

-  **Women's Economic Empowerment (WEE)**
-  **Climate Justice and Humanitarian Action (CJ&HA)**

GRANTS

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.

We provide grants to women's groups, networks, and organisations to support them in transforming individual and community attitudes and behaviours to contribute positively to improving the lives of women. Our Grantee Partners are governed and led by diverse women and gender non-conforming people in Fiji.

An explanation of each of our 3 types of grants is below:¹



Sustainability Grants

Support programs and projects that enhance gender equality in Fiji. The scope and timeline of programs or projects can be determined by the intended short-term and long-term outcomes of the initiatives. Grants are available for core costs and long-term activities for registered and unregistered organisations. Maximum funding of FJD 150,000 per year.



Movement Building Grants

Support the organisation and participation in movement building activities that will contribute towards achieving gender equality in Fiji. Maximum funding of FJD 100,000 per year. Grants are available to women's groups and organisations that are willing to:

- Organise an event that contributes towards movement-building for gender equality.
- Participate in a local, regional, or international event that enhances their ability to achieve long-term goals of their group or organisation.



Resilience Grants

Support crisis management or crisis activities in the initial or the recovery period of sudden onset crisis. Maximum funding of FJD 50,000 per year. These grants are only open to the Fund's current and former grantee partners. The Expression of Interest forms for Resilience Grants is available all year round on the Fund's website. A duration of 1 month is the anticipated time for an application to be assessed.

20

initiatives from the first and second call for funding, 20 initiatives continued implementing their long-term projects in 2022



12

of the 20 initiatives implemented in 2022 have concluded

¹Previously (2017-2020) we provided Type A (FJD 150,000 or more); Type B (FJD 50,000 to FJD 150,000); and Type C (FJD 5,000 to FJD 50,000) grants. We modified the types of grants we provide after internal review and reflection and based on the recommendation of the 2020 Mid Term Review.

NEW GRANTS

Our June 2022 grant call attracted **56 applications** for our **Sustainability Grant** from a diverse set of communities and organisations. We received a diverse set of applications including from remote and/or rural communities (21), from Disabled People's Organisations (3), and from organisations that work with LGBTQI persons (10).

15 of the sustainability grant applications were successful:



7 of the successful applications focus their work with remote and/or rural communities



7 of the successful applications also work with LGBTQI persons



1 applicant is centrally located

Four existing grantee partners will receive novated grants. That is, we will continue an existing funding partnership under new grant agreements. One of the existing grantee partners is a remote rural based grantee partner and 1 works specifically with people living with disabilities. These additional successful partners bring our total number of new successful sustainability grants to 20.

Long Term Grantee Partners

The Fund in 2022 novated two of its Grantee partners for long-term funding, \$150,000 per year (maximum of FJ450,000) for 3 years. These were Rise Beyond the Reef (RBTR) and Fiji Women's Right Movement (FWRM)

We received

19 applications for our movement building grant in the grant call of June 2022. Again, the applications were diverse including:



7 from remote and/or rural communities



7 from a Disabled Person's Organisation



5 from organisations who also work with LGBTQI persons (all centrally located applicants)

Two of the applications for our movement building grant were successful. Both these applicants are centrally located. One will focus on WCC and the other on EVAW.

Although none of the applications from Disabled People's Organisations were successful, we will continue working with our current multi-year grantee partner that works specifically with people living with disabilities - Fiji Disabled Peoples Federation.

These new successful applicants will be supported through grants from DFAT, MFAT, and Equality Fund.

CONTEXT

Our work was informed by the changes to the national, regional, and international context over 2022.

At a **national level, women were impacted by crises**. In the early part of the year the Omicron wave of COVID-19 limited the ability of some grantee partners to deliver services. The economic impacts of COVID-19 were still largely felt as markets were slowly returning in Fiji. Weather, during the flooding season, made it hard for clients to reach out and for organisations to attend. Fuel prices increased. In this context, we provided support to grantee partners. For example, the Fund provided a costed extension for Rise Beyond the Reef to support their marketing strategy to shift to an e-commerce market platform. We provided virtual support and organisational strengthening to Vanua Levu Arya Mahila Mandal (VLAMM) and Building Innate Resilience Through Hearts (BIRTH) Fiji.

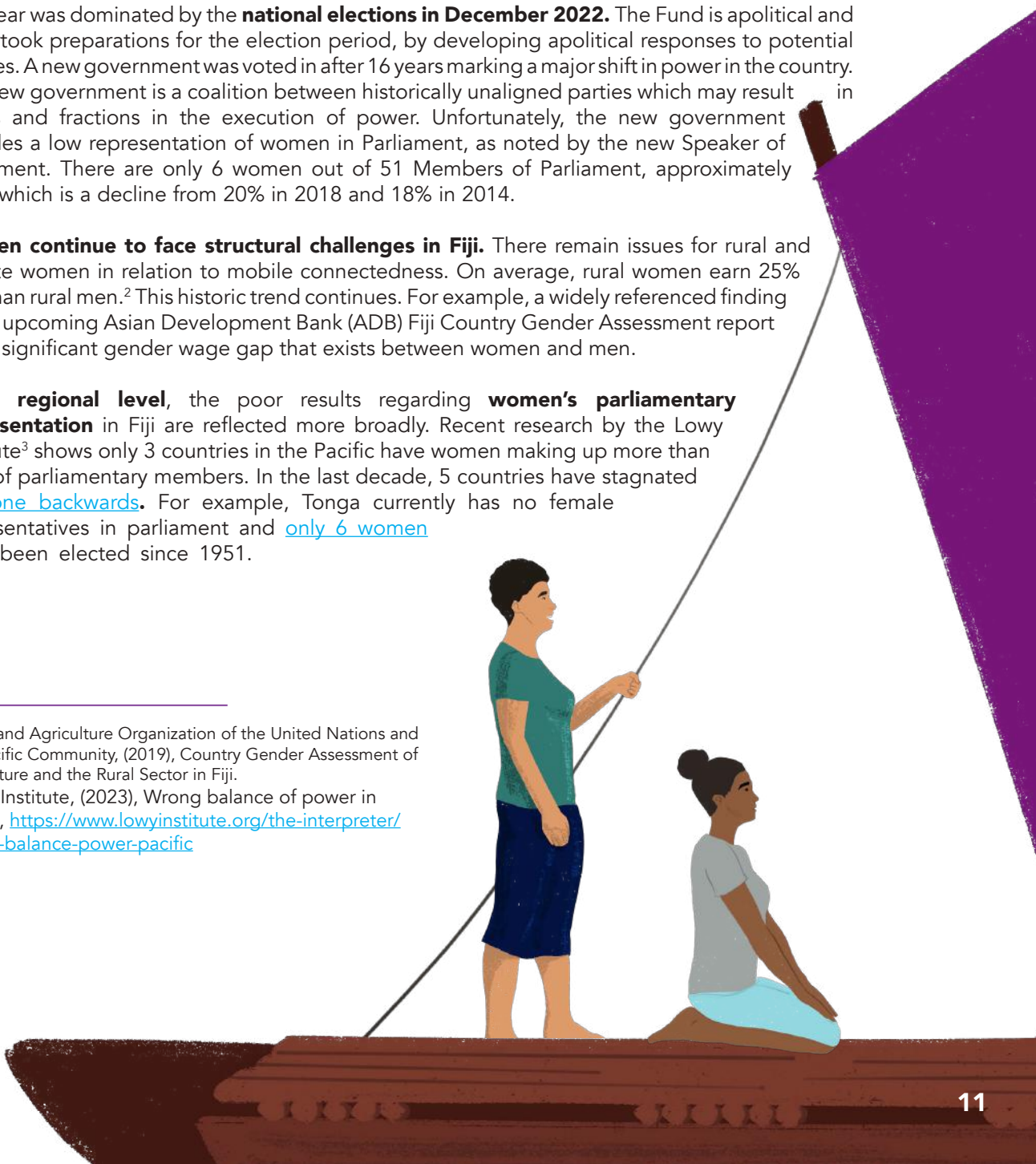
The year was dominated by the **national elections in December 2022**. The Fund is apolitical and undertook preparations for the election period, by developing apolitical responses to potential queries. A new government was voted in after 16 years marking a major shift in power in the country. The new government is a coalition between historically unaligned parties which may result in issues and fractions in the execution of power. Unfortunately, the new government includes a low representation of women in Parliament, as noted by the new Speaker of Parliament. There are only 6 women out of 51 Members of Parliament, approximately 12%, which is a decline from 20% in 2018 and 18% in 2014.

Women continue to face structural challenges in Fiji. There remain issues for rural and remote women in relation to mobile connectedness. On average, rural women earn 25% less than rural men.² This historic trend continues. For example, a widely referenced finding in the upcoming Asian Development Bank (ADB) Fiji Country Gender Assessment report is the significant gender wage gap that exists between women and men.

At a regional level, the poor results regarding **women's parliamentary representation** in Fiji are reflected more broadly. Recent research by the Lowy Institute³ shows only 3 countries in the Pacific have women making up more than 10% of parliamentary members. In the last decade, 5 countries have stagnated or gone backwards. For example, Tonga currently has no female representatives in parliament and only 6 women have been elected since 1951.

²Food and Agriculture Organization of the United Nations and the Pacific Community, (2019), Country Gender Assessment of Agriculture and the Rural Sector in Fiji.

³Lowy Institute, (2023), Wrong balance of power in Pacific, <https://www.lowyinstitute.org/the-interpreter/wrong-balance-power-pacific>



Climate change continues to have a negative impact regionally. Many communities are experiencing higher temperatures, shifts in rainfall patterns, rising sea levels, and changes in the frequency and intensity of extreme climate events. Added to these existing risks are additional risks such as the potential of Japan dumping radioactive water from the defunct Fukushima Daiichi Nuclear Power Plant into the Pacific Ocean. This would have negative consequences for women, coastal communities, and the tourism sector.

Positive progress has been made on a **regional domestic violence counselling framework**. This framework will help to ensure consistent, timely, and quality standards for counselling support for survivors of domestic violence. The regional counselling framework was one of the key agreements made at the 3rd Annual Meeting of the Regional Working Group on the Implementation of Family Protection/Domestic Violence Legislation held September 2022 in Nadi, Fiji.

At the **international level**, the Global Gender Gap Report launched in July 2022 shows continuing issues for women and girls.⁴ The United Nations (UN) warned that it may take close to 300 years to achieve full gender equality. And global challenges, such as the COVID-19 pandemic and its aftermath, violent conflict, climate change, and the backlash against women's sexual and reproductive health and rights are further exacerbating **gender disparities**. Despite these challenges and disparities, funding for gender equality is not keeping pace. Just 4.6% of bilateral allocable official development assistance (ODA) goes to programmes where gender equality is the main objective.

There remains a risk of recession in 2023. The World Bank reports the risk of global recession in 2023 and central banks across the globe are hiking interest rates.⁵ All of this will result in increased cost-of-living pressures unless there are timely government and non-government responses.

The Fund monitors potential risks in the external environment and manages factors within its control through our risk management matrix, linked to our Strategic Plan.

⁴World Economic Forum, (2022), Global Gender Gap Report, https://www3.weforum.org/docs/WEF_GGGR_2022.pdf

⁵<https://www.worldbank.org/en/news/press-release/2022/09/15/risk-of-global-recession-in-2023-rises-amid-simultaneous-rate-hikes>





CAPACITY DEVELOPMENT

We support our grantee partners to develop and enhance their capacity to promote gender transformative change.

In 2022 we commissioned a **stocktake** that looked at the **capacity development** that we had delivered from 2018 to 2022. Pleasingly, all grantee partners interviewed said our capacity support was **relevant and met their needs**. Most grantee partners interviewed (75%) thought the capacity development activities were **effective**. Grantee partners improved their knowledge, skills, confidence, and experience. Grantee partners showed their improved capacity through better activity reports and better program delivery. Importantly, the strength-based feminist approach we take when delivering our capacity support was positively received by the grantee partners. Applying this approach meant that grantee partners recognised unequal power dynamics and structures in their own communities and workplaces and enhanced their work. The stocktake informed our review of the Capacity Development Strategy and the new strategy will be available in 2023.

We delivered a range of capacity development support in 2022. We delivered GESI and Financial Management training with 10 grantee partner representatives (women) in the first week of May 2022. Delivering the GESI training first helps to open organisations up and gives the Fund a chance to provide support in terms of changing behaviours and social norms. Pre and post test results from the GESI training found that all 10 participants had increased knowledge relating to GESI. Findings from the Financial Management training showed that grantee partners would benefit from peer-to-peer learning and further support in budget development and linking budgets to organisational objectives.





We provided direct support to grantee partners through one-on-one visits and worked with grantee partners to support each other. Structured capacity development support was established between existing, mature partners and grantee partners who had matching needs. For example, the mentoring of Naitasiri Women in Dairy Group (NWDG) by Rise Beyond the Reef (RBTR) has supported and enabled NWDG to strengthen and grow as an organisation. RBTR is providing mentorship to NWDG in its process of leasing a larger plot of land. From this mentorship support, NWDG began the initiative of negotiating a lease agreement with the landowners of Mataqali Navunivi for **50 acres of land**. Negotiations for the 50 acres land were finalised in December 2022. NWDG are currently in the final stages of formalising and signing the lease agreement with the iTaukei Land Trust Board (TLTB). The land will be used to set up the milking bale and office of NWDG as well as to **set up NWDG as a cooperative**. RBTR is guiding the group on the finalisation of NWDG's documents and title for the land. In addition, RBTR will continue to provide mentorship to NWDG on its journey in taking these strategic steps as women dairy farmers.

Direct capacity building support from the Fund has seen 3 grantee partners strengthen their organisation and systems to access further funding and support. **BIRTH Fiji, PRAN and SVM Kadavu** opened new bank accounts. BIRTH Fiji registered under Fiji's Charitable Trust Act, set up an accounting and salary system and were audited for the first time. They were then able to access funds from Wantok Grant, FWRM, and AVI-Child Safeguarding Hub.

In 2022 our capacity development reached:



36
women



2
men



6
gender
non-conforming
people



WOMEN'S LEADERSHIP AND DECISION MAKING

We disbursed **FJD 652,141** to **6 grantee partners** to implement **6 grants** to strengthen women's participation in leadership and decision making, **reaching 1,129 people** – 1,009 women and girls (including 20 women with disabilities), 120 men and boys (including 18 men with disabilities), and 21 gender non-conforming people.⁶ Our 6 grantee partners working on women's leadership and decision making are: Fiji Cancer Society (FCS), Fiji Women's Rights Movement (FWRM), Kioa Women's Organisation (KWO), NWDG, RBTR and Young Women's Christian Association (YWCA). Additionally, 3 other grantee partners contribute to this thematic area: Women Entrepreneurs and Business Council (WEBC), Pacific Rainbow Advocacy Network (PRAN), and Fiji Disabled People's Federation (FDPF). Listed below, an overview of the positive changes achieved by grantee partners and impact examples from a selection of grantee partners.

Overview

Grantee partners working in this area helped in **raising consciousness and capabilities**. Grantee partners strengthened understanding of women's and girl's rights by incorporating EAWG and human rights training as foundational elements of their training packages. As a result, women and girls had increased capacity and began to use what they have learned in their own spheres of influence.

Grantee partners provided **access to resources, power, and visibility**. Grantee partners supported women to take on formal and informal leadership positions to engage in decision-making processes. Grantee partners also contributed to changes in **social norms and deep structures**. The results of grantee partner work can be seen in improved **rules, policies, and institutions**. In the short-term, grantee partners focussed on strengthening their organisational capacity, formalising their strategic plans and strengthening other women's networks. These efforts built their potential and capacity for ongoing results.

Examples from a selection of grantee partners

NWDG began their partnership with the Fund in 2018 as an unregistered group, without formal systems and processes. They have developed their organisation and members have improved economically as shown in previous reports. NWDG have now put their long-term vision to paper, taking strategic steps to register as a cooperative. This means the organisation has strengthened capacity to secure further resources. They are also being supported to develop their strategic plan. Through learnings and partnerships with RBTR and the Yakete Women's Group, NWDG has also established a safeguarding leadership group with the men and women leaders in their community to manage community dynamics.

⁶38 people with disabilities did not disclose their gender.



NWDG first secured a temporary 5-acre block of land for their dairy farm on a 2-year tenure, as part of advancing their strategic vision. They then started negotiating for a 50-acre block and conducted their own fundraising to pay for the lease. The Fund notes positively how NWDG displayed motivation for self-sufficiency when negotiations for NWDG's current grant were underway in 2021, opting for a smaller grant while they worked to establish themselves financially.

The Fund has also been supporting **FWRM** to roll out its Emerging Leaders Forum (ELF) program since 2020. ELF is FWRM's flagship program for young women's leadership, working with cohorts of women between the ages 18-25. The 14 graduates of FWRM's 8th ELF program have used what they learned to further impart knowledge to other individuals and groups. For instance, 7 of the emerging leaders led sessions with 27 young women from Koroipita village, on human rights, EVAWG, feminism, economic empowerment, and self-care.

Graduates of FWRM's Emerging Leaders Forum program in 2021 and 2022 showed interest in leadership when they self-nominated for positions in their Alumni Secretariat at the ELF Alumni Planning retreat attended by 45 alumni members. Three of the ELF 7 graduates now hold positions in the secretariat. There is also evidence that ELF's graduates have also been sharing their learnings within their spheres of influence, such as with their families and work colleagues. FWRM continues to follow their tradition of providing leadership opportunities to ELF's graduates thus ensuring sustainability of feminist leadership continues.

WEBC supported women entrepreneurs to improve their leadership in sustainability. WEBC conducted a survey of members and analysed existing good practices. WEBC then held 2 sessions for members, in Nadi and in Suva, to examine members' collective efforts to address sustainability issues (environmental, social, and financial) within their businesses and their organisations. These sessions allowed members to share existing good practices and supported WEBC to consider how it can better support members going forward. The Council next plans to develop a first ever Green Entrepreneurs Policy which members can also then use.

FCS has trained and upskilled 66 Community Health Workers and 12 zone nurses in palliative care. FCS developed a training module through a consultative process with the Ministry of Health and Medical Services and respective zone nurses. This ensured that the training module incorporated the priorities and concerns of nurses and cancer patients. Community Health Workers and Nurses were then trained in how to understand the needs of palliative patients better to provide the most needed care. The community palliative care program also enhanced the knowledge of community health workers on other diseases. So health workers are now able to provide effective awareness sessions within their communities and are able to motivate and encourage medical treatment for individuals who need medical care. Community health workers were required to come up with an individual activity within their groups which has encouraged them to implement clean-up sessions, backyard gardening, toothbrush practice for kids, and many more activities which helped the community to engage in healthy practices. Finally, FCS provided palliative care tool kits to each subdivision for the Community Health Workers to use in taking care of their patients.



ELIMINATING VIOLENCE AGAINST WOMEN & GIRLS

We disbursed **FJD 307,721** to **3 grantee partners** to implement **4 grants** to eliminate violence against women and girls, **reaching 6,116 people** – 4,515 women and girls (including 35 women with disabilities), 1601 men and boys (including 34 men with disabilities), and 37 gender non-conforming people.⁷ Our 3 grantee partners working on eliminating violence against women and girls are: BIRTH Fiji, Medical Services Pacific (MSP), and PRAN. Additionally, 3 other grantee partners contribute to this thematic area: FCS, NWDG and RBTR. We provide an overview of the positive changes achieved by grantee partners below and examples from a selection of grantee partners.

Overview

Grantee partners have worked to **raise consciousness and capabilities**. Partners used inclusive approaches to raise awareness in partner communities on women's rights to be free from sexual and gender-based violence. They worked with women, men, and gender non-conforming community members to raise awareness and change behaviours.

Grantee partners provided **access to sexual and reproductive health and rights services**. Importantly, partners worked with marginalised communities who often miss out on services. The longer-term outcome of this service delivery was the increased availability of coordinated, quality services for all women and girls including survivors of sexual and gender-based violence. As well as providing services directly, grantee partners established relationships with other service providers and were able to connect their clients through their referral pathways such as the legal system and for further medical assistance. Partners also worked closely with village headmen and project coordinators who have become central to the distribution of referral services.

Grantee partners engaged with community members on **social norms and deep structures** through community awareness sessions and *talanoas*⁸. Partners took a whole of community approach and created safe, non-judgemental spaces for discussions which contributed to more positive changes in community behaviour and thinking in relation to women's rights. Some partners facilitated Positive Parenting workshops where parents could reflect on their approaches to parenting including alternatives to harsh discipline and violence. Grantee partners also worked with other women's rights organisations, partner agencies and stakeholders to shift social norms and deep structures.

⁷69 people with disabilities did not disclose their gender.

⁸Participatory and inclusive dialogue.

All grantee partners strengthened their own institutions and supported stakeholders in applying **rules and policies** during the reporting period. This included working with the *Turaga ni Koros*⁹ and Police serving in the districts to understand their roles and responsibilities in addressing Domestic Violence Restraining Orders (DVROs) and Child Abuse cases.

Examples from a selection of grantee partner

MSP was able to pilot access to health and social services by setting up a **Pop-Up clinic in the MHCC complex** in the heart of Suva due to the Fund grant. The clinic allowed everyday **Fijians** to access MSP's clinical and psychosocial support services while doing their usual rounds of shopping. Having the Pop-Up clinic at such a busy location gave people the opportunity to access MSP core services such as pap smear tests, breast examination, and family planning, that otherwise might have been difficult to fit into their busy work schedules.

Having the Pop-Up clinic at such a central location reduced access barriers. According to women who visited the clinic, the location helped them to avoid extra costs like paying 2 bus fares and waiting in long queues at the health centers and hospitals. Satisfaction survey forms showed that **95% of clients rated MSP services** at the Pop-Up clinic as **excellent** and the remaining 5% rating services as good overall.

MSP subsequently relocated their pop-up clinic from the MHCC building to the Fiji National Provident Fund (FNPf) plaza after signing an agreement with FNPf to take up a space in the building, free-of-charge, and to provide free services in SRHR, clinical services, NCD screening, counseling, and legal consultation to members of the public.

BIRTH Fiji provides professional counselling services to women and girls, families, and couples to improve relationships that are non-abusive. The organisation also provides support services to women and girls facing violence such as accompaniment to safe housing, hospital, and courthouse/police station, skills training to be assertive, manage anger and anxiety, food vouchers for women facing domestic violence and child abuse, and referrals.

The Fund grant has enabled BIRTH Fiji to move its office from a small tin and wood flat to a new concrete building in a commercial area nearby. This has provided much easier access to its clients and improved working conditions for the staff. Even though the office is now located in a commercial area it still is based in the rural community thus having the advantage of both accessibility by public transport and the privacy of a rural setting. The health centre and the police posts are a few minutes away and very much within reach.

Funding has meant that BIRTH Fiji has increased the number of counsellors from 3 to 5. The increase in staff has allowed BIRTH Fiji to service more clients. Previously, the organisation was only getting clients referred by the doctors at the nearby health centres or those that had accessed BIRTH Fiji services previously. Since then, the organisation is being recognised for its work by the community members, the women's groups, the village headman and the local police post, all of whom refer clients from the rural areas. Another good sign of local ownership is that the women's group organised a "Human Trafficking" workshop at the office and community members are reaching out themselves.

The BIRTH Fiji team has invested a lot of time and resources over the years to build trusting relationships with the women and the communities they come from. For example, in their humanitarian work, BIRTH Fiji chose to give food vouchers to the women so that they may provide for their families. This resulted in these women reaching out to BIRTH Fiji to access their services. BIRTH Fiji has also acted as a connector for communities in need of assistance. For example, they were able to assist Vaivai village in accessing support from a donor to fund the installation of a borehole so that they may access clean water.

⁹Village headmen.

WOMEN'S ECONOMIC EMPOWERMENT

We disbursed **FJD 173,378** to **2 grantee partners** to implement **2 grants** to empower women economically. These grantee **partners** are WEBC and VLAMM. These grantee partners delivered benefits to **1,091 people**: 1,041 women and girls, including 16 with disabilities, 50 men and boys and 4 gender non-conforming people.¹⁰ Additionally, six other grantee partners address WEE as a cross cutting issue: BIRTH Fiji, PRAN, KWO, RBTR, NWDG and SSVM-Kadavu. We provide an overview of the positive changes achieved by grantee partners below and examples from a selection of grantee partners.

Overview

Grantee partners working in WEE **raised consciousness and capabilities**. Partners document increased skills and agency of the women who have attended income generation and entrepreneurship training. Partners supported women to access income generating, business and formal employment opportunities. The partners worked with women in the informal sector, building their capacity to be able to thrive and grow in their business including providing support to formalize their individual businesses.

Grantee partners **strengthened access of women to power, resources and visibility**. Partners provided women with resources to engage in individual micro enterprises or community enterprises. For example, VLAMM delivered bee keeping training and 5 hives to Vunimoli Mahila Mandal. KWO and NWDG continue to see increased collective work for their women's group for ease of production and strengthening the women's support system. RBTR and KWO note continued increase in income of women in their communities from the sale of handicraft. Over the medium and longer term, women have improved economic and financial status.

WEE partners are supporting shifts in **social norms and deep structures**. RBTR and KWO report changed household and community behaviour and thinking in relation to women's engagement in economic opportunities and ventures. For example, KWO reported the Village Council support of women in their initiatives. The final evaluation of FDPF's grant found that the project contributed to increasing awareness of the Psychiatric Survivors Association (PSA)¹¹ and issues faced by women with psycho-social disability in hard-to-reach remote areas.

Partners strengthened their own organisations including their financial management systems and policies. RBTR supports communities to register as cooperatives.

¹⁰16 people with disabilities did not disclose their gender.

¹¹PSA is one of FDPF's four affiliates and received funding under the WFF grant.

Examples from a selection of grantee partners

The Fund has supported **KWO** members to become more economically empowered. The biggest achievement so far has been the project's ability to connect the women to a more reliable and convenient market for the women's handicraft and coconut nectar. These markets have come about through KWO's relationship with Rise Beyond the Reef and Marama Niu.

Previously, the women would take their handicraft all the way into town. Firstly, they would pay their own transportation. If the travel was to Taveuni (the other main island) this would cost \$100 for a one-way travel. To travel to Savusavu (the nearest town on Vanua Levu) a group would need to pay \$40 to hire a boat for a one-way travel. If the charge is per passenger, each passenger would need to pay \$5 and then an additional \$10.95 to travel by bus. The person would need to be on the mainland at 6am to catch the morning bus to Savusavu. The bus ride takes 2 hours. So, a woman would spend at least \$31.90 for transportation and spend at least 4 hours travelling. Furthermore, she would only have 5 hours to sell her wares. It was very common practice for the women to walk from door to door, knocking on doors to ask if anyone was interested to make a purchase. Often, if there weren't many sales, the women would reduce the price of their handicraft and try to sell them at lower than what they were worth. Sometimes a tourist boat came around, but that would be only twice a year.

Today RBTR provides a secure market to the Kioa women and brings the market to their doorstep. RBTR bought baskets, bowls, trays and mats from 29 women who received total earnings of FJ\$6,263. Additionally, RBTR paid for the transportation and freight of the handicraft they ordered from the women. Similarly, Marama Niu provided a market for the women's coconut nectar. They offered \$20 for each litre, and they paid for the women's transportation and courier of the nectar.

RBTR continued to recover and evolve from the changes incurred to their program during COVID-19. In 2022 they exceeded their buying target from communities with the return of local markets plus continued growth of online and wholesale export markets.

RBTR worked to prepare new collections for production with new communities including Rotuma and Moce Island producer groups in addition to growing markets for Kioa producers. On the backend of their program, RBTR has continued to focus on supporting women's leadership roles and strengthen the capacity of longer-term partner communities to take the next step of managing their own cash flow and invoicing as independent cooperatives (they helped Yakete District women's group become an independent cooperative in 2022).

In 2022, communities earned \$181,652.75, SMEs earned \$19,357.14 and they provided more than \$20,000 in fair wages to persons living in settlements outside Nadi, doing piece rate sewing as their orders exceeded the capacity of their on-site team.

RBTR has attributed their ability to stay afloat to the development of a market outside of Fiji for their products via e-commerce platform and expanding online markets in the US retail for partnership.



STRENGTHENING WOMEN'S COALITIONS FOR CHANGE

We disbursed **FJD 115,330** to **3 grantee partners** to implement **3 grants** to strengthen women's coalitions for change: FDPF, SVM Kadavu, and FWRM. These partners reached **251 people** - 197 women and girls (including 67 women with disabilities), 54 men and boys (including 10 men with disabilities), and 50 gender non-conforming people.¹² Four other grantee partners also contribute to WCC as a cross-cutting issue: FCS, NWDG, YWCA and VLAMM. We provide an overview of the positive changes achieved by grantee partners below and examples from a selection of grantee partners.

Overview

Grantee partners engaged in **raising women's and men's consciousness and understanding of gender equality**, its causes, and effects. Grantee partners worked to highlight the gaps their women members face in having their needs and priorities met.

Grantee partners enabled **women to increase their access to resources, services, and opportunities**. Partners provided services and opportunities to address gaps highlighted. For example, FCS upskilled community health workers and zone nurses in palliative care in the subdivisions of Tailevu, Serua / Namosi, Naitasiri, Suva & Nasinu. This upskilling means that more women with cancer can access palliative care in their local area.

Grantee partners successfully **challenged informal social and cultural norms**. The final evaluation of FDPF's grant found that the project contributed to increasing awareness of the Psychiatric Survivors Association (PSA)¹³ and issues faced by women with psycho-social disability in hard-to-reach remote areas.

Grantee partners supported the creation of gender just formal institutions and policies. For example, FDPF strengthened the **rules and policies of the institution and its affiliates** to deliver their work. The final evaluation found that the funding support from WFF contributed to strengthening the organisational capacity of FDPF and its affiliates in areas of communications, strategic thinking and planning and financial management, and strengthened the way FDPF and its affiliates work together.

Examples from a selection of grantee partners

The Fund supported **FWRM** in organising the Fiji National Feminist Forum (NFF) as part of the 3rd Pacific Feminist Forum. The 3rd PFF took a different modality from previous forums by beginning with 11 simultaneous National Feminist Forums in different countries before the planned regional 3rd PFF to be held in May 2023 with the theme "Embracing the collective power of our movements".

FWRM worked to ensure diverse organisations from across Fiji were part of the Working Group (WG) that set up and ran the forum. There was a need to be inclusive in ensuring that there were spaces for diverse voices across Fiji. As such, FWRM advertised for organisations representing specific constituents such as disability and lesbian, bi-sexual and trans people to be involved. The Fiji NFF Working Group was made up of 6 organizations: FemLINK Pacific, FWRM, DIVA for Equality, Strumphet Alliance, Birth Fiji, and Fiji Disabled Peoples Federation. The WG members brought in their own constituencies, resulting particularly

¹²77 people with disabilities did not disclose their gender.

¹³PSA is one of FDPF's four affiliates and received funding under the WFF grant.

in having more Indo-Fijians at the forum which filled a gap in the women's movement in Fiji. The WG members successfully worked in partnership with the PFF Secretariat to plan and design the first ever-NFF.

Three of the WG members were new to the women's movement. For these organisations, involvement in the WG provided a safe collective space to learn from the strong feminist organisations such as FWRM, DIVA for Equality and FemLINK Pacific. The new organisations involved in the WG ensured access to new constituencies. As a result, the forum was able to engage participants who were new to feminist spaces. This constituted at least 50% of the forum's participants.

The Forum facilitated an Intergenerational Leadership Panel engaging girls, young women, and older women to come together in sharing their knowledge and skills and learn from each other. Women and girls present demanded intergenerational and inclusive leadership to ensure transformative change. This call was successfully endorsed in the Outcome Statement as one of the solutions for our feminist futures.

The forum successfully compiled and endorsed the Outcome Statement, which specifies the concerns and demands of women and girls in Fiji. The outcome statement is a powerful document in movement building as this established joint commitment from everyone towards gender justice and movement building at local levels.

Through the Fund's resilience grant, FWRM sought support from the Fund to assist the **Soqosoqo Vakamarama iTaukei** earlier this year, after their office was burgled. The soqosoqo has been in partnership with FWRM for many years and together they are part of the Fiji Women's Forum. The support involved the procurement and replacement of essential equipment, which the soqosoqo was not able to recover. The soqosoqo plays an important role in the women's movement in Fiji, having the largest number of affiliates in Fiji's women's movement. Due to the scale of their work and restrictions to their current resources, this support was essential to allow the soqosoqo to continue its operations. The support was provided through FWRM.

Fiji Cancer Society focusses on providing continuum of care to cancer patients via their home visitation program. They currently have over 680 registered cancer patients who depend heavily on vital services such as medicines which are not listed under the free government medical scheme, consumables such as stoma bags, diapers and medical oxygen. Most female cancer patients and survivors in Fiji go through immense stress and social issues such as loss of self-esteem, loss of livelihoods, stigma, emotional and psychosocial crisis. Since health care providers are overloaded with providing clinical services, there has been a lack of supportive care towards patient's pathways to holistic recovery and longevity or palliative care.

The Fund has been supporting FCS in the development and implementation of a Community Palliative Care Program. Part of this program sees the review of FCS's training manual on non-clinical palliative care and the roll-out of training with community health workers (CHWs). These CHWs would then provide training for carers within the communities.



CLIMATE JUSTICE & HUMANITARIAN ACTION

We disbursed **FJD 100,000** to the **Women in Fisheries Network (WiFN)** to implement its grant to strengthen climate justice and humanitarian action. This grant is currently being funded by the **GAGGA Alliance** through **MamaCash**. RBTR also addresses CJ&HA as a cross-cutting issue. WiFN **reached 58 people** through its activities: 56 women and 2 men.

The current grant builds on previous support provided to **WiFN** funded by DFAT. The cumulative support has strengthened the organisation. In 2022 WiFN developed its strategic plan and delivered community-based awareness workshops on climate justice - the WiFN-Fiji Resilience Training in Climate Change, Disaster Risk Reduction and Climate Justice. WiFN also contributed at national level through participation in meetings, conferences and events such as Women Economic Empowerment Round Table Meetings (Pacific WEE), Disaster Ready 2.0 Redesign Workshop, Workshop on draft Tuna Handbook on Gender, Social Inclusion and Human Rights.

WiFN-Fiji is also now part of the Gender and Climate Change Working Group whose purpose is to build a strong evidence base that is specific to the Pacific context to create awareness, inform national and regional discussions and to amplify at the global level the Pacific's analysis of and perspectives on the gender and climate change nexus, particularly by convening spaces for and amplifying the voices of women and girls in all their diversity and LGBTQI+ persons. Through its Resilience Training Workshop on Climate Change, Climate Change Adaptation, Disaster Risk Reduction and Climate Justice, WiFN-Fiji was able to reach out to 24 women in 7 provinces out of the 14 provinces of Fiji, the network included women representatives from two communities namely, Narikoso, Kadavu and Vugidogoloa in Vanua levu that were recently re-located. The workshop identifies key lessons that included:

- Women fishers are at the forefront of climate change impacts resulting in disruption of their fisheries livelihoods and food security, particularly those who have been re-located. This warrants gender-responsive resilience strategies and action.
- Challenges of women fishers in relocated villagers are especially amplified. In addition to their livelihoods and food security being threatened, relocation brings with it various social issues. For instance, relocating inland means women fishers must walk a greater distance, and expend time and effort to reach their fishing areas. This results in women spending longer hours being exposed to the extreme environment presenting health challenges.
- Women fishers need to be at the forefront of the climate fight since they have deep rooted traditional knowledge and customs that can contribute to viable sustainable solutions to climate change, but they need to be heard.
- It is vital that women fishers are included in decision-making as they have generational knowledge of traditional natural resource management methods that can greatly contribute to building resilience and environmental preservation at the community, national, regional and global level. Their traditional knowledge about the ocean and its inhabitants provides natural solutions to multi-disciplinary areas, adding value to management strategies and actions.
- The presence of existing women community leaders in workshops is an effective tool as it inspires the participants to be leaders in their own communities. The presence of the first female District Representative in Fiji (Mata ni Tikina) in the workshop served as an eye-opening experience for the women fishers as they were not aware that women could be district representatives. The women-fishers were able to identify with the district representative as they came from similar backgrounds and were inspired to become leaders in their own communities.

- There was a realization that the women fishers need to build confidence to speak out and voice their concerns without being disrespectful – owing to the traditional iTaukei systems on which their communities are premised.
- Women fishers health is also at risk with the impacts of climate change for instance; warmer waters affect catch which means fisherwomen have to spend more time out at sea to get the bare minimum to feed their families.
- Women fishers are the best evaluators of the level of vulnerability and the adaptability of their marine resources as it is their main source of livelihood.
- There is a lack of gender mainstreamed capacity development at grass roots level on resilience in the context of Climate change, Disaster Risk Reduction and Climate Justice.

RBTR supported 3 rural women community leaders and 2 RBTR staff to participate in the Smithsonian Folklife's Annual Festival called 'Earth Optimism' mid-June. This is the largest marketplace event in the United States of America for the handmade sector, drawing over 500,000 participants from across America and around the globe. RBTR showcased and sold products from the 5 districts and communities they work in. Each District and Village Coordinator led workshops and participated in exchange learnings on their products and traditional crafts. They also showcased how the production is sustainable and a tool for resilience building in the wake of major climatic impacts. RBTR presented on their economic, leadership resilience program and their work in building resilience and protecting the environment. Over 60 countries were represented at the event. This was the first time a Pacific Island country (Fiji) participated in the event. The event is also considered a premiere showcase for national and international buyers who retail and wholesale handmade goods. The experience developed the leadership skills and confidence of the women to be presenters. These women are now able to present in any Webinar, Forum or workshop and confidently share on their journey and the RBTR economic leadership, resilience program as well as shed light on the experiences and challenges faced by women in Fiji relating to climatic impacts.



NETWORKS

The Fund facilitates capacity development support, movement building and creating spaces for collaboration, knowledge sharing, building and sustaining networks and alliances in addition to grant making. These approaches strengthen grantee partners so they can better manage their grants, expand their scope of work and spheres of influence, and thus, deliver ongoing results.

The capacity development stocktake of the support the Fund provided to grantee partners over 2018-2022 included the following key findings related to the **movement building support** provided by the Fund.

- Grantee partners reflected positively on the Fund as a conduit for movement building and the role that networking plays in building the movement on the ground in Fiji. All grantee partners interviewed, and 50% of the capacity development providers interviewed, reflected that networking was a strong approach to capacity development. Grantee partners agreed that the benefits of sharing and building new and strengthened relationships was positive for them.
- Grantee partners interviewed agreed that cross-learning and collaboration benefits everyone because it promotes a culture of diversity and by meeting other grantee partners they were exposed to new possibilities and opportunities. It also helped them gain a better understanding of how their own work and projects, fit into the big picture.
- The Annual Learning and Reflection Workshops have provided a critical space for grantee partners and the Fund team to reflect on the work achieved, get exposure to new ideas and enabled grantee partners to test out new thinking and ideas with their peers.
- WEE grantee partners developed a community of practice (COP) that enabled members to tap into one another's expertise and knowledge for collective organising and mutual support. Grantee partners engaged with peer communities and shared experiences, expertise, challenges, solutions, and resources that collectively moved them forward.
- 2 learning papers were produced by the Fund and grantee partners on EVAW and on WEE. By supporting the documentation of research from practice, the expertise of the grantee partners is recognised and contributes as a form of capacity development.
- Mentoring has been effectively used by the Fund as a critical lever to activate and advance more women to do better in their work and help them gain access to opportunities they might otherwise have missed during workshops and other convenings. All grantee partners interviewed saw Mentoring as an effective mode of training and building of their capacity and 75% of the grantee partners interviewed preferred co-mentoring and networking opportunities to capacity development.
- The report recommended that the Fund maximise opportunities for peer-peer learning and sharing, especially within specific thematic outcome areas of the Fund, engaging Board members in capacity development initiatives, tailoring capacity development initiatives to meet the diverse needs of grantee partners, investing more core funding to support operating systems and organizational capability, and engaging grantee partners as resource for capacity development activities.

Grantee partners were supported by the Fund to establish strategic partnerships with other grantee partners and stakeholders. For example, WEBC recruited 148 women from Suva, Nasinu, Nadi, and Labasa to be part of the 7-month Academy for Women Entrepreneurs (AWE) Program. The program supports women who run businesses in the informal sector in all aspects of their business to get them to the stage of **formalising their businesses**. 108 women completed and graduated from the program over June – December 2022. WEBC also provide important information sessions to women-owned businesses. Over the reporting period WEBC hosted the Fiji Development Bank CEO who conducted an information session for women entrepreneurs on the FDB Loan Scheme. Additionally, WEBC hosted the Chief Auditor, NTIS of Fiji Revenue and Customs Service, who held a session for members on the difference between Corporate and Personal Income Tax.

FUND SUSTAINABILITY



We've progressed in securing long term and core support from donors, private sector and philanthropic organisations to advance women's human rights in 2022.

Funding from **DFAT** through the **Gender Equality branch** and **Suva Post** is our main support. We have a 2-year grant from DFAT of approximately FJD 7.3 M¹⁴ through a direct contract.

Equality Fund, funded by the Canadian Government, is providing a 2-year grant for approximately \$600,000 (approximately FJD 974,342) as well as an additional CAD 100,000 (approximately FJD 162,390) for grants management and operational cost over a 1 year period.

Mama Cash provides funding through the Global Alliance for Green and Gender Action (GAGGA) Alliance, funded by the Dutch Government. We have a mutual understanding with the Mama Cash GAGGA Alliance for them to provide funding from May 2021 to April 2025. Contracts are signed on an annual basis and confirmed donor grant amounts are known once the contract are signed yearly. The **GAGGA Alliance** is an alliance of women's funds and women's rights organisations across the world working on a sustainable, green future. The Fund is the only GAGGA Alliance funding recipient from the Pacific. Mama Cash GAGGA Alliance \$430,426 in 2022.

We are in the process of finalising to secure EUR 90,000 (approximately FJD 212,852) in non-competitive funds from **Women's Fund Asia (Leading from the South)**. This funding is for 2 years and 60% of funds are allocated to programme activities, but excluding grant making, and 40% of funds are allocated to organisational support.

We secured USD 58,499 (approximately FJD 125,235) for a Collective Care grant from **Fenomenal Funds**, also known as the New Venture Fund. The grant is for a 2-year period and will include learning exchange with the Mongolian and Jordanian Women's Funds.

MFAT has agreed to provide NZD 1,519,458 (approximately FJD 1,975,296) over a three-year period. We are currently finalising the contract with MFAT.

We are waiting to hear from **Prospera International Network of Women's Fund** on whether the grant from Mackenzie Scott can be distributed to member Women's Funds.

We are exploring the viability of sourcing **funding through philanthropists** in collaboration with UAF A&P and the Pacific Feminist Fund. The Fund, UAF A&P, and the Pacific Feminist Fund are exploring the viability of submitting joint proposals and accessing resources jointly.

¹⁴The exact amount of the grant depends on the exchange rate at the time of each tranche payment.



INFLUENCING WIDER PHILANTHROPY

We seek to influence support to the larger, global feminist funding ecosystem. We have made good progress this year, 1 year into our Strategic Plan.

Our priority was to review our Communications strategy to ensure that it is aligned to our Strategic Plan, and to factor in our new status as an independent entity. The strategy was an important guide to the communications and influence activities for the year.

We have been able to reach people through tradition and social media, with increased reach over the year. There were 35,924 page views to our website over the year and new followers to each of our main social media channels (Facebook, LinkedIn and Twitter). We have increased the number of public information pieces we've put out, 5 in the first half of the year and 12 in the second half of the year. Similarly, the number of media coverage on the Fund or our grantee partners has increased with 8 in the first half of the year and 22 in the second half of the year. Media interest expanded from just newsrooms in Fiji to New Zealand and Regional over the course of 2022.

Our status as a recognised advocate for the rights of women and girls in Fiji is demonstrated by the roles we've been asked to play, the kinds of platforms or dialogues we or our grantee partners are taking part in, and queries coming through various communications channels seeking information or queries on our grants, work and the support we can provide. For example, **the Fund is a member of the Pacific Feminist Fund (PFF) Steering Committee, we contribute to Prospera's strategic planning process, and we provide technical expertise to regional women's organisations.** In March 2023 we took part in one of the #CSW66 side event webinar on "Innovation for Change: Empowering Communities for Climate Resilience and Adaptation". Also in March, our grantee partner, **RBTR** participated on the #CSW66 NGO forum event on feminist-led action from the front lines of Climate Change.

The Fund also releases publications to progress key priorities. Over the year, we have released the following publications:

1. [2021 Annual Highlights Report: A year of reaping, repositioning, and thinking about the future](#)
2. [Learning Circle Paper: Responding to Feminist Movements During COVID-19-19_Key learnings, reflections, and recommendations from the Asia and Pacific chapter of the Prospera International Network of Women's Funds](#)
3. [Women's Fund Fiji Information Brochure](#)
4. [The Impact of COVID-19 on Women's Fund Fiji Grantee Partners](#)

In addition to the above, the Fund was featured in the following publications:

1. [Feminist Philanthropy: Stories of Resilience](#)
2. [2019-2020 Global Resources Report: Government and Philanthropic Support for Lesbian, Gay, Bisexual, Transgender, and Intersex Communities \(LGBTI\)](#)

ORGANISATIONAL STRENGTHENING

We continue to strengthen ourselves as an organisation while ensuring we are empathetic and adaptive in our resources, operations, and programs.

We strengthened our **governance** through the selection of external auditors in 2022. PKF aliz pacific will undertake independent annual audits of the Fund for the 2022, 2023 and 2024 financial years. The Fund is required to have annual external audits at the end of each financial year ending on 31 December in accordance with the Charitable Trust Act of Fiji. The audited financial reports will comply with the accounting reporting standards of International Financial Reporting Standards for Small and Medium Size Entities (IFRS for SMEs).

We established and endorsed 10 of 11 recommended policies or procedures from the due diligence conducted in November 2021. These new policies and procedures strengthen our performance, risk and financial management. The Financial Viability Plan is important to support the mobilisation of resources. We are still finalising the Capacity Development Strategy, the one outstanding policy. The Strategy required additional time to develop given staff turnover. **The due diligence was commissioned by DFAT and undertaken by KPMG.**

The Fund delivered **→94%** (30/32) of outputs in the Annual Workplan.

This means we exceeded our target of **80%**

Importantly, we developed our own **grants manual and contracts templates** for granting purposes and established our **own bank account** in 2023 given our new status as an independent entity. These changes have reduced the time required to approve and disburse grants. We are now able to seek approval and disburse grants within a week.

In terms of **adaptation and management of risks, the recruitment of the Finance and Operations Manager** (FOM)¹⁵ now provides the Fund with the human resource capacity and adequate financial expertise to manage fiduciary aspects of the Fund internally, where there was a previous reliance on the managing contractor.

We are proud that our total expenditure on grant making and activities made up 70% of the Fund's total expenditure in 2022. This is a large increase from the expenditure on grants under the previous managing contractor model which was approximately 60% and demonstrates greater efficiency in management along with cost savings due to expenditure sharing on office and IT with Pacific Women Lead.

We demonstrate our values through our staff management practices. We are pleased that our own staff satisfaction rates within the Fund are high with 5 of the 7 team members feel "very supported" by the **Fund's internal processes**, while the remainder felt "somewhat supported" by the processes. The Fund team also participated in **team dynamics** at the individual and team levels. These spaces and processes allowed the team to explore ways of working for a more supportive and collaborative environment, as well as strengthening individual soft skills for improved delivery of work. This culminated in the finalisation of the Fund's organisational values, while the Fund's **collective care policy** is currently in draft.

¹⁵This is a new position.

KEY EVENTS

Annual Reflection Workshop (19–20 October 2022)

Women's leadership and decision making was the central area of inquiry in this year's workshop. Grantee partner transitions from working in WEE to working in WLDM, research findings relating to women's leadership, and experiences in working in intergenerational ways presented opportunities for learning and strengthening work in this area. Furthermore, the workshop offered a timely opportunity for participants to learn about the Electoral Act, staying abreast with its requirements and how they may support their constituents during the election year.

Prospera Asia and Pacific Chapter Meeting

Two of our team members attended the Prospera Asia and Pacific Chapter meetings, hosted by TEWA in Nepal this year.

Prospera SFP Mexico

Prospera has developed a range of situational analysis papers examining areas for investment and for sharing with national Funds around the world. The Fund contributes through the National Funds Cluster through monthly online meetings and through attendance at the Prospera NOOR Strategic Plan meeting in Mexico from 4th-10th June.

Grant Call (01–30 June 2022)

We opened our 6th grant call from 1 to 30 June. An assessment of our funding landscape found that we had not been receiving many applications from Taveuni. Hence our team travelled to Taveuni to host information sessions with women's groups. We also hosted two virtual information sessions. We received 56 applications for our sustainability grant and 19 applications for our movement building grant.

Prospera Asia Pacific Biennial Meeting HRFN Global Conference

The Fund was represented and participated at the Prospera International Network of Women's Funds' XII Biennial & Human Rights Funders Network (HRFN) Conference from 27 November to 9 December 2022. Attendance to these convenings complement the thematic focus area on **Aid and Philanthropy** as it allows participants to strengthen partnership with other feminist allies and partner organisations to achieve the Fund's strategic focus. The convenings also is a platform for empowerment between feminist allies in the movement to bring in new resources that helps us as women's funds to enhance our sphere of influencing financial and non-financial resources. The convenings also presented an opportunity to showcase the [Learning Circle Paper](#) that documents the learnings and experiences of eight women's funds including Women's Fund Fiji in grant management and resource mobilisation with its myriad of grantee partners to address the impact of COVID-19. Leading up to the Prospera XII Biennial meeting, the learnings and experience were presented as a side event at the Human Rights Defenders Festival in Mexico.

WHAT WE LEARNED THIS YEAR

The Fund has learned the following important lessons at the Fund level over the 12-month period.

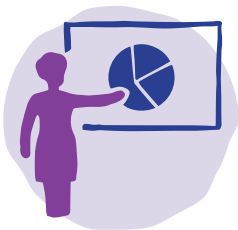
Managing Leadership Transitions



We collaborated with an organisational management specialist to facilitate a seamless transition from the previous Fund Manager to the hiring of the new Executive Director. To alleviate any potential concerns, we kept staff and stakeholders informed about the process in a transparent manner. A Staff Committee was established to represent the perspectives of the employees during the transition. Furthermore, the team dedicated full days to discussing the process to ensure a comprehensive understanding while also ensuring that work continued as usual.

The Role of Trust in Building Strong and Effective Partnerships

We have found that investing in cultivating trust among partners has been a critical factor in the success of our collaborations. This has been particularly evident in our partnerships with grantee partners, and we are now working towards establishing the same level of trust with our other partners. The A-I-R partnership consortium, which comprises the Fund, 4 women's funds, and DFAT, has been engaging in discussions and reflection on the principles and operational methods that are crucial to the partnership's effectiveness.



Conducting a Capacity Development Stocktake

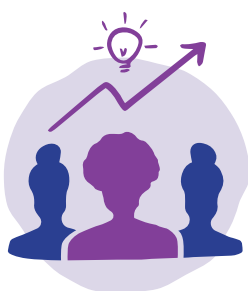
We outsourced a capacity development stocktake. We collaborated closely with the consultants to involve grantee partners in identifying their capacity development requirements and determining suitable methods for capacity development. The resulting conclusions are sound and provide a strong foundation for the forthcoming capacity development strategy.

Strategies for Incorporating Self and Collective Care into Institutional Practices

We introduced a self-care policy that considers findings indicating the importance of women human rights defenders having enough emotional and psychological resources to carry out their work.



The Fund has learned the following important lessons at the grantee partner level over the 12-month period.



Strategies for Assisting Grantee Partners in Discovering Markets During Times of Global Crises, such as COVID-19

RBTR serves as a positive model for persisting with its efforts to expand into new markets beyond Fiji, with the goal of promoting lasting economic stability for the women it collaborates with. To support grantee partners like RBTR, increased funding for operational expenses may be necessary. RBTR discovered that it must raise its operational costs to reach underserved communities and maintain sufficient funds to purchase goods from artisans. To achieve this, RBTR strives to secure 60% of its revenue from sales and 40% from grants.

Importance of self-care of Grantee Partners

Mental health of grantee partners is important. Grantee partners tend to allocate almost all their resources to service provision, leaving limited resources for their own well-being. Grantee partners may face a variety of challenges or trauma that can affect them in numerous ways. Our emphasis on self-care may serve as a valuable model for grantee partners.



The need to continue holding spaces for networking

Grantee partners have witnessed the advantages of networking, particularly in terms of enhancing their capacity and amplifying their work. We will persist in establishing these opportunities and fostering relationships among partners and other stakeholders. We will place a special emphasis on reinforcing our linkage and those of our grantee partners with the Ministry of Women, Children, and Poverty Alleviation to achieve greater alignment of our efforts.

LOOKING FORWARD

- **Continuing to broaden the Fund's government engagement:** The Fund was actively involved in the Financial Inclusion Working Group in 2022. Membership in the group allowed the Fund to represent the perspectives and priorities of marginalised women to government officials and other key stakeholders.
- **Working with Grantee Partners on navigating post-COVID-19 market realities:** The COVID-19 pandemic continues to impact the markets in which many of our grantee partners, particularly those engaged in women's economic empowerment (WEE), operate. In response, the Fund will offer support to these grantee partners as needed. This may include extending grants or connecting them with partners who are working in online markets or e-commerce.
- **Consider how the Fund can support self and collective care:** We will evaluate the feasibility of allocating a portion of grants, such as 5%, towards the promotion of self and collective care among our grantee partners. This will help ensure that grantee partners allocate resources towards crucial human resource costs, such as staff medical costs and insurance. In addition, we will explore ways to advocate and engage traditional donors on the importance of supporting self and collective care initiatives for sustainable development outcomes.
- **Focus on relationship building:** Some grantee partners have turnover in leadership or staff. In these cases, it is important for the Fund to take time for orientation for new staff on the project and grant requirements.
- **Encouraging grantee partners in their engagement with men:** We persist in urging grantee partners to explore opportunities to collaborate with men, especially in efforts to transform societal attitudes towards violence against women and to provide related services.
- **Finalising the Capacity Development Strategy:** We are in the process of finalising a Capacity Development Strategy that is specifically designed to meet the unique needs of our grantee partners in remote and rural areas. This strategy will build upon the strengths of our current partners and facilitate mentoring relationships between experienced and new partners.
- **Engaging with A-I-R partners:** The Fund will participate in the January 2023 A-I-R partnership meeting in Canberra. This will be a useful opportunity to meet with sister Funds as well as discuss future plans with DFAT.
- **Continuing to strengthen the Fund team:** We will complete the recruitment process for the Executive Director role, given the resignation of the Executive Director during the year, as well as hire a MEAL Officer. Additionally, we will implement our self-care and collective care policy.
- **Continuing to work closely with grantee partners:** The Fund will host an Orientation and Networking tea for all new grantee partners at the end of March 2023.
- **Continuing to work closely with donors:** The Fund will formalise engagement with MFAT in early 2023.

FINANCIALS

WOMEN'S FUND FIJI
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

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NATURE OF THE ORGANIZATION

Women's Fund Fiji is the resource mobilisation arm of the feminist and women's movement in Fiji

TRUSTEES

Gina Houng Lee
Ana Laqeretabua
William Parkinson

BOARD MEMBERS

Ms. Georgina Naigulevu
Ms. Patricia Naisara
Ms. Mareta Salacakau Fong
Ms. Anna Cowley
Ms. Angeline Chand
Ms. Cathy Wong
Ms. Farrah Shazleen
Ms. Mereoni Chung
Ms. Victoria Yee

AUDITORS

PKF aliz pacific
Chartered Accountants & Business Advisors
Suva & Nadi

LOCATION

17 & 17A, Level 1
Mid City Complex
Cumming Street
Suva

BANKERS

ANZ Banking Group Limited
Suva

WOMEN'S FUND FIJI
EXECUTIVE MEMBERS' STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2022

We, being the executive members of Women's Fund Fiji, state that in our opinion, the accompanying financial statements are drawn up so as to give a true and fair view of the state of affairs of Women's Fund Fiji ("the organisation") as at 31 December 2022 and of the results, movement of funds and cash flows for the year ended at that date.

Executive Board

The executive board members in office during the year and up to the date of this report are:

Ms. Georgina Naigulevu	Chair
Ms. Patricia Naisara	Co-Chair
Ms. Mareta Salacakau Fong	Board Member
Ms. Anna Cowley	Board Member
Ms. Angeline Chand	Board Member
Ms. Cathy Wong	Board Member
Ms. Farrah Shazleen	Board Member
Ms. Mereoni Chung	Board Member
Ms. Victoria Yee	Board Member

Principal Activities

The principal activities of the Women's Fund Fiji is the resource mobilisation arm of the feminist and women's movement in Fiji.

Operating Results

31 December
2022
\$FJ

Total Income	2,428,720
Total Expense	2,425,039
Net Surplus	3,681

Non Current Assets

Prior to the completion of the organisation's financial statements, the executive board members took reasonable steps to ascertain whether any non current assets were unlikely to be realized in the life of the organisation compared to their values as shown in the accounting records of the organisation.

As at the date of this report, the executive members are not aware of any circumstances which would render the values attributed to non current assets in the organisation's financial statements misleading.

Unusual Transaction

In the opinion of the executive board members, the results of the operations of the organisation during the financial year were not substantially affected by any item, transaction or event of a material unusual nature likely, in the opinion of the executive members, to affect substantially the results of the operations of the organisation in the financial year, other than those reflected in the financial statements.

Events Subsequent to Balance Date

No matter or circumstance has arisen since the end of the financial year that has significantly affected or may significantly affect the operations of the organization, the results of those operations or the state of affairs of the organization in financial years subsequent to the financial year.

Signed for and on behalf of the Executive Committee of Women's Fund Fiji.

Dated at Suva, this 23

day of May

2023.


Chairperson


Board Member (Treasurer)

WOMEN'S FUND FIJI
STATEMENT BY BOARD OF EXECUTIVE COMMITTEE
FOR THE YEAR ENDED 31 DECEMBER 2022

In the opinion of the Board of Executive Committee;

- (a) the accompanying Statement of Comprehensive Income are drawn up to give a true and fair view of the operations of the organization for the year ended 31 December 2022;
- (b) the accompanying Statement of Changes in Accumulated Funds are drawn up to give a true and fair view of the operations of the organization for the year ended 31 December 2022;
- (c) the accompanying Statement of Financial Position is drawn up so as to give a true and fair view of the state of the organization's affairs as at 31 December 2022;
- (d) the Statement of Cash Flows is drawn up so as to give a true and fair view of the cash flows of the organization as at 31 December 2022; and
- (e) at the date of this statement there are reasonable grounds to believe that the organization will be able to pay its debts as and when they fall due;

Signed for and on behalf of the Executive Committee of Women's Fund Fiji .

Dated at Suva, this 23

day of May

2023.


Chairperson


Board Member (Treasurer)

INDEPENDENT AUDITOR'S REPORT

To the Board of Trustees of Women's Fund Fiji (A Registered Charitable Trust)

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of Women's Fund Fiji (Entity), which comprises of the Statement of Financial Position as at 31 December 2022, the Detailed Statement of Income and Expenditure, and Other Comprehensive Income, Changes in Accumulated Funds and Cash Flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Entity as at 31 December 2022, and of its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting standards for Small Medium sized Entities (IFRS for SMEs).

Basis of Opinion

We conducted our audit in accordance with International Standards on Auditing (ISA). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Entity in accordance with the International Ethics Standards Board for Accountant's Code of Ethics for Professional Accountants (IESBA Code) including our other ethical responsibilities in accordance with these together with the ethical requirements that are relevant to our audit of the financial statements in Fiji. We have fulfilled we believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The Executive Management and Trustees are responsible for the other information. The other information that we received comprises the Trustees' report, the client representation letter of the Entity for the year ended 31 December 2022 but does not include the financial statements and the auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained during the audit, or otherwise appears to be materially misstated. If, based on the work we have performed on the other information that we have obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information; we are required to report that fact. We have nothing to report in this regard, except that not all other information was made available to us at the date of our signing.

Responsibilities of the Trustees and Those Charged with Governance for the Financial Statements

The Executive Management and Trustees are responsible for the preparation and fair presentation of the financial statements in accordance with IFRS for SMEs and for such internal control as the Executive Management and Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Page 4

Suva Office

Partners : Dr Nur B Ali PhD CA MAICD | Sunil Sharma BA PGCM CA ASA MAICD
Level 8, BSP Life Centre, 3 Scott St, Suva
PO Box 2475, Government Buildings, Suva, Fiji
T: +679 3314044
Email: pkffiji@pkf.com.fj | Website: www.pkf.com

Nadi Office

Partner: Zarin Khan BA CA AFBA
Level 3, Aliz Centre, 231 Martintar, Nadi
PO Box 11064, Nadi Airport, Fiji
T: +679 6728308

In preparing the financial statements, the Executive Management and Trustees are responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Executive Management and Trustees either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so the Executive Management and Trustees are responsible for overseeing the entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with International Standards on Auditing (ISA) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISA, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Executive Management and Trustees and management.
- Conclude on the appropriateness of the Executive Management and Trustees use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Executive Management and Trustees regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.


PKF aliz pacific
CHARTERED ACCOUNTANTS


Sunil Sharma
PARTNER
DATE: 23 May 2023
SUVA, FIJI.

WOMEN'S FUND FIJI
STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	31 December 2022 \$FJ
Income	3	2,428,720
		<hr/> 2,428,720
Operating Expenses	4	2,388,229
		<hr/> 40,491
Earnings before Depreciation		
Depreciation		36,810
		<hr/> 3,681
Operating Surplus for the year		
Total Comprehensive Income		<hr/> 3,681 <hr/>

The Statement of Comprehensive Income is to be read in conjunction with the Accounting Policies and notes to the Financial Statements set out on pages 11 to 15.

WOMEN'S FUND FIJI
STATEMENT OF CHANGES IN ACCUMULATED FUNDS
FOR THE YEAR ENDED 31 DECEMBER 2022

	Reserve Account	Accumulated Funds	Total
	\$FJ	\$FJ	\$FJ
Balance as at 1 January 2022	-	-	-
Reserve Account	255,555	-	255,555
Balance as at 01 January 2020, as restated	255,555	-	255,555
Total Comprehensive Income for the year			
Surplus for the year ended 31 December 2022	-	3,681	3,681
Total comprehensive income for the year	255,555	3,681	259,236
Balance as at 31 December 2022	255,555	3,681	259,236

The Statement of Changes in Accumulated Funds is to be read in conjunction with the Accounting Policies and Notes to the Financial Statements set out on pages 11 to 15.

WOMEN'S FUND FIJI
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2022

	Notes	31 December 2022 \$FJ
Current Assets		
Cash and Cash Equivalents	5	1,700,451
Total Current Assets		<u>1,700,451</u>
Non Current Assets		
Other Receivables	6	2,603
Property, Plant and Equipment	7	221,797
Total Non Current Assets		<u>224,400</u>
Total Assets		<u>1,924,851</u>
Current Liabilities		
Deferred Income (Grant)	9	1,422,677
Deferred Income (Donation in Kind)	10	221,797
Other Payables	8	21,172
Total Current Liabilities		<u>1,665,645</u>
Total Liabilities		<u>1,665,645</u>
Net Assets		<u>259,236</u>
Accumulated Funds	Page 8	
Opening balance		-
Accumulated Surplus		3,681
Reserve Account		255,555
Total Accumulated Funds		<u>259,236</u>

These Financial Statements have been audited.

Signed for and on behalf of the Executive Committee and in accordance with a resolution of the Executive Committee.


Chairperson


Board Member

The Statement of Financial Position is to be read in conjunction with the Accounting Policies and Notes to the Financial Statements set out on pages 11 to 15.

WOMEN'S FUND FIJI
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	31 December 2022 \$FJ
Cash Flows from Operating Activities		
Cash Receipts from Grants and Donations		2,428,720
Payments to Suppliers and Employees		(761,997)
Net Cash Provided by Operating Activities	11 (ii)	<u>1,666,723</u>
Cash Flows from Investing Activities		
(Acquisition) of Property, Plant and Equipment		(221,797)
Reserve Account		255,555
Net Cash Provided by Investing Activities		<u>33,759</u>
Net Increase in Cash and Cash Equivalents		1,700,451
Cash and Cash Equivalents at the beginning of the year		-
Cash and Cash Equivalents at the end of the year	11 (i)	<u><u>1,700,451</u></u>

The Statement of Cash Flows is to be read in conjunction with the Accounting Policies and Notes to the Financial Statements set out on pages 11 to 15.

1. General Information

The Women's Fund Fiji was incorporated as a company limited by guarantee and not having a share capital on 7th July 2021 under the provisions of the Charitable Trust Act 1945. On 1st January 2022, the organization started its operation. Their principal activities are the resource mobilisation arm of the feminist and women's movement in Fiji.

2. Summary of Significant Accounting Policies

This financial statement is prepared by Women's Fund Fiji in accordance with the 'IFRS for Small and Medium-sized Entities' issued by the International Accounting Standards Board. The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

a). Basis of Presentation

The financial statements of Women's Fund Fiji have been prepared in accordance with the 'International Financial Reporting Standards for Small and Medium' (IFRS for SMEs). They have been prepared under the historical cost, as modified by the revaluation of investments property and derivative financial instruments at fair value.

The preparation of financial statements in conformity with the IFRS for SMEs requires the use of certain critical accounting estimates. It also requires management to exercise its judgment in the process of applying the Company's accounting policies.

The amount reflected in the financial statements are stated in the Fijian currency.

b). Cash and Cash Equivalents

Cash and cash equivalents in the statement of financial position comprise of cash at bank and in hand. For the purposes of the statement of cash flows, cash and cash equivalents consist of cash and cash equivalents as defined above, net of any outstanding bank overdrafts.

c). Other Receivables

Other receivables are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method less provision for impairment. A provision for impairment of trade receivables is established when there is objective evidence that the organization will not be able to collect all amount due according to the original terms of the receivables.

d). Property, Plant and Equipment

Property, plant and equipment is stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by the Management.

The organization adds to the carrying amount of an item of property, plant and equipment the cost of replacing parts of such an item when that cost is incurred if the replacement part is expected to provide incremental future benefits to the organization. All other repairs and maintenance are charged to profit and loss during the year in which they are incurred.

Depreciation on the other assets is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight line method.

Assets	Rates
Office Machines	12.5%
Furniture and Fittings	12.5%
Computer Equipment	25%
Technical Equipment	12.5%

e). Other Payables

Other payables are recognized initially at the transaction price and subsequently measured at amortized cost using the effective interest method.

2. Summary of Significant Accounting Policies (Continued)

f). Revenue Recognition

Grants received

Grants received are recognised in profit and loss on a systematic basis over the periods in which the entity recognises expenses for the related costs for which the grants are intended to compensate, which in the case of grants related to assets requires setting up the grant as deferred income or deducting it from the carrying amount of the asset. These grants are restricted income.

g). Income Tax

The organization is a Not-for-Profit institution, and in accordance with section 17(24) of the Income Tax Act is exempt from income tax. This exemption has been confirmed by the Fiji Revenue and Customs Service.

3. Income	31 December 2022 \$FJ
DFAT FX Gain/Loss	37,928
DFAT Revenue	2,595,615
Donations (In Kind)	36,781
Equality Fund	536,356
Global Fund	56
Mama Cash Revenue	489,550
Mama Cash 436305 Revenue	36
New Venture Fund	87,412
Proceeds from sale of Asset	10,800
Prospera-Biennial Meeting Grant 2	15,274
Prospera-RM & Comms	31,024
Prospera-Women's Fund Asia	10,081
	484
Total Income	3,851,396
Less : Grants unutilised during the year (Deferred Income)	(1,422,677)
	2,428,720

4. Expenses	31 December 2022 \$FJ
Accommodation	40,873
Accounting Fees	6,199
Advertisement	10,314
Bank Charges	472
Cleaning Services	4,371
Communications Expense	10,794
Consulting Fees	131,122
IT Consumables	2,139
Fuel Cost	788
Internet Cost	4,012
IT Rental Cost	2,521
IT Services Fees	4,604
Insurance	21,989
Legal Fees	460
Licence Fee	27,661
Meal Expense	46,607
Membership Fees	5,816
Movement Building Grant	200,000
Office Expense	365

WOMEN'S FUND FIJI
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

4. Expenses (Continued)

Professional Fees	127,914
Recruitment Cost	5,636
Resilience Grant	93,698
Staff Training	500
Stationary and Other Supplies	5,634
Subscriptions	7,538
Sustainability Grant	946,758
Telephone & Internet	4,650
Travel & Accommodation	62,280
Utilities	3,308
Vehicle Maintenance	704
Venue Cost	9,813
Visa Cost	1,421
Wages & Salaries	548,810
Office Rent	47,960
Postage & Freight	496
	2,388,229

5. Cash and Cash Equivalents

**31 December
2022
\$FJ**

ANZ-Cash at Bank	1,687,141
Petty Cash	500
Security Deposit	12,810
	1,700,451

6. Other Receivables

**31 December
2022
\$FJ**

Prepaid Expenses	1,755
Staff Advance	849
	2,603

7. Property, Plant & Equipment

**31 December
2022
\$FJ**

Computer Equipment at Cost	-
Add: Additions	47,185
Less: Provision for Depreciation	(10,722)
	36,463
Furniture and Fittings at Cost	-
Add: Additions	187,673
Less: Provision for Depreciation	(23,290)
	164,383
Office Machines at Cost	-
Add: Additions	5,580
Less: Provision for Depreciation	(617)
	4,963

7. Property, Plant & Equipment (Continue)

Technical Equipment at Cost	-
Add: Additions	18,168
Less: Provision for Depreciation	(2,181)
	<u>15,987</u>
Net Written Down Value	<u><u>221,797</u></u>

(ii) Reconciliations

Reconciliations of the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year.

	Carrying Amounts \$FJ	Additions \$FJ	Depreciation \$FJ	Total \$FJ
Computer Equipment	-	47,185	(10,722)	36,463
Furniture and Fittings	-	187,673	(23,290)	164,383
Office Machines	-	5,580	(617)	4,963
Technical Equipment at Cost	-	18,168	(2,181)	15,987
Net Written Down Value	<u>-</u>	<u>258,606</u>	<u>(36,809)</u>	<u>221,797</u>

8. Other Payables

**31 December
2022
\$FJ**

Accruals	10,627
FNPF Payable	7,061
PAYE Payable	3,484
	<u>21,172</u>

9. Deferred Income (Grant)

**31 December
2022
\$FJ**

Balance as at 1 January	-
Additions during the year:	
Sustainability Grant	1,165,213
Movement Building Grant	210,000
Resilience Grant	295,000
Organisational, Program and Capacity Support Activities	2,140,269
Release during the Year:	
Sustainability Grant	(946,758)
Movement Building Grant	(200,000)
Resilience Grant	(93,698)
Organisational, Program and Capacity Support Activities	(1,147,349)
Total Deferred Income	<u><u>1,422,677</u></u>

WOMEN'S FUND FIJI
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

10. Deferred Income (Donation in Kind)	31 December 2022 \$FJ
<i>Donated Assets :</i>	
Computer Equipment	47,185
Furniture & Fittings	187,673
Office Machines	5,580
Technical Equipment	18,168
Less: Amortization	(36,810)
Balance as at 31 December 2022	<u>221,797</u>

11. Notes to the Statement of Cash Flows

- (i) Cash and cash equivalents include the following for the purpose of Statement of Cash Flows:

	31 December 2022 \$FJ
ANZ-Cash at Bank	1,687,141
Petty Cash	500
Security Deposit	12,810
	<u>1,700,451</u>

- (ii) Reconciliation of Net Cash provided by Operating Activities to Net Surplus

	31 December 2022 \$FJ
Net Surplus	3,681
	<u>3,681</u>
<i>Change in Assets and Liabilities</i>	
(Increase) in Other Receivables	(2,603)
Increase in Other Payables	21,172
Increase in Deferred Income (Grant)	1,422,677
Increase in Deferred Income (Donation in kind)	221,797
Net Cash Provided by Operating Activities	<u>1,666,723</u>

12. Contingent Liabilities

There were no Contingent Liabilities for the fund as at 31 December 2022

13. Capital Commitments

There were no Capital Commitments for the fund as at 31 December 2022

14. Organisation Details

- i). Principal place of business

17 & 17A, Level 1
Mid City Complex
Cumming Street
Suva

- ii). Number of Employees

As at balance date, the organisation employed a total of 5 Employees

DISCLAIMER TO SUPPLEMENTARY INFORMATION

The additional financial data presented in the following pages is in accordance with the books and records of **Women's Fund Fiji**, which have been subjected to the auditing procedures applied in our statutory audit of the entity for the year ended 31 December 2022. It should be appreciated that our statutory audit did not cover all the details of the additional financial data. Accordingly, we do not express an opinion on such financial data and no warranty of accuracy or reliability is given.

In accordance with our firm's policy, we advise that neither the firm nor any member or employee of the firm undertakes responsibility arising in any way whatsoever to any person (other than the entity) in respect of such data including any errors or omissions therein arising through negligence or otherwise however caused.

PKF aliz pacific
PKF aliz pacific
CHARTERED ACCOUNTANTS

DATE: 23 May 2023
SUVA, FIJI.

Suva Office

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Nadi Office

Partner: Zarin Khan BA CA AFBA
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PO Box 11064, Nadi Airport, Fiji
T: +679 6728308 F: +679 672 8443

WOMEN'S FUND FIJI
DETAILED STATEMENT OF INCOME & EXPENDITURE
FOR THE YEAR ENDED 31 DECEMBER 2022

	31 December 2022 \$FJ
Income	
Income	2,428,720
Total Income	2,428,720
Expenses	
Accommodation	40,873
Accounting Fees	6,199
Advertisement	10,314
Bank Charges	472
Cleaning Services	4,371
Communications Expense	10,794
Consulting Fees	131,122
IT Consumables	2,139
Depreciation	36,810
Fuel Cost	788
Sustainability Project Expense	946,758
Movement Project Expense	200,000
Resilience Project Expense	93,698
Internet Cost	4,012
IT Rental Cost	2,521
IT Services Fees	4,604
Insurance	21,989
Legal Fees	460
Licence Fee	27,661
Meal Expense	46,607
Membership Fees	5,816
Office Expense	365
Professional Fees	127,914
Recruitment Cost	5,636
Office Rent	47,960
Postage & Freight	496
Staff Training	500
Stationary and Other Supplies	5,634
Subscriptions	7,538
Telephone & Internet	4,650
Travel & Accommodation	62,280
Utilities	3,308
Vehicle Maintenance	704
Venue Cost	9,813
Visa Cost	1,421
Wages & Salaries	548,810
Total Expenses	2,425,039
Net Surplus for the year	3,681

The Detailed Statement of Income & Expenditure is to be read in conjunction with the Disclaimer of Supplementary Information set out on page 17.

WOMEN'S FUND FIJI
FIXED ASSETS AND DEPRECIATION SCHEDULE
FOR THE YEAR ENDED 31 DECEMBER 2022

	Date of Acquisition	COST		Rate	Balance 31/12/2021	DEPRECIATION		W.D.V.		
		Cost 31/12/2021	Addition (Deletion)			Deletion	Annual	Balance 31/12/2022	Balance 31/12/2021	
COMPUTER EQUIPMENT	Keyboard and Mouse	-	107	25%	-	-	21	21	86	-
	Keyboard and Mouse	-	107	25%	-	-	21	21	86	-
	AOC Monitor Screen 27"	-	632	25%	-	-	92	92	540	-
	AOC Monitor Screen 27"	-	632	25%	-	-	92	92	540	-
	AOC Monitor Screen 27"	-	632	25%	-	-	92	92	540	-
	Laptop	-	6,029	25%	-	-	1,491	1,491	4,538	-
	Laptop	-	3,178	25%	-	-	786	786	2,392	-
	Laptop	-	3,178	25%	-	-	786	786	2,392	-
	Laptop	-	3,178	25%	-	-	786	786	2,392	-
	Laptop	-	3,178	25%	-	-	786	786	2,392	-
	Laptop	-	700	25%	-	-	175	175	525	-
	UPS	-	1,938	25%	-	-	450	450	1,488	-
	Laptop	-	3,288	25%	-	-	732	732	2,556	-
	Laptop	-	3,475	25%	-	-	774	774	2,701	-
	Laptop	-	3,475	25%	-	-	705	705	2,770	-
	Sophos Firewall	-	6,120	25%	-	-	1,362	1,362	4,757	-
	Ethernet Switch	-	1,050	25%	-	-	182	182	868	-
	Sophos Access Point	-	2,369	25%	-	-	410	410	1,958	-
	Monitor	-	73	25%	-	-	18	18	55	-
	Monitor	-	180	25%	-	-	45	45	135	-
	Monitor	-	73	25%	-	-	18	18	55	-
	Laptop	-	284	25%	-	-	71	71	213	-
Monitor	-	182	25%	-	-	45	45	136	-	
Laptop	-	1,326	25%	-	-	331	331	994	-	
Laptop	-	1,380	25%	-	-	345	345	1,035	-	
Monitor	-	324	25%	-	-	81	81	243	-	
Wireless Keyboard + Mouse	-	99	25%	-	-	25	25	74	-	
	-	47,185			-	10,722	10,722	36,463	-	

WOMEN'S FUND FIJI
FIXED ASSETS AND DEPRECIATION SCHEDULE
FOR THE YEAR ENDED 31 DECEMBER 2022

	Date of Acquisition	COST		Rate	Balance 31/12/2021	Deletion	DEPRECIATION		W.D.V.		
		Cost 31/12/2021	Addition (Deletion)				Cost 31/12/2022	Annual	Balance 31/12/2022	Balance 31/12/2021	
FURNITURE AND FITTINGS											
Office Improvements	Jan-22	-	167,354	12.5%	-	-	20,919	20,919	146,435	-	
Artificial Plant	Jan-22	-	203	12.5%	-	-	25	25	177	-	
Artificial Plant	Jan-22	-	406	12.5%	-	-	51	51	355	-	
Artificial Plant	Jan-22	-	304	12.5%	-	-	38	38	266	-	
Artificial Plant	Jan-22	-	151	12.5%	-	-	19	19	132	-	
Artificial Plant	Jan-22	-	126	12.5%	-	-	16	16	111	-	
Staff Mobile Drawers	Jan-22	-	2,376	12.5%	-	-	297	297	2,079	-	
Meeting Room Chair	Jan-22	-	1,095	12.5%	-	-	137	137	959	-	
Meeting Room Chair	Jan-22	-	1,060	12.5%	-	-	133	133	928	-	
Meeting Room Chair	Jan-22	-	1,156	12.5%	-	-	144	144	1,011	-	
Meeting Room Chair	Jan-22	-	1,060	12.5%	-	-	133	133	928	-	
Staff Office Chairs	Jan-22	-	4,857	12.5%	-	-	607	607	4,250	-	
Kitchen Bar Stools	Jan-22	-	704	12.5%	-	-	88	88	616	-	
Office Fittings	Jan-22	-	761	12.5%	-	-	95	95	666	-	
Office Fittings	Mar-22	-	449	12.5%	-	-	47	47	403	-	
Office Fittings	Apr-22	-	850	12.5%	-	-	76	76	774	-	
Office Fittings	Apr-22	-	110	12.5%	-	-	10	10	100	-	
Office Fittings	Jun-22	-	483	12.5%	-	-	30	30	453	-	
Meeting Room Mobile Unit	Mar-22	-	305	12.5%	-	-	32	32	274	-	
Printer Pedestal Unit in Finance Area	Mar-22	-	414	12.5%	-	-	43	43	371	-	
Filing Shelf Encasement	Mar-22	-	447	12.5%	-	-	46	46	401	-	
Printer Pedestal Unit in Printing Area	Mar-22	-	523	12.5%	-	-	54	54	469	-	
IT Desk	Mar-22	-	709	12.5%	-	-	74	74	635	-	
Office Paintings	Mar-22	-	1,770	12.5%	-	-	177	177	1,593	-	
		-	187,673	-	-	-	23,290	23,290	164,383	-	

WOMEN'S FUND FIJI
FIXED ASSETS AND DEPRECIATION SCHEDULE
FOR THE YEAR ENDED 31 DECEMBER 2022

		COST				DEPRECIATION		W.D.V.		
	Date of Acquisition	Cost 31/12/2021	Addition (Deletion)	Cost 31/12/2022	Rate	Balance 31/12/2021	Deletion	Annual	Balance 31/12/2022	Balance 31/12/2020
OFFICE MACHINES										
	Philips Vacuum Cleaner	-	359	359	12.5%	-	-	41	41	318
	Smart Microwave	-	514	514	12.5%	-	-	59	59	455
	CHIQ Fridge	-	609	609	12.5%	-	-	70	70	539
	Beko Coffee Machine	-	1,000	1,000	12.5%	-	-	115	115	885
	Rheem Boiling Water Heater	-	2,199	2,199	12.5%	-	-	252	252	1,947
	Breville Sandwich Maker	-	169	169	12.5%	-	-	19	19	150
	Earbuds 1 - Awei T36	-	73	73	12.5%	-	-	6	6	67
	Earbuds 2 - Awei T36	-	73	73	12.5%	-	-	6	6	67
	Earbuds 3 - Awei T36	-	73	73	12.5%	-	-	6	6	67
	Earbuds 4 - Awei T36	-	73	73	12.5%	-	-	6	6	67
	Earbuds 5 - Awei T36	-	73	73	12.5%	-	-	6	6	67
	Earbuds 6 - Awei T36	-	73	73	12.5%	-	-	6	6	67
	Earbuds 7 - Awei T36	-	73	73	12.5%	-	-	6	6	67
	Earbuds 8 - Awei T36	-	73	73	12.5%	-	-	6	6	67
	Earbuds 9 - Awei T36	-	73	73	12.5%	-	-	6	6	67
	Earbuds 10 - Awei T36	-	73	73	12.5%	-	-	6	6	67
		-	5,580	5,580	-	-	-	617	617	4,963
TECHNICAL EQUIPMENT										
	Door Access Device 1	-	1,258	1,258	12.5%	-	-	131	131	1,127
	Door Access Device 2	-	1,258	1,258	12.5%	-	-	131	131	1,127
	TV	-	11,949	11,949	12.5%	-	-	1,494	1,494	10,455
	TV Wall Mount	-	109	109	12.5%	-	-	14	14	95
	TV Video and Speaker	-	2,849	2,849	12.5%	-	-	356	356	2,493
	Adaptor USB 3.0	-	73	73	12.5%	-	-	6	6	67
	Docking Station 1	-	168	168	12.5%	-	-	12	12	156
	Docking Station 2	-	168	168	12.5%	-	-	12	12	156
	Docking Station 3	-	168	168	12.5%	-	-	12	12	156
	Docking Station 4	-	168	168	12.5%	-	-	12	12	156
		-	18,168	18,168	-	-	-	2,181	2,181	15,987
		-	258,606	258,606	\$	\$	\$	\$	36,809	\$
		-	258,606	258,606	\$	\$	\$	\$	36,809	\$
		-	258,606	258,606	\$	\$	\$	\$	221,797	\$

ACRONYMS

ARROW	Asian-Pacific Resource and Research Centre for Women
ADB	Asian Development Bank
A-I-R	Amplify. Invest. Reach. Partnership between DFAT and 4 Women's Funds
CJ/HA	Climate justice and humanitarian action
COVID-19	Coronavirus disease
DFAT	Australian Department of Foreign Affairs and Trade
EVAW	Eliminating Violence Against Women
EVAWG	Eliminating Violence against Women and Girls
FBC	Fiji Broadcasting Corporation
FCS	Fiji Cancer Society
FDB	Fiji Development Bank
FDPF	Fiji Disabled Peoples Federation
FJD	Fiji Dollars
FNU	Fiji National University
FWF	Fiji Women's Fund
FWRM	Fiji Women's Rights Movement
GAGGA	Global Alliance for Green and Gender Action
GB	Governance Board
GESI	Gender Equality and Social Inclusion
GEDSI	Gender Equality, Disability and Social Inclusion
IT	Information Technology
KWO	Kioa Women's Organisation
KPI	Key Performance Indicator
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and more
MEAL	Monitoring, Evaluation, Accountability and Learning

MFAT	New Zealand Ministry of Foreign Affairs and Trade
MSP	Medical Services Pacific
NCD	Non Communicable Disease
NFF	National Feminist Forum
NGO	Non Government Organisation
NWDG	Naitasiri Women in Dairy Group
ODA	Official Development Assistance
PFF	Pacific Feminist Fund
PRAN	Pacific Rainbow Advocacy Network
RBTR	Rise Beyond the Reef
SME	Small to Medium Enterprise
SRHR	Sexual and Reproductive Health and Rights
SVM	Soqosoqo -Vaka- Marama
TA	Technical Assistance
TLTB	iTaukei Land Trust Board
UAF A&P	Urgent Action Fund Asia & Pacific
UN	United Nations
WEBC	Women Entrepreneurs Business Council
WCC	Women's coalitions for change
WEE	Women's economic empowerment
WiFN	Women in Fisheries Network
WLDM	Women's leadership and decision making
YWCA	Young Women's Christian Association

OUR TEAM

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WOMEN'S
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FIJI

