

 WOMEN'S FUND FIJI

# ANNUAL REPORT

2023

Symphonies of Strength

## ABOUT THE REPORT COVER AND DESIGN

The theme of this year's report, "Symphonies of Strength," encapsulates our collective journey. Just as a symphony combines diverse instruments to create harmonious music, the Fund, and our grantee partners, each strong in their capacities, come together to form a powerful collective. This unity enhances our ability to influence and bring about positive change. Our work is complex and multifaceted, yet we achieve harmony and strength when we collaborate, emphasising the power of collective action.

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# Abbreviations and acronyms

<b>BIRTH Fiji</b>	Building Innate Resilience Through Hearts Fiji
<b>CJ&amp;HA</b>	Climate Justice and Humanitarian Action
<b>COP 28</b>	28th Conference of the Parties
<b>DFAT</b>	Department of Foreign Affairs and Trade (Australia)
<b>ELFA</b>	Emerging Leaders Forum Alumni
<b>EVAWG</b>	Ending Violence against Women and Girls
<b>FBC</b>	Fijian Broadcasting Corporation
<b>FCS</b>	Fiji Cancer Society
<b>FDPF</b>	Fiji Disabled Peoples Federation
<b>FWRM</b>	Fiji Women's Rights Movement
<b>GAGGA</b>	Global Alliance for Green and Gender Action
<b>GESI</b>	gender equality and social inclusion
<b>KWO</b>	Kioa Women's Organisation
<b>LGBTQI</b>	lesbian, gay, bisexual, transgender, queer, and intersex
<b>MFAT</b>	Ministry of Foreign Affairs and Trade (New Zealand)
<b>MSMEs</b>	micro-, small-, and medium-sized enterprises
<b>MSP</b>	Medical Services Pacific
<b>NWDG</b>	Naitasiri Women in Dairy Group
<b>OECD DAC</b>	Organisation for Economic Co-operation and Development's Development Assistance Committee
<b>PRAN</b>	Pacific Rainbow Advocacy Network
<b>RBTR</b>	Rise Beyond the Reef
<b>RPF</b>	Rainbow Pride Foundation

<b>SVTC</b>	Soqosoqo Vakamarama iTaukei Cakaudrove
<b>SSVM Kadavu</b>	Soqosoqo Vakamarama Kadavu
<b>SSVM Lau</b>	Soqosoqo Vakamarama Lau
<b>TEWSG</b>	Taveuni Empowerment of Women Support Group
<b>TISI</b>	Then India Maathar Sangam
<b>WCC</b>	Women's Coalitions for Change
<b>WEBC</b>	Women Entrepreneurs Business Council
<b>WEE</b>	Women's Economic Empowerment
<b>WiFN</b>	Women in Fisheries Network
<b>WLDM</b>	Women in Leadership and Decision-Making
<b>YWCA</b>	Young Women's Christian Association

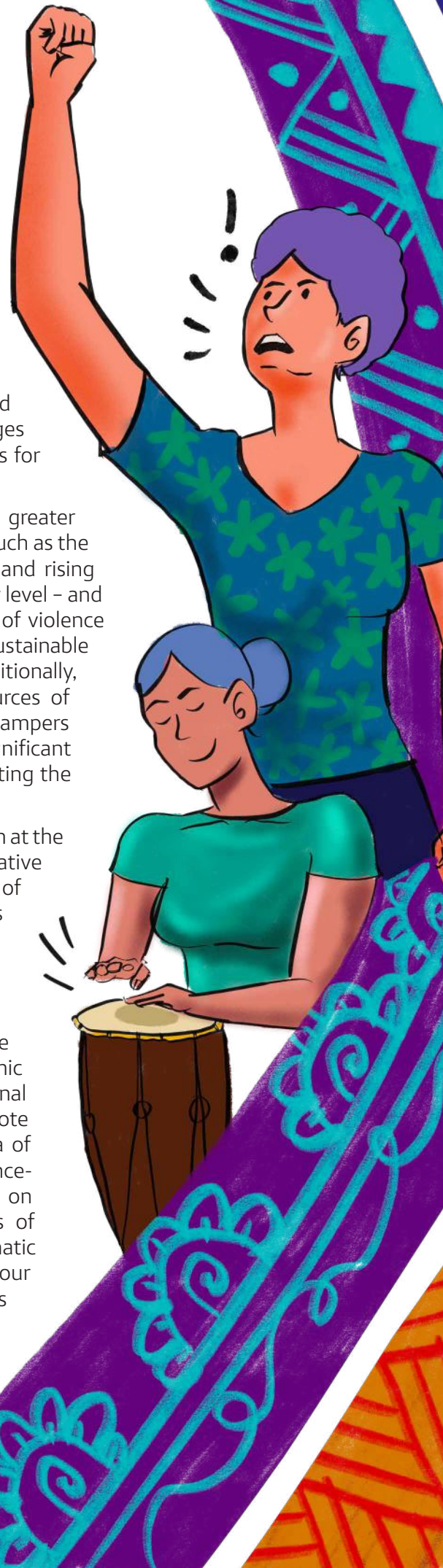


# Message from the Fund

As we reflect on the journey of the past year, we are reminded of the remarkable resilience and determination displayed by our communities, grantee partners, and the team at the Women's Fund Fiji ("the Fund"). The year 2023 has been one of profound challenges and profound growth, marked by both triumphs and tribulations for the Fund and our grantee partners.

Our commitment to addressing gender disparities has taken on greater significance as we navigate the compounding impacts of crises such as the COVID-19 pandemic, the escalating effects of climate change, and rising levels of violence against women and children. At the community level – and mirroring national trends – there remains a strong prevalence of violence against women, with survivors in need of counselling support, sustainable livelihoods to rebuild their lives, and access to safe homes. Additionally, women continue to face challenges in identifying secure sources of income and accessing markets, including e-platforms, which hampers their economic empowerment. Furthermore, there is still a significant underrepresentation of women in leadership positions, highlighting the need for ongoing advocacy and support.

Even so, across our thematic areas our grantee partners have been at the forefront of delivering essential services and fostering transformative change within communities. In relation to the thematic area of Ending Violence against Women and Girls (EVAWG), our partners have demonstrated unwavering dedication to advancing gender equality. They provide crucial sexual and reproductive health and rights services and establish referral pathways for further support, whether for health services, additional counselling, legal aid, or other welfare services. They also work to ensure access to safe housing. Additionally, under the thematic area of Women's Economic Empowerment (WEE), they facilitate connections to international markets, foster collaborations for skills development, and promote economic autonomy. Similarly, efforts under the thematic area of Climate Justice and Humanitarian Action have focused on resilience-building while acknowledging the impact of climate change on culture and identity and highlighting the interconnectedness of environmental and social justice. Moreover, within the thematic area of Women's Leadership and Decision-Making (WLDM), our partners have played a pivotal role in amplifying women's voices in policy dialogues and decision-making processes, driving





meaningful change at local and national levels. Additionally, initiatives aimed at enhancing Women's Coalitions for Change (WCC) have strengthened networks across urban and rural members, fostering solidarity and collective action. Furthermore, the positive impacts of engaging men and community leaders cannot be overstated, as their involvement has contributed to positive changes in social and gender norms, paving the way for more inclusive and equitable communities. One of the primary successes of our grantee partners is their wide and diverse reach to rural and remote women, who would otherwise be left behind in key areas of progress in climate justice, decision-making, and other crucial areas.

Amidst these efforts, the Fund has deepened its engagement with key stakeholders and strategic partners, forging new alliances and collaborations to amplify our collective impact. Our partnerships have enabled us to leverage resources, share best practices, and advocate for greater inclusion and equity across all sectors.

As we look ahead to the future, we are mindful of the significant challenges that lie ahead. The road to gender equality is fraught with obstacles, and the work of the Fund is far from over. However, we are inspired by the progress we have made and the resilience of those we work alongside and serve. We remain committed to our mission to influence and mobilise the flow of financial and non-financial resources so that feminist and women's rights organisations and movements and our grantee partners can progress the human rights of diverse women, girls, and gender nonconforming people in Fiji, and we are grateful for the unwavering support of our stakeholders and partners.

We extend our heartfelt gratitude to our grantee partners, donors, supporters, Board of Trustees, Governance Board, and our entire Fund team for their dedication and commitment. Together, we have achieved remarkable milestones and overcome formidable challenges, and we are confident that, with continued collaboration and solidarity, we will help build a more just and equitable future for all.

**Kuini Rabo**  
Acting Executive Director

**Georgina Naigulevu**  
Governance Board Chair

# Fund Snapshot

## Our Impact

Through regular programming, our grantee partners reached 18, 111 people across Fiji<sup>1</sup>:

**11,675**  
**(64%)**

Women and girls

**393**  
**(2%)**

Women and girls with disabilities

**6,261**  
**(35%)**

Men and boys

The total number reached includes

**175 (1%)**

Gender nonconfirming people

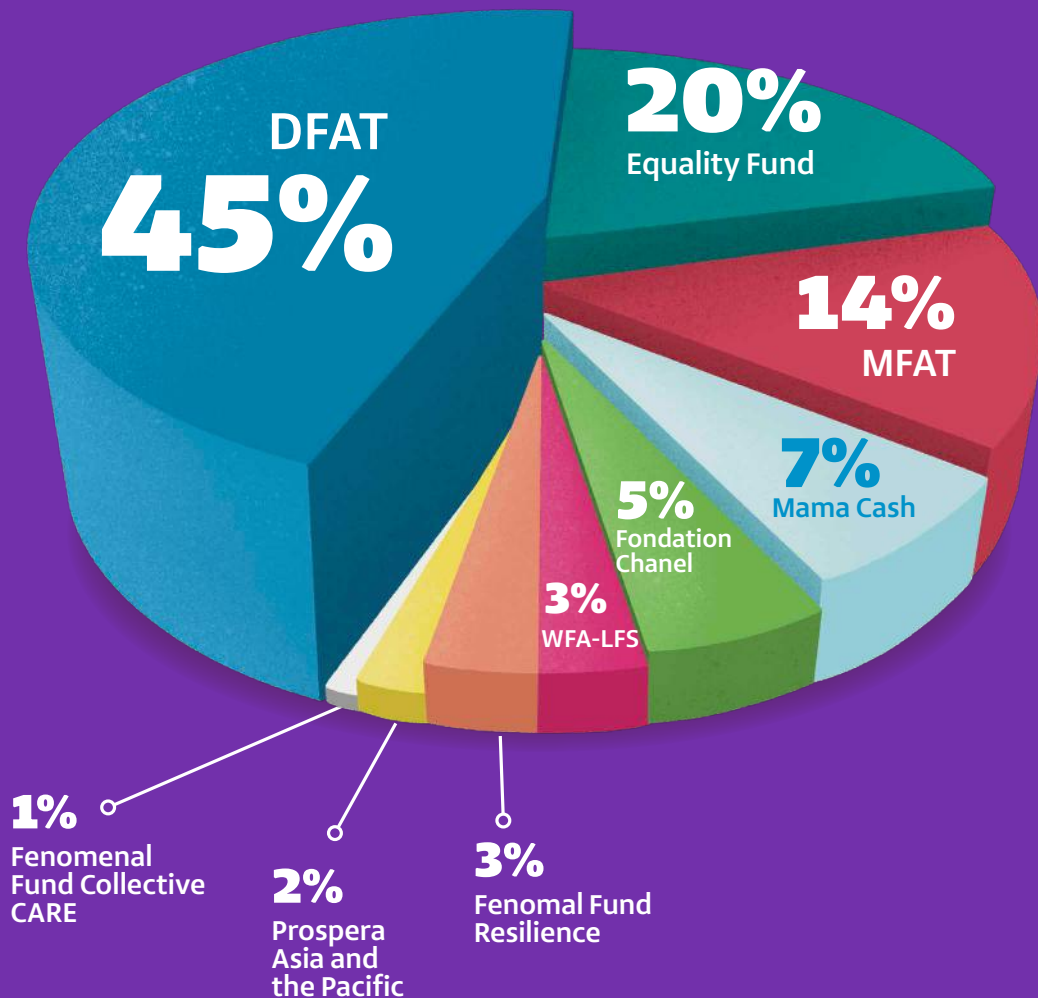
**316**  
**(2%)**

Men and boys with disabilities

<sup>1</sup> The beneficiary reach data presented in this report refers to the impact achieved within the calendar year of 2023.



## Our Donors



In 2023, our work in gender equality and women's empowerment was supported by the:

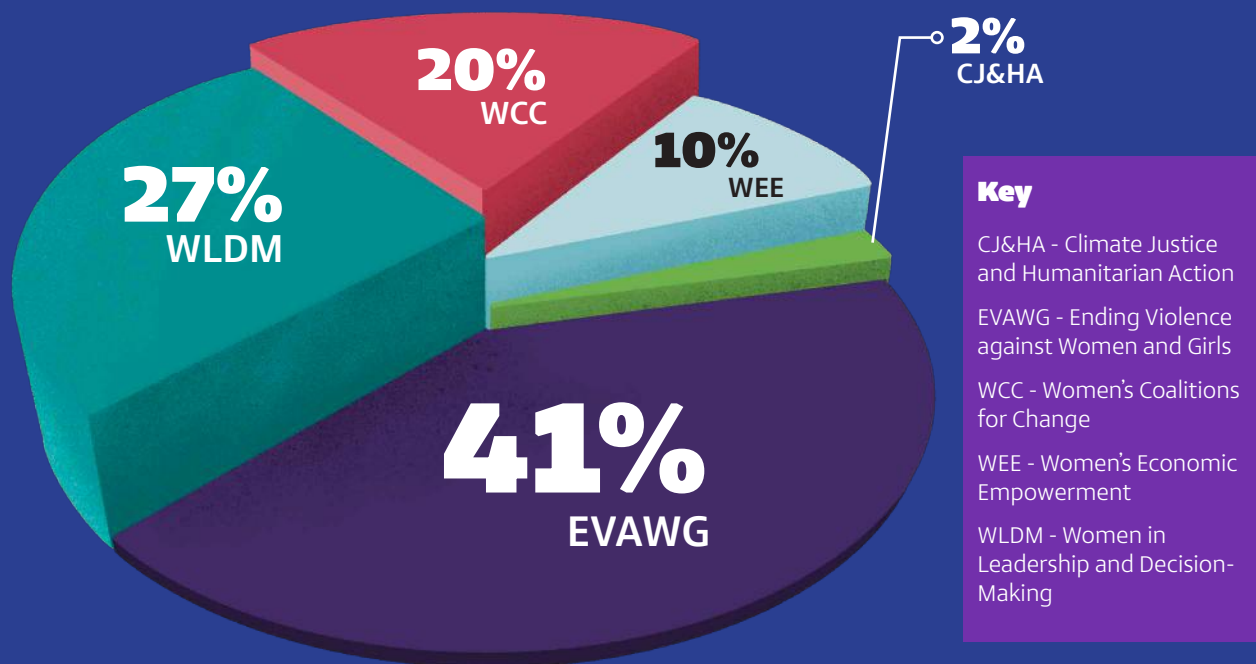
- Australian Government through the Gender Equality Branch and Suva Post;
- Equality Fund;
- New Zealand Government through the Ministry of Foreign Affairs and Trade (MFAT);
- Mama Cash;
- Prospera Asia and Pacific Chapter, via Women's Fund Asia and the Prospera International Network of Women's Funds (INWF);
- Women's Fund Asia – Leading from the South (WFA-LFS)
- Fenomenal Funds; and
- private philanthropy organisation Fondation Chanel.

In 2023, we were able to mobilise 5.07 million Fijian dollars (FJD) through eight of our donors. The Fund utilised FJD3.2 million, achieving a 65% utilisation rate. From the FJD3.2 million utilised, 74% was used for grant making and activities. The remaining 26% was distributed across operations and personnel costs. These investments are a testament to our dedication to advancing gender justice and human rights in Fiji.

## Our Grants

- Primary impact areas of our grants:

Share of total grants disbursed in 2023 by primary impact area



Note: Total grants disbursed in 2023: FJD2,141,558. By primary impact area the grant disbursements were as follows: CJ&HA - FJD42,831.16; WCC - FJD428,311.60; WEE - FJD214,155.80; EVAWG - FJD878,038.80; and WLDM - FJD578,220.66.

- Of the thirty grants twenty-one (21) were newly committed in 2023, under the following grant types:
- 20 Sustainability Grants;
- 1 Resilience Grant.

## Long-Term Grantee Partners

In 2023, the Fund awarded three of our grantee partners with long-term funding of FJD150,000 per year for three years (maximum of FJD450,000). These grantee partners were: (i) Transcend Oceania, (ii) the Fiji Disabled Peoples Federation, and (iii) femLINK Pacific. The Lifebread Stay Connected Foundation also signed a long-term grant for the first time in 2023. These grantee partners were identified based on their demonstrated potential to contribute to long-term change within the community.



# Executive Summary

Women's Fund Fiji is the resource mobilising arm of the women's movement in Fiji, dedicated to the empowerment of diverse women, girls, and gender nonconforming individuals from marginalised communities. As we present our second annual report as an independent entity, our commitment to fostering inclusivity and equity in resource mobilisation remains resolute.

Informed by the national, regional, and international landscape, our grantee partners' work reflects the urgency of addressing heightened rates of violence against women and children in Fiji. Collaborative, multi-stakeholder approaches are essential, especially in alignment with the Ministry of Women's National Action Plan, which we actively support. At the regional level, our grantee partners' engagement in forums such as the 67th session of the Commission on the Status of Women highlights our dedication to eliminating violence against women and promoting economic empowerment. Internationally, we and our grantee partners remain vigilant against regressive measures, positioning ourselves as facilitators of dialogue and safe spaces for diverse voices.

Collaboration and networking have emerged as powerful tools for collective action, exemplified by the impactful work of our grantee partners. Established partners like Medical Services Pacific (MSP) and Rise Beyond the Reef (RBTR) provide crucial capacity-building support, fostering alliances that empower smaller organisations to extend their impact. Initiatives such as training partnerships, like the one between the Lifebread Stay Connected Foundation and the Ba Women's Forum, embody the cooperative spirit propelling our movement forward. Moreover, our partners are actively engaged in international platforms, such as the Assertive Entrepreneur Women's Summit attended by members of Women Entrepreneurs Business Council (WEBC), offering invaluable opportunities for global connection and knowledge exchange on entrepreneurship. Additionally, organisations like the Women in Fisheries Network (WiFN) Fiji are enriching data repositories and sharing insights with stakeholders – such as the Australian Humanitarian Partnership – to enhance disaster response and resilience-building efforts and to ensure women's voices are heard in humanitarian interventions. Additionally, the Fiji Disabled Peoples Federation (FDPF) has revived their Ovalau branch and established a new branch on Koro Island, fostering greater inclusion of persons with disabilities and promoting inclusive community participation in their work. Furthermore, smaller organisations like the Cicia Women's Network are strengthening the connection between urban and rural women with shared ancestry from Cicia. They are working towards creating sustainable income sources for women in their communities by reviving age-old sustainable practices that have been dormant for over 50 years, thus fostering sustainable livelihoods.

In 2023, our grantee partners impacted over 18,000 individuals across four divisions in Fiji, bringing tangible benefits to communities. Financially, our resource base has diversified, with increased donor contributions, notably from the New Zealand Government's Ministry of Foreign Affairs and Trade and the private philanthropy organisation Fondation Chanel.

Despite organisational transitions, including changes in leadership and filling the Fund's resource capacity, we have navigated challenges with resilience. Looking ahead, our resolve remains unwavering, fuelled by the collective strength of our partners and the communities we serve.



ECONOMIC EMPOWERMENT  
INCLUSIVITY  
DISASTER RESPONSE  
PREVENTION

# About Us and Our Approach

## About Us

Women's Fund Fiji (hereafter "the Fund") is the Pacific's first national women's fund, dedicated to mobilising 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 Shaping Pacific Development 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, marking a significant milestone in our journey towards sustainability and independence.

In 2022, we received FJD4.05 million from donors, including the Australian Government's Department of Foreign Affairs and Trade and international sister funds like Mama Cash, Equality Fund, Fenomenal Fund, and the Asia and Pacific chapter of Prospera via Women's Fund Asia and the Prospera International Network of Women's Funds. In 2023, funding increased to FJD5.07 million with new donors, including a significant three-year partnership under the New Zealand Government's Ministry of Foreign Affairs and Trade's Fiji Gender Action Programme: Marama ni Viti. We also renewed partnerships with Equality Fund and MamaCash and secured our first private funding from Fondation Chanel, diversifying our funding base.

## Our Approach

The Fund is led by and for diverse women and gender nonconforming people, using intersectional feminist principles to drive inclusive models for flexible, long-term funding. Focused on transformative agency, autonomy, leadership, and decision-making for all, the Fund aims to offer sustainable support to women's groups, especially in rural and remote areas. Committed to equality and non-discrimination, the Fund adapts to changing contexts to meet community needs. Transparency, accountability, inclusivity, and diversity are central to the Fund's operations. Collaboration with partners and allies are key to achieving shared goals and driving meaningful change. To achieve this objective, we adopt three approaches:

1. Grant making: Direct funding is crucial for realising the rights of women, girls, and gender nonconforming communities. By providing funding directly to these movements, we ensure power is transferred to where it rightfully belongs. We offer three types of grants:
  - Sustainability Grants
  - Movement-Building Grants
  - Resilience Grants.
2. Capacity development: We offer non-financial resources like capacity building, convening, information sharing, expertise, care, and solidarity. These resources help rural, remote, and marginalised groups access larger grants that may be difficult for less established or unregistered organisations to obtain.
3. Movement building and advocacy: Our goal is to influence and transform the 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 nonconforming people from rural, remote, and marginalised communities in Fiji and the Pacific, we open doors for a more inclusive funding model in the region.

# Where We Work

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



Ending Violence Against Women and Girls (EVAWG)



Women's Coalition for Change (WCC)



Climate Justice & Humanitarian Action (CJ&HA)



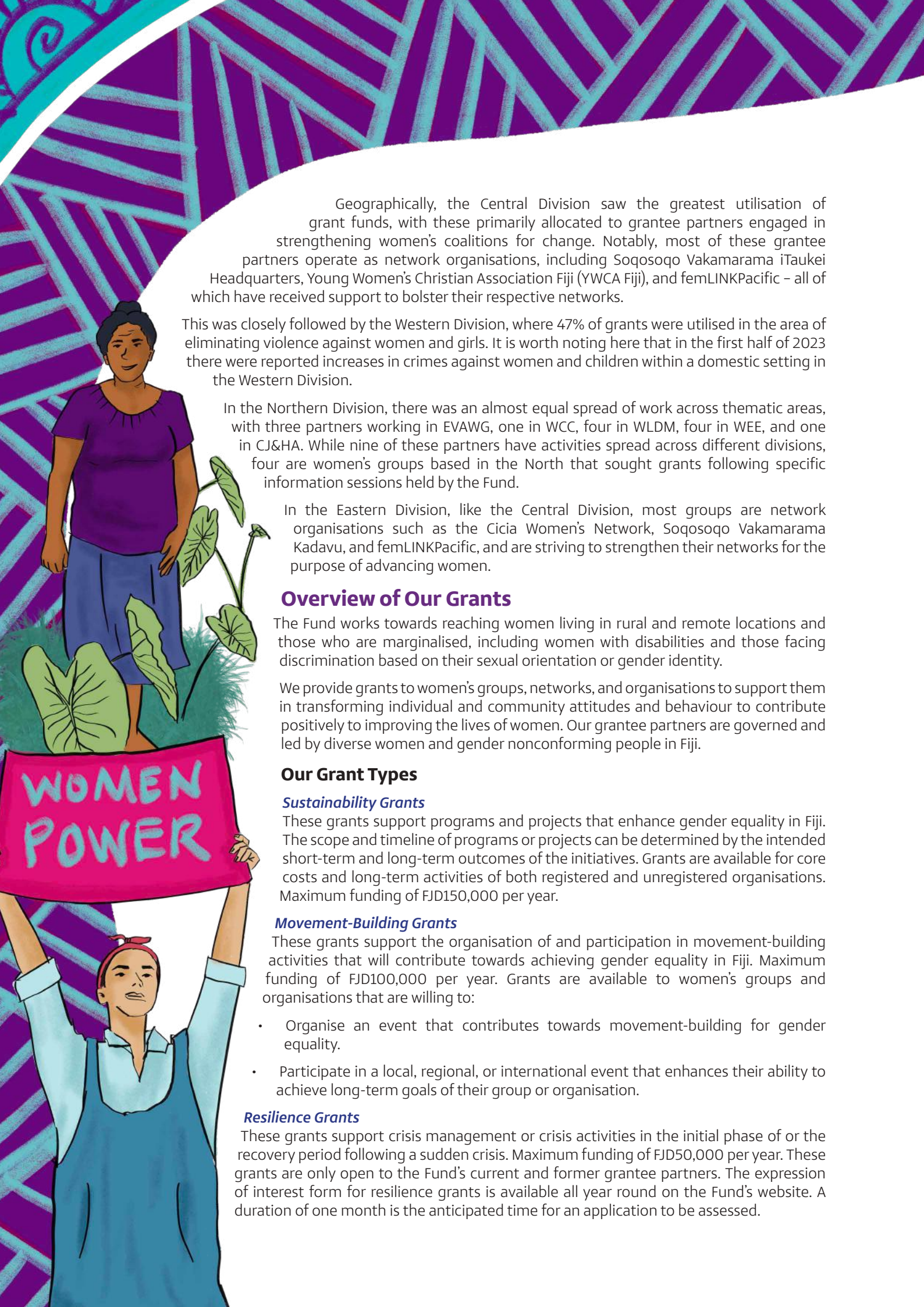
Women's Leadership & Decision Making (WLDM)



Women's Economic Empowerment (WEE)

## Geographical distribution of grantee partners in Fiji (2023):

1. Northern Division: 13 grantee partners – **43% of total grants**
2. Western Division: 14 grantee partners – **47% of total grants**
3. Central Division: 16 grantee partners – **53% of total grants**
4. Eastern Division: 9 grantee partners – **30% of total grants**



Geographically, the Central Division saw the greatest utilisation of grant funds, with these primarily allocated to grantee partners engaged in strengthening women's coalitions for change. Notably, most of these grantee partners operate as network organisations, including Soqosoqo Vakamarama iTaukei Headquarters, Young Women's Christian Association Fiji (YWCA Fiji), and femLINKPacific – all of which have received support to bolster their respective networks.

This was closely followed by the Western Division, where 47% of grants were utilised in the area of eliminating violence against women and girls. It is worth noting here that in the first half of 2023 there were reported increases in crimes against women and children within a domestic setting in the Western Division.

In the Northern Division, there was an almost equal spread of work across thematic areas, with three partners working in EVAWG, one in WCC, four in WLDM, four in WEE, and one in CJ&HA. While nine of these partners have activities spread across different divisions, four are women's groups based in the North that sought grants following specific information sessions held by the Fund.

In the Eastern Division, like the Central Division, most groups are network organisations such as the Cicia Women's Network, Soqosoqo Vakamarama Kadavu, and femLINKPacific, and are striving to strengthen their networks for the purpose of advancing women.

## Overview of Our 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 behaviour to contribute positively to improving the lives of women. Our grantee partners are governed and led by diverse women and gender nonconforming people in Fiji.

### Our Grant Types

#### *Sustainability Grants*

These 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 of both registered and unregistered organisations. Maximum funding of FJD150,000 per year.

#### *Movement-Building Grants*

These grants support the organisation of and participation in movement-building activities that will contribute towards achieving gender equality in Fiji. Maximum funding of FJD100,000 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*

These grants support crisis management or crisis activities in the initial phase of or the recovery period following a sudden crisis. Maximum funding of FJD50,000 per year. These grants are only open to the Fund's current and former grantee partners. The expression of interest form for resilience grants is available all year round on the Fund's website. A duration of one month is the anticipated time for an application to be assessed.

## Grant Footprint

In 2023, Women's Fund Fiji supported a diverse range of grantee partners across various thematic areas and geographic locations, with 70% of these partners working in rural areas, 40% in semi-rural areas, and 27% in urban areas. All partners working on EAWG target rural and semi-rural communities, with the majority utilising well-established approaches for psychosocial support, referral pathways, and livelihoods assistance. The majority of those working in WEE also focus on rural and semi-rural communities, addressing economic autonomy and market access challenges. Our sole partner in CJ&HA works exclusively with rural women; while WCC grantees operate in both urban and rural settings, mainly through network organisations. WLDM partners predominantly work in rural or semi-rural areas, with a few extending their initiatives to urban centres.

This table outlines Women's Fund Fiji's grantee partners for the year 2023, categorised by thematic areas of work. It provides details on the types of grants received, the divisions they operate in, geographic locations served, the number of grants awarded to each grantee partner, to date, and the respective donors.

Thematic area	Grantee partner	Grant type	Division				Geographic location	No. of grants	Donor
			Central	Eastern	Western	Northern			
EVAWG	BIRTH Fiji	Sustainability			✓		Urban, semi-rural	3	DFAT
	MSP		✓	✓	✓	✓	Rural, semi-rural, urban	6	DFAT
	Save the Children Fiji				✓		Rural, semi-rural	1	DFAT
	Lifebread				✓		Rural, semi-rural, urban	1	Equality Fund
	Transcend Oceania		✓	✓	✓	✓	Rural, semi-rural	2	DFAT
	Soqosoqo Vakamarama iTaukei Cakaudrove					✓	Rural	1	MFAT
	PRAN				✓		Urban, semi-rural	3	DFAT
	FCS	Movement building	✓				Urban, semi-rural	4	DFAT
WCC	SSVM Kadavu	Sustainability					Rural	2	DFAT
	FDPF		✓				Urban	3	DFAT
	SSVM Lau			✓			Rural	1	MFAT
	SSVM HQ		✓				Urban	1	Equality Fund
	femLINK Pacific		✓	✓	✓	✓	Rural, semi-rural, urban	2	DFAT
	YWCA		✓	✓	✓		Urban	3	Equality Fund
WLDM	RBTR		✓	✓	✓	✓	Rural	7	DFAT
	FWRM		✓		✓	✓	Rural, Semi-rural, urban	6	DFAT

Thematic area	Grantee partner	Grant type	Division				Geographic location	No. of grants	Donor
			Central	Eastern	Western	Northern			
WDLM	ELFA	Sustainability	✓				Urban	1	Equality Fund
	Bia i Cake					✓	Rural	1	MFAT
	Cicia Women's Network		✓	✓			Rural, urban	1	MFAT
	RPF		✓				Urban	1	DFAT
	FCS				✓		Rural, semi-rural, urban	5	Equality Fund
	KIOA					✓	Rural	2	DFAT
	NWDG		✓				Rural	5	Equality Fund
WEE	RBTR	Resilience	✓	✓	✓	✓	Rural	8	DFAT
	WEBC	Sustainability	✓				Rural, semi-rural, urban	4	DFAT
	TISI				✓	✓	Semi-rural, urban	1	DFAT
	Udukacu Boots & Skirts					✓	Rural	1	MFAT
	Taveuni Empowerment of Women Support Group					✓	Rural	1	MFAT
	Tikina Mudu			✓			Rural	1	MFAT
CJ&HA	WiFN		✓		✓	✓	Rural	4	Mama Cash

\* None of the 2023 grantee partners were based in the Southern Division, but some did undertake programs or projects in this division.





# Context

The Fund's progress throughout January–December 2023 was shaped by various factors at the international, regional, and national levels. Internationally, the work unfolded within a complex environment marked by a downturn in support for reproductive rights, including the US overturning the *Roe v. Wade* ruling and stringent abortion restrictions in Latin America. Divisions within the global feminist movement on issues like transgender rights and sex work also have implications, both at the international level and at the national level in Fiji.

Despite strides in women's political leadership, violence and threats against women in politics persist, deterring their involvement. The 2023 IPU–UN Women “Map of Women in Politics” indicates more women are holding decision-making positions in Fiji, but gender parity remains distant. LinkedIn data from 2023 shows that women occupy 32.2% of senior leadership roles, nearly 10 percentage points lower than their overall workforce representation.

Regionally, the Asia-Pacific region continued to grapple with high rates of violence against women. The Asia-Pacific Regional Consultation for the 67th session of the Commission on the Status of Women highlighted persistent violence against women and girls. Economic empowerment of women in the informal economy and the formalisation of micro, small, and medium enterprises (MSMEs) are key priorities. Technological advancements in the Pacific Islands have brought benefits for women entrepreneurs, enabling market expansion and cost reduction. However, persisting challenges such as gender-based violence and digital skills gaps underscore the need for inclusive digital transformation.

The Pacific Islands Forum Leaders Meeting in the Cook Islands committed to a revitalised gender equality declaration, emphasising political leadership and regionalism. Despite positive shifts in women's political representation, there is a concerning rise in violence against women in politics, particularly psychological violence via social media. Reports call for a more integrated approach, combining violence against women (VAW) and leadership and decision-making (LDM) programming. The Asian Development Bank (ADB) has highlighted the prevalent violence against women and girls (VAWG) in the Pacific, including economic abuse and reproductive coercion.

Within Fiji, challenges persisted in relation to law enforcement, with rising trends of women reporting issues like rape directly to the Fiji Women's Crisis Centre because of the lack of trust in formal systems of addressing rape and other forms of domestic abuse. Urgent calls for improved response mechanisms have been highlighted, especially in response to increases in cases of domestic and drug-related violence against women and children.

Rural women continue to be particularly vulnerable to climate risks, with security of livelihoods for rural women threatened by increasing disasters. The Fijian Government has integrated gender considerations into disaster and climate change policies, conducting gender-disaggregated vulnerability assessments and post-disaster needs assessments.

There was increased funding for the Ministry for Women, Children, and Social Protection in 2023. Notable investments included FJD500,000 for the Women's Plan of Action and FJD200,000 for advocacy by women's organisations. The Ministry also released the Gender Transformative Institutional Capacity Development document as part of efforts towards women's empowerment in the labour force.

The combination of these international, regional, and national factors shaped the environment in which the Fund operated, highlighting the complex interplay of gender equality issues and the need for continued efforts to address them at multiple levels.



# Our Work with Grantee Partners

There are indications that the capacity development and grants provided by the Fund significantly enhance the ability of grantee partners to contribute to gender justice. The subsequent sections of the report detail the activities and implementations related to this support. First, the report outlines the capacity-development initiatives facilitated by the Fund for grantee partners throughout the year. Following this, the report presents the outcomes achieved by the Fund's grantee partners across five thematic areas during the reporting period. These sections collectively provide evidence of the positive impact of our capacity-development and grant programs on promoting gender justice.

## Capacity Development of Grantee Partners

In 2023, our commitment to empowering grantee partners was demonstrated through a range of capacity-development initiatives aimed at fostering gender-transformative change. Central to this effort was the delivery of Gender Equality and Social Inclusion (GESI) and child protection training to newly onboarded grantee partners, including the Lifebread Stay Connected Foundation, Soqosoqo Vakamarama iTaukei Cakaudrove (SVTC), Udukacu Skirts and Boots, Bia i Cake Women's Cooperative, and Taveuni Empowerment of Women Support Group (TEWSG).

The GESI trainings use a participatory approach and include the use of tools that enable the participation of women and all other vulnerable groups and communities. The trainings have served to empower a wide range of women, youth and girls – as well as persons with disabilities – and enabled their free participation in a largely patriarchal society. Furthermore, the GESI trainings have often served as entry points for grantee partners to strengthen their networks with various stakeholders. These trainings have also boosted the confidence of women and other vulnerable groups, enabling them to actively participate in the design and planning of projects. Additionally, the trainings have ensured capacity building in the various areas targeted by the Fund.

The grantee partner trainings – which are mandatory for all new partners – showcase the Fund's commitment to ensuring that all stakeholders adhere to fundamental principles of GESI and child protection, reflecting our duty of care to vulnerable populations. In addition to strengthened capacity, additional positive outcomes from these sessions included new partnerships, such as between Then India Maathar Sangam (TISI) and Medical Services Pacific (MSP) to conduct outreach sessions for Sangam women in Lautoka. The Lifebread Stay Connected Foundation has also incorporated GESI learnings into their existing programs.



The Fund has also facilitated training sessions on the utilisation of the Xero accounting app for financial management with several grantee partners, including Cicia Women's Network, Udukacu Skirts and Boots, Taveuni Empowerment of Women Support Group (TEWSG), Soqosoqo Vakamarama Lau (SVM Lau), SVTC, Tikina Mudu Women's Group, and Bia i Cake Women's Cooperative. This cloud-based accounting software offers comprehensive functionalities tailored to the needs of small- and medium-sized organisations, enabling streamlined financial transactions, invoicing, bank reconciliations, and payroll processing. Introducing this tool to partners without established accounting systems aligns with our commitment to enhancing the efficiency, accuracy, and transparency of financial processes, ultimately fostering responsible stewardship of grant funds. The seven grantee partners who received Xero training have displayed improved capacity in acquitting their disbursed funds and provided greater accountability and transparency on work undertaken at the community level.

The adoption of the Xero accounting app was identified as a solution after the Fund noticed that some grantee partners displayed limited capacity in financial acquittals. Previously, the manual process of acquitting funds using spreadsheets was not only tedious but also cumbersome, especially given the requirement to scan and compress documents into zip folders for submission. This process was further complicated by limited access to necessary equipment, contributing to delays in the submission of reports. It is important to highlight the flexibility we extend to our grantee partners regarding the adoption of new tools. While we encourage the use of Xero for its demonstrable benefits, we understand that some partners may have reservations or face challenges in transitioning. Therefore, we remain committed to supporting our partners through this change, ensuring that they understand the value and are comfortable with the transition, while also accommodating those who may need more time or alternative solutions.

In addition to structured training sessions, the Fund provided ongoing direct support to grantee partners through individualised visits and facilitated collaborative opportunities among partners. For instance, the Cicia Women's Network leveraged connections with SVTC to exchange best practices in organisational management. Furthermore, they engaged with RBTR to explore strategies for branding, craftwork, and market access in order to empower women to pursue entrepreneurial endeavours and enhance their economic autonomy.



## Grantee Partner Work across Thematic Areas

There is evidence that the grants provided by the Fund increase the capacity of grantee partners to contribute to gender justice. The following sections show the outcomes achieved, by our grantee partners, over the reporting period across the thematic areas addressed by the Fund.

### Eliminating Violence Against Women and Girls (EVAWG)

To eliminate violence against women and girls, the Fund disbursed **FJD877,665** to eight grantee partners, supporting the implementation of eight grants. This funding reached a total of **10,254** people: 6,925 women (including 130 with disabilities), 3,219 men (including 58 with disabilities), and 110 gender nonconforming individuals.

#### Our eight grantee partners working on EVAWG are:

- i. Building Innate Resilience Through Hearts (BIRTH) Fiji;
- ii. Medical Services Pacific (MSP);
- iii. Pacific Rainbow Advocacy Network (PRAN);
- iv. Save the Children Fiji;
- v. Lifebread Stay Connected Foundation;
- vi. Transcend Oceania;
- vii. Fiji Cancer Society; and
- viii. Soqosoqo Vakamarama iTaukei Cakaudrove (SVTC).

Additionally, one other grantee partner contributes to this thematic area: femLINKPacific. Below is an overview of the positive changes achieved by grantee partners, as well as examples from a selection of grantee partners.

#### Overview

Violence against women and girls (VAWG) is a critical issue globally, regionally in the South Pacific, and specifically in Fiji. In 2023, international reports highlighted persistently high rates of VAWG, exacerbated by crises such as the COVID-19 pandemic and climate change. The UN notes that less than 40% of women experiencing violence seek help, underscoring significant barriers to reporting and accessing support.<sup>2</sup> The economic impact of VAWG is substantial, with global costs estimated at trillions of dollars.

In the South Pacific, VAWG is notably high, with two in three women experiencing physical or sexual violence in their lifetime, mostly by intimate partners, a rate surpassing the global average. Barriers to seeking help include cultural stigma, limited service access, women's inability to leave abusive relationships because of economic dependence on their partners, and fear of retaliation.

Fiji has some of the highest VAWG rates globally, with nearly two in three ever-partnered women experiencing intimate partner violence. Child sexual abuse is the most common form of sexual violence, primarily affecting girls. Patriarchy, manifesting in beliefs and practices that privilege men, is the root cause of VAWG in Fiji, compounded by economic insecurity, crises, and substance abuse.

In June 2023, Fiji launched the National Action Plan to Prevent Violence Against All Women and Girls, becoming the first Pacific Island country to do so.<sup>3</sup> Supported by significant funding from the Fijian and Australian governments, the Plan aims to prevent violence through strategies including transformative public education, strengthening respectful relationships, survivor-centred services, coordinated legal protections, and fostering gender equality.

Our grantee partners play a crucial role in this context by implementing strategies to combat VAWG. Tailored strategies by partners such as BIRTH Fiji and Transcend Oceania focus on trust-building and addressing immediate needs such as women's livelihoods and climate change impacts. Women have gained confidence and increased financial independence; while survivors have found improved access to sexual and reproductive

<sup>2</sup> <https://bit.ly/3wYef1Y>

<sup>3</sup> <https://bit.ly/3X5Gm9S>

health rights services. This data, gathered through testimonials and end-of-activity evaluations, reflects the positive outcomes of grantee partners' programs. Lifebread Stay Connected Foundation and BIRTH Fiji, both operating in the Western Division, and Medical Services Pacific (MSP), which operates across various divisions, have been collecting and reporting these insights. Partners recognise the importance of engaging community leaders, including men, to increase community-wide support for women. In improving access to resources and services, partners such as Lifebread Stay Connected Foundation, BIRTH Fiji, and PRAN initiate efforts to connect survivors of gender-based violence with safe homes through referrals and other support networks. They place great value on addressing financial empowerment and safe housing initiatives to support survivors on their path to recovery and independence.

Grantee partners diligently challenge social norms and structures through comprehensive community strategies, engaging leaders to advocate for ending violence against women and children. Partners such as SVTC, MSP, Save the Children Fiji, and Transcend Oceania actively participate in forums advocating for the implementation and monitoring of policies to foster gender justice, and contribute to discussions on women's needs and policy formulation. SVTC made submissions on the public consultation on the Child Protection Bill 2023. Transcend Oceania broadened their network and partnerships with other women-led peacebuilding networks and allies to form the Pacific Women's Mediation Network. Save the Children and MSP have directly engaged with key stakeholders like the Fiji Police Force and relevant line ministries, who are also key partners in their project implementation, to spread awareness of the need for their work and the impact they are making. Through their engagement, our grantee partners place an emphasis on influencing policy and institutional frameworks in order to foster gender justice.

## What EVAWG outcomes look like in practice

### An example from Medical Services Pacific

Since 2010, **Medical Services Pacific (MSP)** has been pivotal in delivering services that ensure sexual and reproductive health and rights, especially in Fiji's remote and maritime areas.

Through their partnership with the Fund, which began in 2018, MSP has reached over 23,000 women and girls, 14,000 men and boys, 190 women with disabilities, 150 men with disabilities, and 80 gender nonconforming people. Their work spans three branches in Suva, Labasa and Lautoka, and covers a broad spectrum of social issues, including family planning, girl empowerment, teenage pregnancy, reproductive tract cancers and non-communicable diseases, sexually transmitted diseases, HIV/AIDS, and ending violence against women and girls.

MSP works continually with the Ministry of Women, Children and Social Protection and the Fiji Police Force to facilitate joint training and swift referrals for survivors of abuse and sexual assault, further enhancing their impact and reach. Coordination between Fiji Police and MSP's One Stop Shop clinical, counselling, and legal services has strengthened the capacity of national support systems to respond to sexual gender-based violence. MSP continues to reach and expand its health and social services and its post-rape care program throughout Fiji.

Outreach to urban settlements and remote areas remained central to MSP's approach in 2023, with outreach teams conducting 190 awareness and capacity-building sessions that empowered women and engaged male community leaders, traditional gatekeepers, service providers, and medical practitioners. During these visits, they directly engaged 5,781 women, 1,796 girls, 1,690 men and 3,740 boys, including 1,900 school children, with knowledge about gender-based violence, their health, their rights, and how to seek support.

In crises, MSP provides immediate assistance to women in dangerous or violent situations, including natural disasters and other emergencies. The organisation is embedded as a responder within the Fiji Emergency Cluster System, ensuring access to safe and timely services that address gender-based violence, child abuse, and women's health needs.

MSP reinforces its commitment to promoting safe, healthy and inclusive environments through its collaborations with the Fiji Government, international donors, the business sector, and faith-based organisations, which expands their reach and ensures that services are delivered where they are most needed.



### An example from Soqosoqo Vakamarama iTaukei Cakaudrove

The Na I **Soqosoqo Vakamarama iTaukei Cakaudrove (SVTC)**, a rural iTaukei women-focused NGO based in Savusavu Town, was established in the early 1920s and restructured in 2005 before formally registering as an NGO in 2016. It is dedicated to preserving craft and culture while promoting the holistic wellbeing of women, families, and their communities. Their project “Improving Gender Relations in Cakaudrove Province” aims to raise awareness about violence against women, girls, and children in targeted iTaukei villages in the province.

In 2023, SVTC engaged with all six of their target communities in Cakaudrove through cooperative efforts, awareness sessions, and information exchanges with partner organisations. The sessions reached a total of 192 people: 98 women and 92 men, including one man with a disability and one member of the LGBTQI community. A distinctive strategy they employed was integrating their initiatives within existing belief systems, notably Christianity, which plays a significant role in shaping these communities’ values. This culturally sensitive approach has facilitated community buy-in.

SVTC’s awareness sessions have begun transforming community attitudes towards violence. Discussions include ending violence against women and children, with participants reflecting on how these sessions have changed their perspectives and behaviour. For instance, one woman shared how she moved away from corporal punishment towards clearer communication with her family. Community leaders also reported increased awareness of underlying issues and proactive measures to address concerns like teenage pregnancy.

SVTC collaborated with the Cakaudrove Rugby Union to provide awareness training to about 60 young men participating in the Fiji Rugby Union’s Vanua Cup Championship, aiming to instil values of respect, non-violence, and gender equality. By engaging rugby players, SVTC aspires to harness their potential influence as role models, especially among the youth. They also enlisted Pastor Kepurueli Duana, a renowned marriage counselor, to advocate for non-violence within marriages.

The group hosted a 16 Days of Activism event in December 2023, further raising awareness about violence against women in Cakaudrove. This is a first of its kind in Savusavu Town and for SVTC. The organisation participated in national dialogues and policy formulation, advocating for gender justice at both the grassroots and policy levels. Faced with challenges like poor attendance and reluctance from some villages, SVTC adapted by seeking approval from traditional leaders, church leaders, and demonstrated flexibility to ensure project inclusivity.

The project has been strengthened through partnerships with key stakeholders, including the Ministry of Women, Social Welfare, Children and Poverty Alleviation and Medical Services Pacific, expanding their reach and resources. By engaging community leaders and men in their projects, SVTC fosters widespread support for women and promotes gender justice across Cakaudrove Province.



## Women's Leadership & Decision-Making (WLDM)

The Fund disbursed **FJD575,878** to nine grantee partners to implement nine grants to strengthen women's participation in leadership and decision-making, reaching **4,571** people – 2,587 women and girls (including 56 with disabilities), 1,946 men and boys (including 62 with disabilities), and 38 gender nonconforming people.

### Our nine grantee partners working on WLDM are:

- i. Fiji Cancer Society (FCS);
- ii. Fiji Women's Rights Movement (FWRM);
- iii. Kioa Women's Organisation (KWO);
- iv. Naitasiri Women in Dairy Group (NWDG);
- v. Rise Beyond the Reef (RBTR);
- vi. Emerging Leaders Forum Alumni (ELFA);
- vii. Bia I Cake Women's Cooperative;
- viii. Cicia Women's Network; and
- ix. Rainbow Pride Foundation (RPF).

Additionally, one other grantee partner contributes to this thematic area: femLINKPacific. Below is an overview of the positive changes achieved by grantee partners, as well as examples from a selection of grantee partners.

### Overview

Globally, despite strides in women's political leadership, violence and threats against women in politics persist, deterring their involvement. Such violence, both online and offline, hinders women's voices and prevents much-needed economic and social recovery.<sup>4</sup> The 2023 IPU-UN Women Map of Women in Politics indicates more women are holding political decision-making positions, but that gender parity remains distant.<sup>5</sup> As of January 2023, only 11.3% of countries have women Heads of State, and 9.8% have women Heads of Government. Women represent 22.8% of Cabinet Ministers globally, with significant regional disparities: Europe and the Americas lead, while Central and Southern Asia and the Pacific Islands lag.

LinkedIn data from 2023 shows that women occupy 32.2% of senior leadership roles, nearly 10 percentage points lower than their overall workforce representation.<sup>6</sup> In the South Pacific, women's representation in business leadership is still low, with fewer women in senior leadership roles.<sup>7</sup>

The Pacific Islands Forum Leaders Meeting in the Cook Islands committed to a revitalised gender equality declaration, emphasising political leadership and regionalism.<sup>8</sup> Despite positive shifts in women's political representation, there is a concerning rise in violence against women in politics, particularly psychological violence via social media. Reports call for a more integrated approach, combining violence against women (VAW) and leadership and decision-making (LDM) programming.

In Fiji, a Fiji Women's Rights Movement perception study on leadership published at the end of 2022 revealed that 35% of respondents indicated support from loved ones as "crucial" for a woman's chances of being elected as a leader, while 20% thought such support was "fairly important", and 12% deemed it "important".<sup>9</sup> The study recommends more advocacy around this area, highlighting the importance of support mechanisms for women in leadership. Additionally, respondents identified gender stigmatisation as a primary factor that could decrease women's chances of being leaders.

The Fund's grantee partners are making strides in addressing WLDM issues through various initiatives. Partners like Rise Beyond the Reef (RBTR), Fiji Women's Rights Movement (FWRM), Emerging Leaders Forum Alumni (ELFA), Naitasiri Women in Dairy Group (NWDG), and FemLINKPacific have been implementing initiatives aimed at raising consciousness and capabilities. They conduct capacity-building workshops, leadership training, and community awareness campaigns to enhance leadership skills and collective empowerment among women.

4 <https://bit.ly/3RcpZot>

5 <https://bit.ly/3KrsfnX>

6 <https://bit.ly/3R8ZvEh>

7 <https://bit.ly/457HtYS>

8 <https://bit.ly/3V9XrNo>

9 <https://bit.ly/3R9PUgg>

RBTR has successfully developed and implemented a leadership structure at the community level, wherein village coordinators work with district coordinators to help train and guide the work of women members on the ground. These women coordinators have become part of mainstream leadership forums at the community and district levels.

Grantee partners also focus on providing resources and creating safe spaces. The Bia i Cake Women's Cooperative and RBTR offer training and networking opportunities, while the Yakete Women's Cooperative, an RBTR project site, is pursuing land ownership. These efforts help women gain access to resources and strengthen their leadership roles. Furthermore, one result of the need to provide resources and create safe spaces has been RBTR partner communities setting up pandanus farms, which provide needed resources for making mats and baskets, to support women's economic empowerment programs.

Challenging social norms and deep structures is another critical area of focus. Partners like the Kioa Women's Organisation (KWO), NWDG, Cicia Women's Network, and RBTR engage men and communities to support women's leadership. These efforts have led to increased recognition of and support for women's initiatives within communities, including activities led by women. These can be for women's collective work towards livelihoods initiatives, or to support individual women, or for women's groups' weekly or monthly activities. In the cases of NWDG and RBTR, an outcome of project implementation has been that men are part of gender equality and social inclusion (GESI) trainings and leadership trainings, and have become involved in project implementation, helping women in the preparation of resources for handicrafts such as mat-making and masi preparation.

At the policy and institutional level, grantee partners actively influence decision-making processes and advocate for gender-responsive policies. Their contributions have helped create more inclusive governance structures and policy frameworks, aligning with international conventions such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Beijing Platform for Action. By participating in forums and submitting needs summaries and outcome documents, women-led networks, supported by organisations like femLINKPacific, emphasise the importance of influencing policy frameworks to foster gender justice.

## What WLDM outcomes look like in practice

### An example from the Lifebread Stay Connected Foundation

The **Lifebread Stay Connected Foundation (LSCF)**, through its Almanah Hope Centre, has pioneered impactful empowerment and capacity-building training programs for marginalised women in the west of Fiji, particularly those from rural communities and informal settlements. These women, who are often vulnerable to domestic violence, unemployment, and adverse climate impacts, find crucial support through the program. Many of the women in these programs had endured violence because they were solely dependent on their abusers for their needs and those of their children. Widows struggling to provide for themselves and their children also benefit significantly from the program. Since the LSCF's inception in 2018, 16 women trainees have found the confidence to leave abusive relationships, while ten other women have openly shared their experiences, gaining confidence through the training program.

LSCF's Confident Woman program is one of several free trainings provided by the LSCF and is the flagship program of the Foundation, graduating 35 alumni in early 2023 and 20 additional women at the end of the year. The program covers a total of seven modules, with specific topics on Personal Development, Developing the Mind, Change Management, Gender Awareness & Gender-based Violence, Strengthening Women's Leadership, Family Values and Parenting, and Personal Financial Literacy.





Whilst the program has been running for several years, it gained considerable recognition and popularity amongst communities in the Western Division of the country due to Women's fund Fiji grant funding. This funding enabled its continuance and expansion to three full trainings before the end of 2023, with a total of 33 participants taking part in these trainings, four of whom were women with disabilities. Responding to the overwhelming demand, LSCF has scheduled four training cycles for 2024, with plans to incorporate Climate Justice modules.

The group initially faced the challenge of restarting programs after a two-year gap due to the COVID-19 pandemic. Despite initial concerns over the revised, condensed program format, positive feedback and word-of-mouth promotion from graduates led to its success. The current challenge lies in broadening program visibility, as the LSCF does not have a website. However, despite solely relying on the Almanah Hope Centre's Facebook Page – the LSCF has continued to reach a wider audience, with an increase of followers from 3.5K in June 2023, to 4.1K at the end of November.

Women's Fund Fiji funding support provided to LSCF over a period of two years has inspired the Foundation to expand programs for social inclusivity, evolving its programs to better serve the holistic needs of the communities they engage with.

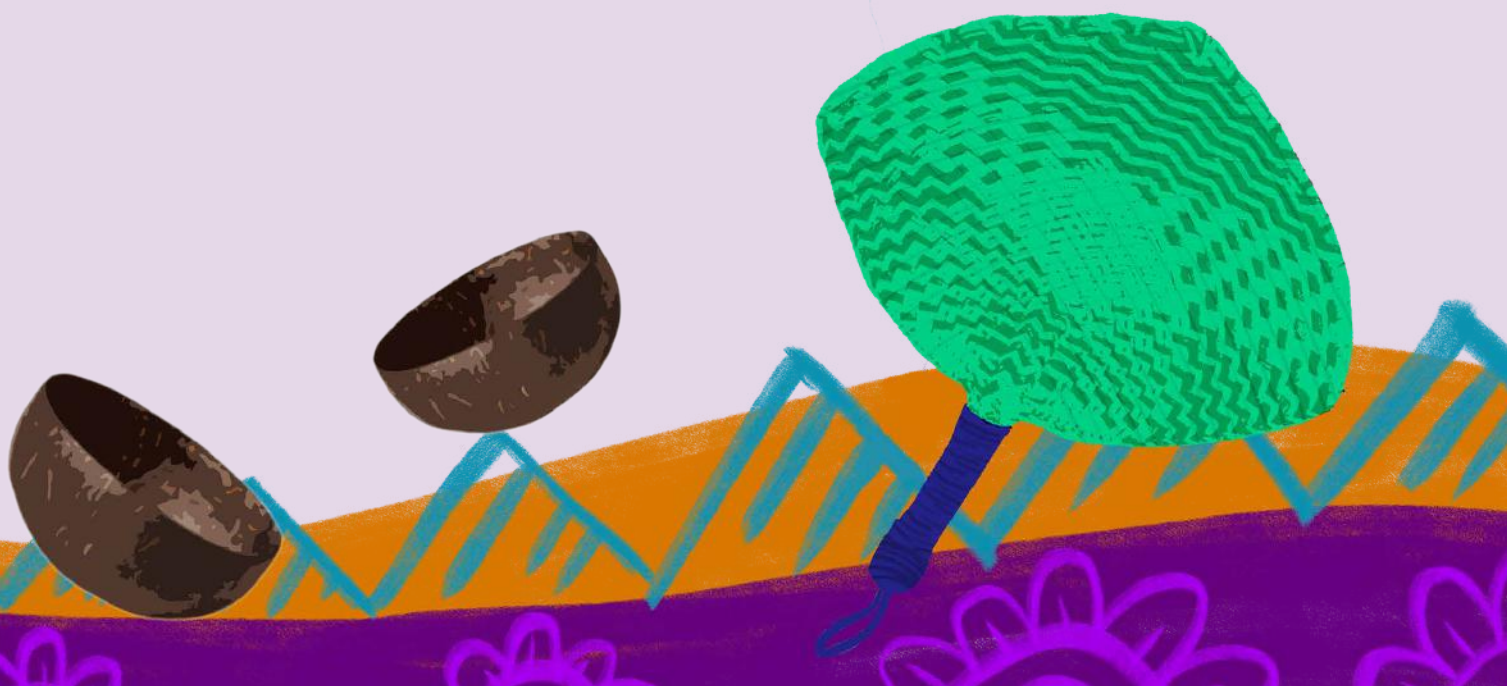
GESI training provided to the LSCF by the Fund has resulted in the incorporation of GESI considerations into ongoing training programs, with the aim of ensuring their programs are inclusive to other vulnerable members in rural and informal communities. This also ensures that the trainings have a wider impact in the communities targeted.

#### Here is a story about one of the Confident Women graduates:

*One of the graduates who is a widow moved to Ba with her two children after her husband passed away to provide for their education. Recently diagnosed with cancer, she had undergone two chemotherapy sessions and an operation before joining the Confident Woman program. Though she did not expect to be part of the program, she is grateful for it, as it has helped her regain her self-worth and taught her the importance of considering her life holistically.*

*At the start of the program, she wore a head scarf due to hide hair loss prompted by the chemotherapy. Midway through the course, she gained enough self-confidence to stop wearing it, and generally acquired a positive outlook that helped sustain her through the rest of her treatment, which thankfully proved to be successful.*

*She feels she has reached a milestone in her life's journey and is now pursuing other projects, such as acquiring land with one of her children, running a business, and preparing for the National Women's Expo in Suva in November 2023. She plans to showcase weaved fans, polished coconut bilos (cups), and stands.*



### An example from the Fiji Women's Rights Movement

The **Fiji Women's Rights Movement** launched the ninth cohort of its Young Women's Programme's flagship leadership training called the Emerging Leaders Forum (ELF). The ELF 9 cohort included 12 diverse young women from Navua–Sigatoka corridor communities. Training modules covered human rights, gender, leadership, ending violence against women, and economic empowerment. The program aims to build a politically aware cadre of Fijian young women who are well equipped with relevant feminist and human rights skills and knowledge to create transformative change in their communities.

Currently, participants show progress in gaining agency and expertise in their lived realities. Monitoring indicates 72% of participants have utilised the knowledge and skills learned, with hopes of influencing decision-making spaces. In the second half of 2023, nine members of the ELF program reported increases in their capacity as leaders within their own communities and groups, as shown in their most significant change stories, and each engaging in their own community awareness campaigns.

A significant outcome was the development of a National Budget Submission calling for improved healthcare and menstrual products in rural communities. The submission can be found via this link: [National Budget Submission Young Women.pdf](#). Here are some quotes from the ELF participants about how they plan to use their skills:

*"In my community I can be a role model to the young women. Since I am a leader in the church youth group, I would gather the children who would not attend school and keep them company, give them activities, and I would also advise them. This is how I will continue to empower others around me."* ELF 9 participant.

*"The leadership module stood out to me the most because I am a leader in my community, and I was able to learn how I can be a better leader. I managed to have a talanoa session over grog<sup>10</sup> with the youth in my community. I had shared with them on what I had learnt. I have also managed to gather the youth that are not interested in education. I have advised them accordingly and I have encouraged them to join the ELF programme because it can really change you in a positive way. I want to continue to encourage the young women, to let them know about the rights that we have, to log on the net and read about FWRM and the ELF programme. I want to be a good example to the youth in my community."* ELF 9 participant.



<sup>10</sup> Informal sessions while sharing kava.

## Women's Economic Empowerment (WEE)

We disbursed **FJD215,700** to six grantee partners to implement six grants to empower women economically. These grantee partners are:

- i. Rise Beyond the Reef (RBTR);
- ii. Women Entrepreneurs Business Council (WEBC);
- iii. Then India Mathaar Sangam (TISI);
- iv. Udukacu Skirts & Boots Women's Club;
- v. Taveuni Empowerment of Women Support Group (TEWSG); and
- vi. Tikina Mudu Women's Club.

These grantee partners delivered benefits to **2,592 people** – 1,605 women and girls (including 39 with disabilities), 977 men and boys (including 48 with disabilities), and 10 gender nonconforming people.

Additionally, nine other grantee partners address WEE as a cross-cutting issue:

- i. Kioa Women's Organisation (KWO);
- ii. Lifebread Stay Connected Foundation (LSCF);
- iii. Building Innate Resilience Through Hearts (BIRTH) Fiji;
- iv. Pacific Rainbow Advocacy Network (PRAN);
- v. Cicia Women's Network;
- vi. Soqosoqo Vakamarama iTaukei Kadavu;
- vii. Soqosoqo Vakamarama iTaukei Lau;
- viii. Naitasiri Women in Dairy Group (NWDG); and
- ix. Bia I Cake Women's Cooperative.

Below is an overview of the positive changes achieved by grantee partners, as well as examples from a selection of grantee partners.

### Overview

Globally, women's economic empowerment (WEE) is crucial for gender equality, yet significant barriers persist. The Asian Development Bank (ADB), for example, has highlighted that the high prevalence of violence against women and girls (VAWG) in the Pacific includes economic abuse and reproductive coercion.<sup>11</sup> Increasing women's income can empower them to leave abusive relationships but may also elevate the risk of intimate partner violence. In the Pacific, it is primarily women who work in the informal economy, facing challenges like limited access to finance, business skills, and information. Social norms and weak enabling environments hinder their economic advancement. Digital technology shows promise in reducing barriers, though gender-based violence and lack of digital skills remain concerns. A Fiji Women's Rights Movement report reveals stark gender inequities, with women comprising only 34% of the labour force but performing 73% of unpaid household work.<sup>12</sup> The Gender Transformative Institutional Capacity Development Initiative in Fiji identifies barriers in agriculture, fisheries, and forestry, recommending gender-transformative norms, improved access to resources and training, and ensuring safe working conditions<sup>13</sup>.

Grantee partners are addressing the multifaceted challenges related to women's economic empowerment (WEE) through a range of initiatives. Taveuni Empowerment provides training in beekeeping, handicrafts, and backyard farming, empowering women with new income-generating skills. In 2023 they completed one of each training, reaching 37 women and 4 men. Udukacu Skirts and Boots engages in similar activities, helping members earn income to support their families. Recognising the risks associated with increased income, partners like Lifebread Stay Connected Foundation (LSCF) also incorporate training on financial management and safety planning for survivors of gender-based violence.

RBTR has expanded its production centres to new communities, including in Bua and Nayau, promoting economic

<sup>11</sup> <https://bit.ly/457HtYS>

<sup>12</sup> <https://bit.ly/4bJKEsc>

<sup>13</sup> <https://bit.ly/3X7wEnJ>

resilience. Meanwhile, the WEBC facilitates international networking and leadership training, enhancing women's entrepreneurial skills and market access. To mitigate the risk of intimate partner violence associated with women's economic empowerment, these initiatives are coupled with community engagement and education on gender equality. Grantee partners like the Kioa Women's Organisation (KWO) and Cicia Women's Network report increased male support for women's economic projects, highlighting the importance of involving men in these efforts.<sup>14</sup> Udukacu Skirts and Boots engages youth in community activities, fostering a collective work ethic and challenging traditional gender norms. Positive unintended outcomes of most of these projects have included an increase in male and youth support and gender role transformation, with men taking over women's traditional roles while women focus on economic activities.

At the policy and institutional level, grantee partners advocate for gender-responsive policies and create platforms for women's economic empowerment. The WEBC's Women Invigorate the Nation Convention promotes women's entrepreneurship and sustainable practices. The Convention brought together more than 200 emerging and established entrepreneurs from rural and urban areas, creating a platform for networking, knowledge sharing, and capacity building. SVM Kadavu supports the creation of gender-just institutions and provides essential material for women's economic activities. These approaches ensure that economic empowerment initiatives are not only about income generation but also about creating supportive and safe environments for women to thrive.

## What WEE outcomes look like in practice

### An example from the Women Entrepreneurs Business Council

The **Women Entrepreneurs Business Council (WEBC)** stands at the forefront of efforts to address the disparities faced by both formal and informal women entrepreneurs in accessing information and resources essential for their businesses. With a keen focus on ensuring that the voices of women entrepreneurs are heard at the policy level, WEBC engages with stakeholders across sectors to promote economic empowerment.

Recognising the lack of access to entrepreneurship information among remote rural women, the WEBC, through support from the Fund, embarked on an initiative to develop an information booklet in collaboration with various agencies, government ministries, and private sector partners. This initiative aims to provide women entrepreneurs at all levels with the necessary tools and resources to make informed decisions about their businesses.

In addition to their information booklet project, the WEBC implements a range of activities to support women entrepreneurs, including hosting forums, mentorship sessions, and consultations with stakeholders. Collaborating with organisations like the Fiji Commerce and Employers Federation and other donor partners, the WEBC strives to create an enabling environment for women's economic empowerment.

One notable initiative by WEBC is their participation in international events, such as the Academy for Women Entrepreneurs (AWE) Summit in Malaysia, which provides valuable networking and learning opportunities for women entrepreneurs worldwide. Closer to home, the WEBC organises events like the "Women Invigorate the Nation" convention, bringing together women from diverse sectors to learn and network.

In their commitment to capacity building, the WEBC conducted grant proposal training for their members and collaborated with Women's Fund Fiji to raise awareness about funding opportunities and proposal submission processes. Moreover, the WEBC launched their Green Sustainable Policy to promote sustainability skills and practices among women entrepreneurs, aligning with the Sustainable Development Goals (SDGs).

Through initiatives like "Bridging the Gap", the WEBC addresses the unique challenges faced by women entrepreneurs in rural areas, offering skill development and access to finance, market opportunities, and policy support. They conducted a two-day training in Nukudamu, Udu, on the northern tip of Vanua Leu. The same training was also conducted with over 70 women and youth from the Macuata and Cakaudrove provinces. Despite the challenges posed by remote locations with limited communication infrastructure, the WEBC remains dedicated to reaching out to women entrepreneurs in these areas, ensuring that no one is left behind in the journey towards economic empowerment.

<sup>14</sup> Such as in the establishment of the women's candlenut production houses in Cicia, and the production of handicrafts to support women in Kioa.

### An example from the Cicia Women's Network

The **Cicia Women's Network** is a collective of urban and rural women sharing ancestry from Cicia Island, nestled within the Lau group of islands in Eastern Fiji. Cicia's remote location presents logistical challenges, with travel options limited to a gruelling 10-hour boat ride or a once-a-week, one-hour flight from the mainland business hub of Suva. Despite these obstacles, the network is dedicated to fostering economic and social development, entrepreneurship, leadership, and decision-making among women in the communities of Cicia.

Cicia Women's Network's project aims to strengthen the network's structure, empower women in various aspects of life, and facilitate learning exchanges and training opportunities. Against the backdrop of Cicia's vulnerability to climate change and its status as the first Pacific Island to be declared organic, the network endeavours to enhance livelihoods while preserving traditional practices and artefacts.

The project identified numerous challenges hindering women's participation, including transportation costs, lack of mentoring and coaching, and limited collaboration between urban and rural women. Moreover, traditional knowledge in mat weaving, masi<sup>15</sup> making, and other crafts is at risk of being lost if not documented and preserved.

Despite these obstacles, the Cicia Women's Network has made significant strides in various areas in this reporting period:

**Candle nut production:** All five villages have revived this age-old traditional practice, dormant for over 50 years, to sustainably produce *loaloa* (black ink) from candle nut. They have established candle nut production houses, with men supporting women in this endeavour. Progress has been made in using *loaloa* for masi printing. This sustainable practice replaces the previous method of using black soot produced from burning kerosene lamps or the burning of tyres, offering a more environmentally friendly and culturally significant alternative.

**Masi planting/making:** Women in three out of the five villages are actively engaged in masi production, with some villages making significant progress in making and printing their own masi designs. Support will be sought to research specific masi designs for Cicia.

**Mat weaving:** Certain villages, notably Lomati, are making good progress in mat weaving, with others slowly following suit.

**Virgin coconut oil production:** Virgin coconut oil production is being revived across communities, with some villages like Naceva making strides in accessing local and overseas markets. The involvement of men in supporting women's activities has been noteworthy as it has transformed gender roles at community level.

The project's monitoring and evaluation activities have facilitated a feedback loop between beneficiaries and the project committee, ensuring continuous improvement. Actions such as establishing a Facebook chat group and holding regular meetings between urban and rural committees aim to enhance communication and project effectiveness.

Positive outcomes of the project include increased economic empowerment of women and other vulnerable groups, diverse participation in economic activities, substantial income generation, enhanced community cohesion, and improved decision-making power and social status among women. Thus, the impacts of projects implemented have been significant not only to women but to the community in general.

<sup>15</sup> Masi is a decorative bark cloth made from the inner bark of the mulberry tree, using a traditional Fijian art form.



## Women's Coalitions for Change (WCC)

We disbursed **FJD422,315** to six grantee partners to implement six grants to strengthen women's coalitions for change:

- i. Soqosoqo Vakamarama Kadavu (SVM Kadavu);
- ii. Soqosoqo Vakamarama iTaukei;
- iii. femLINKPacific;
- iv. Fiji Disabled Peoples Federation (FDPF);
- v. Soqosoqo Vakamarama Lau (SVM Lau); and
- vi. Young Women's Christian Association Fiji (YWCA Fiji).

These grantee partners reached **1,344 people** – 892 women and girls (including 168 with disabilities), 435 men and boys (148 including with disabilities), and 17 gender nonconforming people.

Three other grantee partners also contributed to WCC as a cross-cutting issue:

- i. Tikina Mudu Women's Club;
- ii. Emerging Leaders Forum Alumni (ELFA); and
- iii. Naitasiri Women in Dairy Group (NWDG).

Below is an overview of the positive changes achieved by our grantee partners, along with specific examples from a selection of these partners.

### Overview

Building a strong professional network is vital for women's empowerment and gender equality. Networking provides a community to share ideas, solve problems, and create opportunities. It strengthens relationships through reciprocity and mutual support, promoting gender equality and professional success.<sup>16</sup> Networks also provide access to resources, support, and role models, which are essential for advancing women's careers and well-being.<sup>17</sup> Women's networking groups support personal and professional growth, normalise experiences, and empower women to challenge societal roles.<sup>18</sup> However, women often face greater challenges in networking due to social norms, lack of access to finance, and limited opportunities for mentorship.

Grantee partners have actively fostered awareness of gender inequality and empowered women to collectively challenge societal norms. For example, femLINKPacific launched their Ovalau network in Levuka, providing rural women leaders with a platform to advocate for gender equality and to critique patriarchal power structures. SVM Lau carried out awareness and profiling in 16 communities within the Lau group, exploring various dimensions of well-being and highlighting the multifaceted nature of gender inequality. SVM Kadavu's Life Skills training for their women's groups led to broader understanding beyond business, including topics like conservation, climate change, and healthy living. The Fiji Disabled Persons Federation (FDPF) extended their impact beyond persons with disabilities by conducting livelihood skills training and promoting inclusive community participation.

Regarding access to resources and services, SVM Kadavu's Income Generation Awareness Programme equipped women with skills and resources to enhance economic activities. femLINKPacific's collaborations with various organisations enhanced women's access to resources necessary for advocacy and leadership. FDPF revived their Ovalau branch and established a new branch on Koro Island, fostering greater inclusion of persons with disabilities. Grantee partners have persistently challenged social norms and deep structures, fostering inclusive dialogue and behaviour change within communities. femLINKPacific supported women in promoting feminist ethics and values in community discussions; while SVM Kadavu encouraged women to challenge exclusionary practices, leading to greater understanding and cooperation among participants. The main impacts of most of the work by grantee partners on ensuring access to resources have been around increases in inclusive dialogue and change and greater understanding and cooperation in communities.

<sup>16</sup> <https://bit.ly/4aQPz9x>

<sup>17</sup> <https://bit.ly/3VpW8eG>

<sup>18</sup> <https://bit.ly/4e76EyO>

## What WCC outcomes look like in practice

### An example from femLINKPacific

**femLINKPacific** has played a pivotal role in amplifying the voices of rural women in Fiji. This year they launched their 14th Rural Women's Network in Ovalau, Levuka. This platform provides rural women leaders with a vital space to advocate for gender equality and challenge patriarchal power structures. Through district and national convenings, femLINKPacific has fostered partnerships with stakeholders and NGOs,<sup>19</sup> expanding project reach and enhancing organisational capacity. These efforts have empowered district convenors to speak out on issues affecting women in their localities, whether it be in areas of disaster resilience and economic empowerment or in the strengthening of village by-laws. femLINKPacific has facilitated these district-level convenings across all four divisions, as well as enabling a national convening.

For example, one woman who has been instrumental in sharing information is now implementing disaster resilience preparation methods and other approaches discussed at the convenings in Levuka. She is the daughter of a chief, and she sits in at village gatherings and ensures that the issues of women are raised in the village council meeting. Women have also become part of other forums. Three women from the Rural Women Leader's Network are directly involved in leadership in District Councils of Social Services (DCOSS) and are also board members of the Fiji Council of Social Services (FCOSS). One has represented FCOSS twice at Pacific Island Forum meetings and was a voice for her women constituents at the Pacific Women Leaders Meeting in Suva.

The launch of the new network also marks a significant milestone in femLINKPacific's efforts to expand their network and amplify the voices of marginalised communities. However, challenges such as prejudice against LGBTQI individuals and sex workers highlight the need for ongoing efforts to promote inclusivity within such women's coalitions for change.

Despite these challenges, femLINKPacific initiatives like the Women's Weather Watch and national consultations on social and economic empowerment have empowered rural women to take proactive measures against gender-based violence and advocate for their rights.

### Here are some quotes from femLINKPacific's Rural Women Leaders' Network:

*"In my community, when there is a fight or violence within my neighbourhood, I am no longer comfortable to stand by and be a bystander. It's either I call for help or ask for someone to intervene. I have learnt that someone's life is all our business, and we should act."* Lami Rural Women's Network member.

*"After sharing and promoting my handicrafts business and using my Facebook page to promote my products, [the network] has helped increase orders and interests. ... I am doing my handicraft business full-time, and I enjoy the freedom of being my own boss. I work from home and get to still attend workshops."* Savusavu Women's Network member.

<sup>19</sup> These include Westpac Bank, Social Empowerment Education Program, and the newly launched, SOLE Fintech, Youth Champs for Mental Health, Adventist Development and Relief Agency, Fiji Disabled People's Federation, Fiji Women's Crisis Centre (Fiji Council of Social Services), Fiji Cancer Society, and Fiji Network for People Living with HIV and AIDS.



### An example from Soqosoqo Vakamarama – Lau

**Soqosoqo Vakamarama** – Lau, headquartered in Suva, aims to address the economic challenges faced by women in the remotely located Lau Islands. With a project spanning 13 districts across 19 islands in eastern Fiji, SVM Lau seeks to empower women entrepreneurs and facilitate direct access to markets for their products. The project targets 73 women's groups, encompassing a total of 97 villages.

The absence of a direct link between producers and customers threatens the economic viability of women entrepreneurs in Lau. Middlemen exploit women artisans by purchasing their traditional products at low prices and reselling them at exorbitant markups, depriving the women of fair compensation for their labour. This exploitation not only undermines women's livelihoods but also perpetuates unsustainable practices and exacerbates economic disparities.

SVM Lau's intervention strategy includes convening a dialogue forum with key stakeholders to address market injustices, providing business skills training to women entrepreneurs, and establishing collaborative networks to facilitate direct market access. The project is being implemented in three phases: (i) upskilling women in rural villages; (ii) training urban-based staff to connect with rural producers; and (iii) equipping district offices to sustainably facilitate transactions. Additionally, capacity-building and awareness training is provided to district representatives to ensure the project's long-term sustainability.

To date, SVM Lau has conducted comprehensive community profiling exercises across 16 targeted communities in the Lau Islands. These initiatives have provided invaluable insights into the socio-economic dynamics, challenges, and aspirations of women entrepreneurs in the region. By engaging directly with community members, SVM Lau has gained a deeper understanding of the diverse needs and priorities of women artisans, enabling more targeted and effective interventions.

In addition to community profiling, SVM Lau has conducted awareness-raising sessions in two districts, focusing on seven dimensions of well-being, and thereby fostering a holistic approach to women's empowerment and economic development. These sessions have empowered women to recognise their intrinsic value and agency beyond economic considerations, fostering a sense of self-worth and confidence among participants. By addressing the multifaceted nature of well-being, SVM Lau aims to create a supportive environment conducive to women's holistic growth and empowerment.





## Climate Justice & Humanitarian Action (CJ&HA)

In 2023, the Fund disbursed **FJD50,000** to Women in Fisheries Network (WiFN) Fiji to strengthen climate justice and humanitarian action. Additionally, three other grantee partners – (i) Building Innate Resilience Through Hearts (BIRTH) Fiji; (ii) Transcend Oceania; and (iii) Rise Beyond the Reef (RBTR) – address CJ&HA as a cross-cutting issue. WiFN's project benefitted 59 women in 2023.

### Overview

Climate change is a significant threat to Pacific Island countries, leading to potential displacement and migration for families and communities. Forced migration along these lines results in the loss of ancestral lands and vital cultural identities. To support local communities in adapting to these changes, it is essential to address the social issues they face.<sup>20</sup>

In Fiji, rural women are particularly vulnerable to climate risks. Their livelihoods are closely tied to natural resources, which are easily damaged by natural disasters. The Fijian Government has integrated gender considerations into disaster and climate change policies, conducting gender-disaggregated vulnerability assessments and post-disaster needs assessments. Women involved in small-scale agriculture and handicrafts face unique challenges during disasters, such as caregiving responsibilities that limit their mobility. Their coping strategies post-disaster, which often revolve around seeking support and sharing experiences, tend to differ from those of men, who may turn to additional work, migration, or alcohol consumption, which can increase the risk of gender-based violence.<sup>21</sup>

At the global level, cultural organisations, leaders, and practitioners have united in a Global Call to Action, advocating for the adoption of a “Joint Work Decision on Culture and Climate Action” ahead of COP 28. This call emphasises the need to recognise and implement culture-based solutions to climate change.<sup>22</sup> While discussions often revolve around geopolitical competition and climate-induced migration, it is crucial to highlight the human security implications, particularly regarding cultural identity and gender dynamics. Rising sea levels, cyclones, and coastal erosion pose significant threats to Pacific communities, prompting migration decisions that are deeply intertwined with cultural ties to the land, such as the Fijian concept of “*vanua*”<sup>23,24</sup>.

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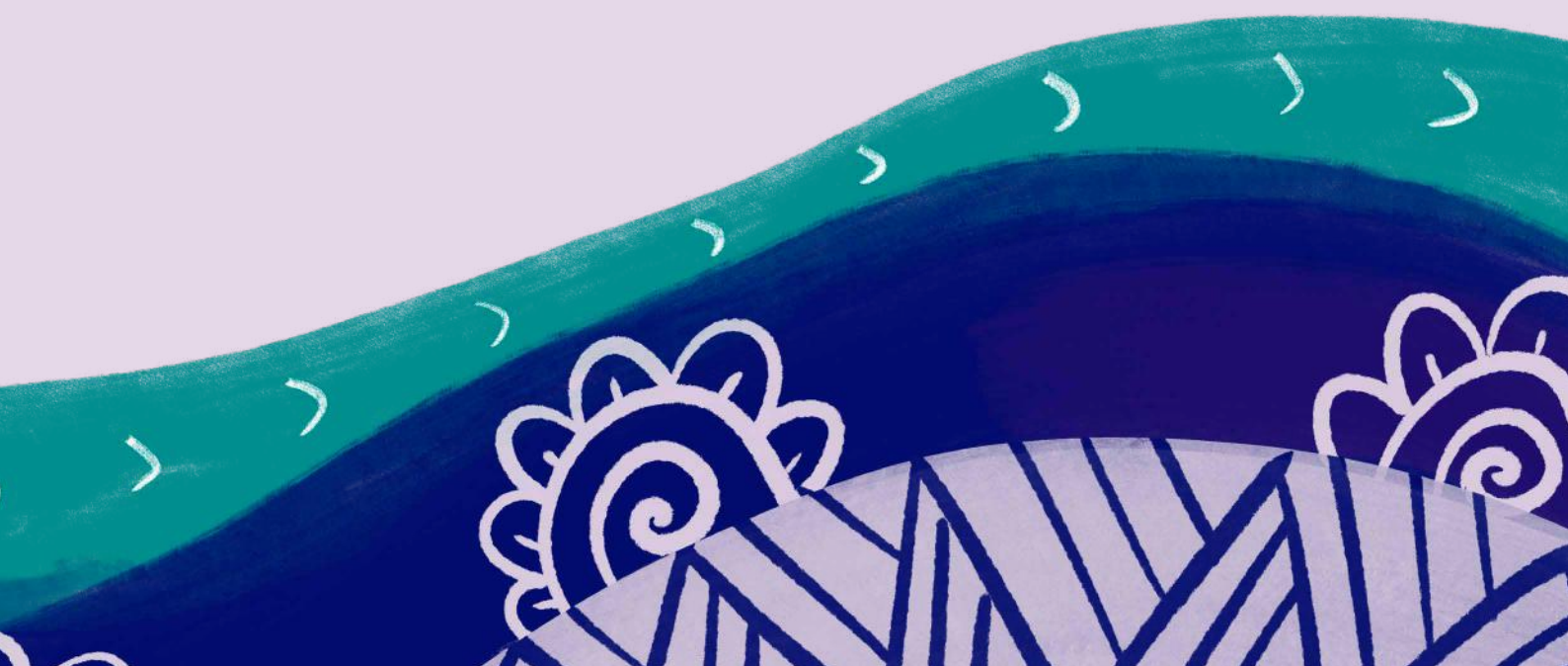
20 <https://bit.ly/3R1EHhO>

21 <https://bit.ly/3R31KZw>

22 <https://bit.ly/3VgllLq>

23 <https://bit.ly/3KkqfEm>

24 The Fijian concept of “*vanua*” encompasses the land, the people, their customs, and spiritual connections. It represents identity, belonging, and the duty to care for the land and community, highlighting the deep interconnection between environment, culture, and social well-being.



In 2023, Women's Fund Fiji hosted 28 grantee partners to an annual reflections workshop titled "Climate Justice, Gender Solutions", aligning with global priorities and emphasising the vulnerability of marginalised groups to climate change. This workshop built on the Fund's history of "strengthening women's coalitions for change", facilitated resource sharing, and impactful collaboration. Key takeaways included the importance of trauma-informed approaches, community-centred solutions, inclusive engagement, real-time weather information, feminist approaches<sup>25</sup>, technology as an empowering tool, policy socialisation, and the urgency of addressing climate crises. These insights highlight the need for holistic, culturally respectful strategies that engage both women and men, emphasise local traditions, and leverage technology for progress.

Our grantee partners have placed a strong emphasis on raising awareness and enhancing capabilities among affected populations, particularly remote and rural-based women and marginalised groups, to tackle climate-related challenges. These efforts, in collaboration with other stakeholders, aim not only to educate but also to empower women across their communities. They highlight women's significant contributions to sustainable practices, promote resilience, and ensure women's voices are heard in disaster response. Initiatives led by WiFN Fiji, Lifebread Stay Connected Foundation, RBTR, Kioa Women's Group, FemLINKPacific, and the Fiji Women's Rights Movement demonstrate this commitment.

Grantee partners align their efforts with key international and national policies, emphasising education, public awareness, adaptive capacity, resilience building, sustainable management, and disaster risk reduction.<sup>26</sup> They respect and appreciate the culture, tradition, knowledge, and identity of the communities they engage with, and seek inclusive and sustainable solutions. Examples of this are provided in the case studies below from Transcend Oceania and the Women in Fisheries Network.

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25 The learning here is that feminist approaches that embrace diversity, amplify diverse voices, and promote inclusivity in safe spaces can contribute to gender solutions. They can empower marginalised groups and address the intersecting challenges faced by women in the context of climate change.

26 **National policies:** Fiji National Climate Change Policy, Low Emissions Development Strategy (LEDS), National Adaptation Plan (NAP), National Disaster Risk Reduction Policy;

**Regional frameworks:** The Blue Pacific Strategy;

**International frameworks:** UNFCCC, Paris Agreement, Sendai Framework, 2030 Agenda for Sustainable Development, and the Kampala Convention.

### An example from the Women in Fisheries Network (WiFN) Fiji

Women fishers in Fiji primarily operate in coastal areas, contributing significantly to fisheries development and management in their communities. Their roles have evolved from fishing and gathering for subsistence livelihoods, to being integral parts of marketing, distribution, and value-added product development. However, despite their substantial contributions, there is little consistent data on women's participation in fisheries and its impact on their social status. Institutional barriers and traditional practices continue to limit women's participation and decision-making power in fisheries management.

Cultural and social norms continue to pose significant challenges, limiting women's progress in the fisheries sector. There is also a lack of systematic research to inform policy development regarding women's participation in fisheries. To bridge this gap, targeted training and capacity building are essential, along with identifying key markets to ensure women fishers have equal access to distribution and export opportunities. Recognising and formalising women's work in fisheries will help monitor shifts from the informal to the formal sector, enhancing their status and economic contributions.

The **Women in Fisheries Network Fiji** (WiFN Fiji) aims to create enabling platforms for women fishers, promoting networking, idea exchange, and global issue awareness to enhance life skills. The program seeks to elevate women's roles through feasibility studies around the creation of data repositories, changing traditional perceptions, and empowering women to grow their businesses, particularly in disadvantaged rural areas.

Since the project's inception in January 2023, WiFN Fiji has directly benefitted 59 women. Through enriching data repositories and collaborating with stakeholders like the Australian Humanitarian Partnership, WiFN has been instrumental in enhancing disaster response and resilience-building efforts. The organisation also conducted Climate Change and Adaptation Workshops that integrated gender-sensitisation training facilitated by the Fiji Women's Rights Movement. This initiative not only empowered women fishers, but also shed light on their significant contributions, as evidenced by the documentary "Her Catch: Women of the Sea", produced by the Fiji Broadcasting Corporation. The documentary aims to spotlight the resilience, dedication, and love for the ocean among women in Fiji's fisheries.

WiFN has increased its visibility and impact, both nationally and internationally, through active participation in various meetings, conferences, and events. The organisation's engagement with international forums and partnerships, including the Care Economy Dialogue by The Asia Foundation and the Global Alliance for Green and Gender Action (GAGGA) Regional Review Meeting in Nepal, highlights its commitment to amplifying women fishers' voices and addressing gender disparities in the fisheries sector.

WiFN's collaboration with the Fiji Women's Rights Movement for gender-sensitisation training and access to gender sensitisation experts has been key in advancing its objectives. Moreover, partnerships with organisations like PACE-SD and the Fiji Broadcasting Corporation have provided WiFN access to new platforms to further amplify women fishers' voices.



# Networks

The Fund's commitment to nurturing diverse and vibrant feminist and women's movements is evident in strategic outcomes achieved by our grantee partners. Through both financial and non-financial support, we actively facilitate movement building among our partners and forge connections with other stakeholders to accelerate progress towards gender equality.

The largest ever turnout at the Fund's annual reflections workshop, themed "Climate Justice: Gender Solutions" in 2023, signified the growing momentum and commitment to addressing pressing environmental issues through a gender lens. This workshop served as a vital networking space, fostering collaborative dialogue and the sharing of achievements, strategies, and lessons learned among grantee partners. The discussions emphasised the importance of trauma-informed approaches, community-centred solutions, inclusive engagement, and the transformative potential of technology in advancing climate justice and gender equality agendas.

In November, the Fund organised a Fun and Learning Day in Lautoka as part of the global 16 Days of Activism against Gender-based Violence initiative. The event kicked off with the planting of 150 Mangrove seedlings at the Namoli Village foreshore, led by community leader Turaga na Taukei Vidilo Ratu Wiliame Bouwalu, with support from the Ministry of Youth and Sports and the Namoli Youth Club. Grantee partners, stakeholders, and community members participated in various activities throughout the day, including sports, meditation sessions, quizzes, and face painting for children. The event concluded with a formal dinner and an art exhibition by BIRTH Fiji, showcasing artwork from their Art and Awareness sessions. The success of the event was a result of collaborative efforts from donors, grantee partners, stakeholders, and attendees.

The following are examples of network development from our grantee partners:

## femLinkPacific's Initiatives

**Launch of the Levuka Network:** femLinkPacific's establishment of a new network in Levuka expands their critical space for rural women leaders to collaborate and share experiences through feminist media work. Such establishment of new networks help continue the rigorous work on advocacy, expands the reach of traditional media work and will have wider impacts on awareness of gender equality in different districts around the country.

**National Consultation on Women's Empowerment:** Their National Consultation brought together 60 diverse rural women from 14 districts across Fiji to discuss social and economic empowerment, contributing to strengthening discussions for advocacy towards gender equality.

## BIRTH Fiji's Network Expansion

**Securing Additional Funding:** BIRTH Fiji's strategic collaborations have enabled them to secure funding from additional donors, expanding their capacity to address critical issues such as water supply (an entry point they have used to address gender-based violence in communities), mental health, and women's well-being. Using innovative ideas to finding alternative entry points – like working on water problems to address gender-based violence – will have lasting impacts in target communities. This has also opened the door to thinking outside of traditional solutions to existing problems and challenges.

In addition, BIRTH Fiji's involvement in the development of the Fiji Cancer Society's strategic planning and participation in medical camps, in partnership with other organisations, exemplifies their commitment to holistic community care.

## Lifebread Stay Connected Foundation's Growth

**Collaboration with Ba Women's Forum:** Partnership with the Ba Women's Forum has enabled Lifebread Stay Connected Foundation to offer diverse training programs, enhancing their profile and outreach in the Lautoka-Ba corridor. While the Foundation covers transportation costs for the participants, the Ba Women's Forum provides the facilities and training to the women. The partnership has helped build up the profiles of both organisations. BIRTH Fiji also refers their clients to the Foundation for personal development training. By December 2023, the Foundation had 4.1k Facebook followers, an increase from 3.5k in June. Maximising partnerships has enabled a wider reach to women, and has not only raised the profile of the organisations but has enabled diverse training activities that will have sustainable impacts on women.

## Naitasiri Women in Dairy Group's Recognition and Skill Development

**Acknowledgment by Government Institutions:** The NWDG's recognition by the Ministry of Agriculture as a key stakeholder in the dairy industry highlights the impact of their work in empowering women in agriculture and fostering skill development opportunities. This marks a breakthrough of a women's group into a male-dominated work area, and will have positive impacts on younger women and girls in rural areas of Fiji.

**Showcasing Success:** The NWDG's participation in the Suva showcase and subsequent selection for the National Showcase shows the value of collaborative learning and skill-sharing among grantee partners.

### Additional examples

**Pacific Rainbow Advocacy Network's** receipt of a grant from Urgent Action Fund for Asia and the Pacific and partnership with Daulomani Safe Home demonstrate their ongoing efforts to address sexual and reproductive health rights and support vulnerable members.

**Save the Children Fiji's** collaboration with government and non-governmental organisations highlights their commitment to strengthening child protection systems and ending violence against children.

**Women in Fisheries Network (WiFN) - Fiji's** engagement with international forums and partnerships with the Fiji Women's Rights Movement (FWRM) and other stakeholders reflects their dedication to amplifying women fishers' voices and addressing gender disparities in the fisheries sector.

**Cicia Women's Network's** exchange with Soqosoqo Vakamarama iTaukei Cakaudrove (SVTC) and Rise Beyond the Reef (RBTR) highlights the value of peer learning and resource sharing among grantee partners for sustainable development. Thus, there is sustainability in programs pursued through transfer of knowledge and learning lessons between organisations and areas of work.



# Fund Sustainability

The Fund engaged with the Australian Government's Department of Foreign Affairs and Trade (DFAT) during meetings in Canberra in February for the A-I-R (Amplify, Invest, Reach) partnership. A-I-R partners strategised with DFAT on integrating partners into key reputational and funding spaces like Climate Finance, Women Deliver (Melbourne), and the Pride meeting (Sydney). Together, they mapped out key events for partner participation.

The A-I-R partnership, which involves four feminist funds from Asia and the Pacific collaborating with DFAT, received an AUD10 million investment over four years. This initiative supports feminist movement building and gender equity. Partners include Urgent Action Fund Asia and Pacific, the Women's Fund Asia, the Pacific Feminist Fund, and the Women's Fund Fiji. This unique collaboration aims to redistribute resources to women, girls, and gender nonconforming human rights defenders, addressing significant underfunding exacerbated by the COVID-19 pandemic.

Through A-I-R, the Fund strengthened our standing. In August, the Fund contributed to Australia's new international gender equality strategy consultation. Insights from the February A-I-R meeting informed our Annual Reflections Workshop theme on climate justice and gender solutions. The Fund also provided feedback on DFAT's international disability, equity, and rights strategy. DFAT's ministerial visit to Fiji connected with the Fund and grantee partners, amplifying beneficiary voices. Partnerships secured our funding from Fondation Chanel and Women's Fund Asia - Leading from the South (WFA/LFS), fostering feminist leadership and institutional strengthening. Collaboration within A-I-R facilitated resource sharing and support, enhancing outreach and impact.

In 2023, the Fund made strides in securing long-term support, receiving FJD5.07 million in total funding.

Key highlights include:

- New Zealand Government's Ministry of Foreign Affairs and Trade (MFAT): A three-year collaboration under MFAT's Fiji Gender Action Programme "Marama ni Viti", with NZD1,519,458 in total funding. In 2023, FJD698,344 was disbursed.
- Fondation Chanel: A USD300,000, three-year partnership secured, with FJD268,937 disbursed in 2023.
- Mama Cash: A 139,000 euro grant for Climate Change Justice, with FJD339,438 disbursed in 2023.
- Equality Fund: Renewed support increased to CAD900,000, with FJD478,072 disbursed in 2023.
  - Women's Fund Asia - Leading from the South (WFA/LFS): Institutional and capacity support, with FJD126,588 disbursed in 2023.
  - STAR: Committed funding to address capacity needs within the Fund's staff and offer comprehensive support.

While OECD DAC funding for gender equality declined, climate finance funding increased, emphasising the need for Fund-supported climate change initiatives to address the disproportionate impacts of climate change on women and children.



# Influencing Wider Philanthropy

The Fund has actively engaged in advocating for feminist movements and organisations, both locally and globally, leveraging various channels to amplify our impact and influence within the feminist funding ecosystem. Through strategic utilisation of social media platforms, media collaborations, networking events, and participation in regional and international forums, the Fund has contributed to shaping narratives, mobilising resources, and advancing feminist agendas. This section highlights the Fund's multifaceted approach to influencing support within the larger feminist funding landscape, showcasing our commitment to fostering a more equitable and inclusive world.

## Social Media Engagement

The Fund effectively utilised social media platforms, reaching over 60k people across Facebook, Twitter, and LinkedIn.

Significant growth in followers was observed:



697 new followers



630 new followers



110 new followers

The website had 7,800 users who visited the site in 2023, out of whom 7,700 were new users. The numbers indicate an increase in traffic by 125% compared to the previous year. However, this tapered off after October when the Communications Officer resigned.

Users mostly visit the homepage, followed by the opportunities page. Fiji topped the country where most users came from followed by the US, Australia, and New Zealand. Other countries include China, India, and the United Kingdom. Organic<sup>27</sup> search was the biggest entry point, with 7,300 users. Many of these users visited the website using their laptop or desktop, as opposed to mobile devices.

## Media Collaborations

Collaborations with Fiji TV's Breakfast show and Na Ketekete Nei Nau expanded the reach of the Fund's message, particularly on International Women's Day.

Media coverage in outlets like *Fiji Times*, FBC News, and Fiji Television enhanced visibility and recognition.

Media coverage is available at the links below:

- <https://www.fbcnews.com.fj/news/womens-groups-receive-3-9m-in-grants/>
- <https://www.fijitimes.com/wff-awards-3-9m-to-23-women-led-groups/>
- <https://www.linkedin.com/feed/update/urn:li:activity:7052471094917689344> (Fiji One News)
- <https://www.fijitimes.com/grants-to-drive-change/>
- <https://pina.com.fj/2023/05/09/pacific-feminist-fund-a-lever-of-change-for-women-in-the-pacific/> (which mentions the Fund)

26 Organic search is where users search for Women's Fund Fiji naturally, without the influence of paid advertising.

## Networking and Visibility Events

The Fund's Networking Tea event, in the earlier part of 2023, served as a vital platform for raising awareness and recognition of our role as a mobiliser for feminist and women's rights organisations.

Media coverage during the event, coupled with a video format announcement of the new grantee partners, further showcased the Fund's impact and influence.

## Engagement in Regional and International Forums

Participation in events like the Regional Feminist Theologian Dialogue and the UN Women Markets for Change forum provided critical visibility opportunities and enhanced the Fund's positioning within the global feminist funding landscape.

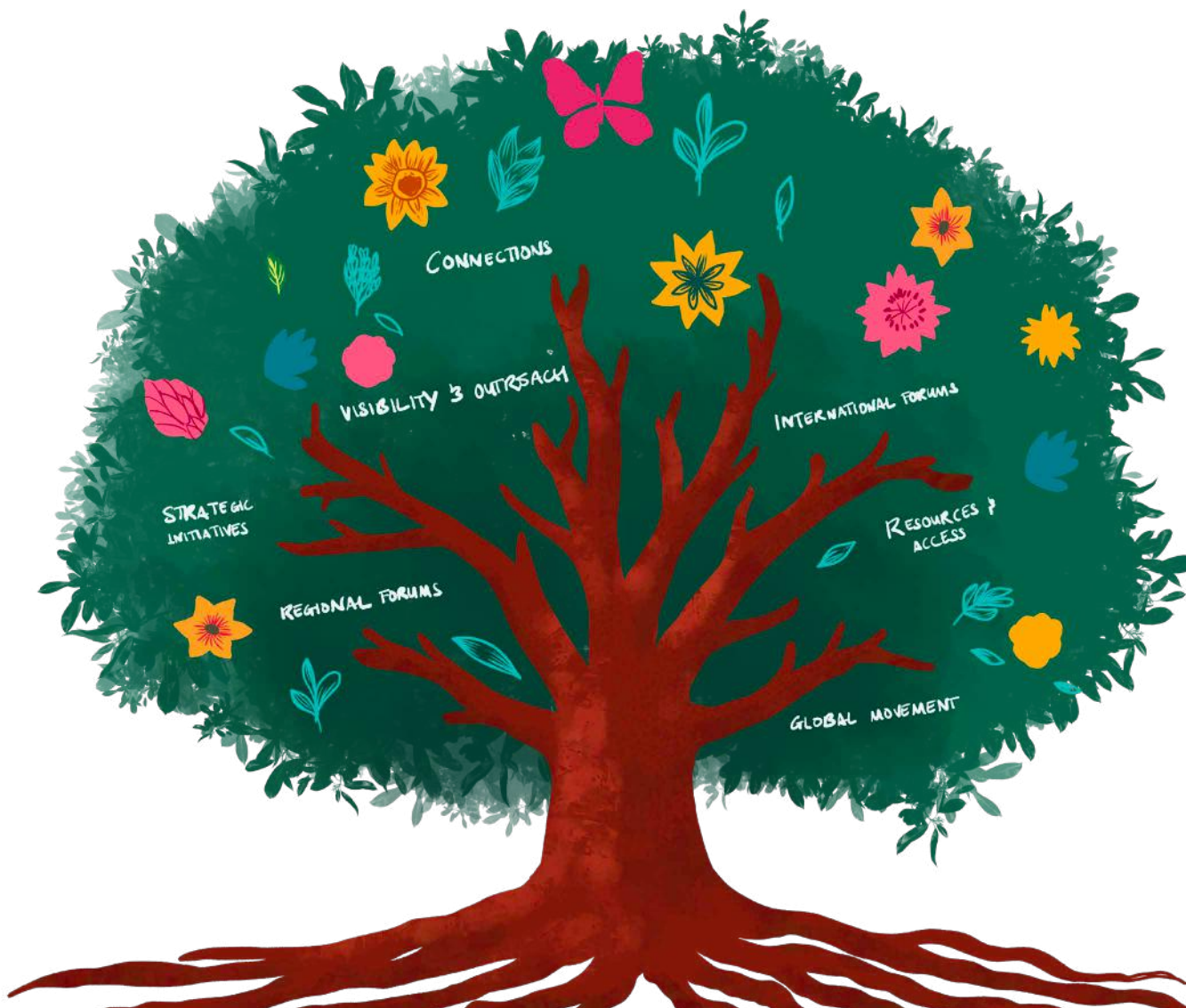
## Inclusion in Donor Finder by CIVICUS

Recognition in platforms like the Donor Finder<sup>28</sup> highlights the Fund's commitment to facilitating access to resources for civil society groups worldwide, reinforcing our pivotal role in advancing feminist agendas globally.

## Strategic Partnerships and Policy Influencing

Engagement in consultations, workshops, and partnerships, including with governmental bodies and international organisations, highlights the Fund's role in shaping policies and initiatives promoting gender equality and women's empowerment at both the national and international levels.

<sup>28</sup> Donor Finder compiles a directory of progressive donors who provide both financial support and non-financial resources to civil society, encompassing small organisations, informal groups, and individual activists






 SEPTEMBER 2022

# Organisational Strengthening

The progress made towards the Fund's organisational strengthening has been influenced by staffing transitions throughout January–September 2023. Following the departure of the previous Executive Director in September 2022, the Senior Program Manager stepped in as the acting Executive Director until August 2023, successfully balancing both roles. Key positions, such as the Finance and Administration Officer and the Financial and Operations Manager, saw changes in personnel in early and mid-2023. The Finance and Administration Officer later returned in a consulting capacity, ensuring continuity in financial operations. These adjustments prompted a strategic reassessment of planned outputs and priorities to maintain the Fund's operational efficiency and effectiveness.

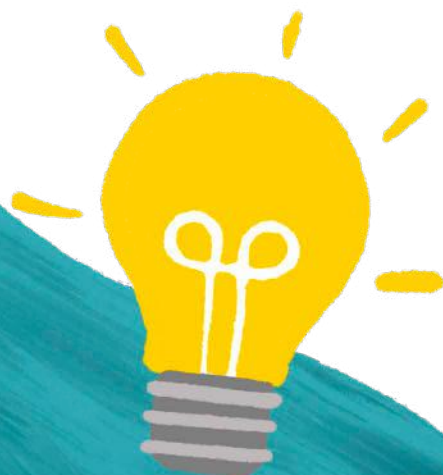
Despite these challenges, efforts to enhance operational efficiency and resource management have been underway. Introducing Xero Expense accounting software has facilitated a streamlined approach for grantee partners without access to a financial system, enabling them to submit acquittals more effectively. This not only ensures compliance with the Fund's standards but also enhances their readiness for potential future donors. Several grantee partners have already begun utilising the software to fulfill their financial obligations.

Progress against the four key organisational priorities has been varied:

- **Organisational Development and Strengthening:** Activities related to staff performance management and policy socialisation have been rescheduled to the first half of 2024 to accommodate staffing transitions.
- **Governance:** Despite staffing changes, Board of Trustees and Governance Board meetings have continued with the new Executive Director. Annual audit preparation has progressed as planned.
- **Human Resources:** Prioritisation of staff recruitment has been pivotal in addressing turnover. The recruitment of key roles, including the Resource Mobilisation Coordinator, remains ongoing, with the new Executive Director slated to oversee this process in early 2024.
- **Operations:** Establishment and maintenance of office infrastructure, IT systems, and insurance coverage have been diligently carried out to ensure smooth operations.


 JAN-AUG  
2023


 EARLY  
2023


 MID  
2023


# Key Events



Two Fund team members attended the first annual partnership meeting in Canberra, Australia. The history of the partnership was discussed alongside reflections and learnings from its initial phase. Participants from sister funds<sup>29</sup> and DFAT explored how the partnership aligns with the aspirations of the five partners and outlined plans for compiling the partnership's first annual report. Additionally, discussions centred on monitoring, evaluation, accountability, and learning aspects, with key dates for 2023 and opportunities for engagement and joint influence in relevant events also deliberated upon. Noteworthy highlights included roundtable discussions with Australian Ambassadors for Gender Equality and Climate Change and Assistant Secretaries, as well as networking dinners facilitating further connections and collaboration.

With a focus on fostering knowledge exchange among GAGGA partner organisations and evaluating accomplishments over the initial two and a half years, the meeting, first held in Nepal in July and then in the Netherlands in September, aimed to strengthen connections among associated groups while comprehensively appraising achievements. The Fund's involvement in this alliance provides an opportunity to deepen engagement in climate action, leveraging existing networks to support community-based initiatives on the ground. Key outcomes from the meeting highlight the need for strengthened evidence and documentation to enhance visibility and recognition of the Fund's contributions to ongoing national efforts in climate action.



The Fund's 2023 Annual Reflection Workshop centred around the theme "Climate Justice, Gender Solutions", aligning with evolving global priorities and adapting to changing funding dynamics. This theme highlighted the importance of finding collaborative solutions across genders to address climate challenges and to protect the planet. The workshop aimed to promote fairness, cooperation, and understanding of climate justice concerns, particularly regarding the vulnerability of marginalised groups. It built on grantee partner history of strengthening women's coalitions for change, and provided an interdisciplinary learning platform for the Fund and grantee partners to explore the interconnectedness of climate justice and gender solutions. Key lessons from the workshop emphasised the importance of community-driven solutions, intergenerational learning, stakeholder engagement, and holistic approaches to empowering women economically and addressing gender inequalities in decision-making processes.

<sup>29</sup> Other sister funds in the partnership include the Urgent Action Fund for Asia and Pacific, Women's Fund Asia, and the Pacific Feminist Fund.

# What we learned this year

**Shift in Funding Focus:** The evolving funding landscape reflects a decreased emphasis on gender equality and a heightened focus on climate justice. The Fund must articulate climate justice initiatives by grantee partners and advocate for sustained funding for women, children, and vulnerable groups, given their disproportionate vulnerability to climate impacts.

**Risks to Grantee Partners:** Grantee partners engaged in ending violence against women and girls (EVAWG) initiatives face inherent risks, including threats from families. The Fund should explore avenues to support partners in managing these risks, potentially allocating grant funding for risk mitigation strategies.

**Insight from Counselling Grantees:** Grantee partners providing counselling serve as frontline responders, offering valuable insights into community stressors and anxieties. Leveraging their perspectives can provide the Fund with a rapid understanding of key issues affecting target populations.

**Facilitating Partnerships:** The Fund's role in facilitating partnerships between grantee partners and stakeholders is pivotal for sustaining ongoing activities and fostering post-funding sustainability plans.

**Addressing Cost Implications:** The Fund must consider the high operational costs incurred by grantee partners in reaching constituents in rural and remote areas. Costs such as these are only expected to increase. Additionally, it is crucial to acknowledge the risks that grantees undertake during activity implementation.

**Building Capacity for E-Platform Utilisation:** Exploring avenues to support grantee partners in building capacity for utilising e-platforms to access markets for their products is essential for enhancing their reach and market visibility.



# Looking forward

This section outlines the strategic priorities and key activities that the Fund will focus on in the upcoming period.

**Addressing Previous Priorities:** The Fund has addressed key priorities from the last annual report, such as developing the 2023 workplan, engaging with the new Government, and encouraging partners to explore ways to engage with men. Furthermore, the establishment of a new partnership with Fondation Chanel marks a significant achievement.

**Ongoing Priorities:** Despite progress made, certain priorities were constrained due to staff turnover, particularly finalising the Capacity Development Strategy and strengthening the governance of the Fund. These will remain key priorities for 2024.

**Focus Areas for the Next Six Months:**

- Providing support to DFAT's mid-term review of the Fund to assess progress and identify areas for improvement.
- Opening the Fund's new grant call and identifying current projects for novation.
- Implementing internal capacity-building initiatives for both staff and grantee partners to enhance effectiveness and sustainability.

**Additional Key Issues:**

- Collecting and analysing data on the impact of grants and capacity support to ensure they bring about transformative change.
- Exploring methods to organise and present data for broader accessibility and utilisation in knowledge management hubs.
- Strengthening partnerships with donor partners and the new Coalition Government to ensure continued support and collaboration.
- Enhancing the information system for better accessibility and analysis, facilitating informed decision-making.
- Improving the financial system to ensure transparency, efficiency, and accountability in Fund management.



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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. 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 2023**

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 2023 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 Treasurer
Ms. Anna Cowley	Board Member
Ms. Angeline Chand	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.

<b>Operating Results</b>	<b>31 December 2023 \$FJ</b>	<b>31 December 2022 \$FJ</b>
Total Income	3,297,668	2,428,720
Total Expense	3,297,668	2,425,039
<b>Net Surplus</b>	<b>-</b>	<b>3,681</b>

**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                      day of

2024.

  
Chairperson

  
Board Member (Treasurer)







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Chartered Accountants and  
Business Advisors  
Level 8, BSP Life Centre  
3 Scott Street  
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## INDEPENDENT AUDITOR'S REPORT

To the Management and Executive Committee Members of Women's Fund Fiji

### Report on the Audit of the Financial Statements

We have audited the financial statements of Women's Fund Fiji (the Organization) which comprise the statement of financial position as at 31 December 2023, the statement of comprehensive income, the statement of changes in accumulated funds, the statement of cash flows for the year ended, and notes to the financial statements, including a summary of significant accounting policies.

#### Basis for 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 Organization in accordance with the International Ethics Board for Accountants Code of Ethics for Professional Accountants (IESBA Code) and the ethical requirements that are relevant to our audit of the financial statements and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Other Information

The Management and Executive Committee Members are responsible for the other information. The other information that we received comprises the Executive Members statement, and the client representation letter of the Organization for the year ended 31 December 2023 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, our knowledge obtained during the audit, or otherwise appears to be materially misstated. If based upon the work we have performed, 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.

#### Responsibilities of the Management and Executive Committee Members for the Financial Statements

The Management and Executive Committee Members 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 Management and Executive Committee Members determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Management and Executive Committee Members 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

The Management and Executive Committee Members are responsible for overseeing the Organization'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 ISA will always detect a material misstatement when it exists. Misstatements can arise from fraud and error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the 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 Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Executive Committee Members.
- Conclude on the appropriateness of the Executive Committee Member's 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 Organization'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 Organization 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 Committee Members 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.

We also provide the Executive Committee Members with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

A handwritten signature in blue ink, appearing to read 'Sunil Sharma', written over the printed name.

Sunil Sharma  
Partner  
Suva, Fiji  
02 May 2024

A handwritten signature in blue ink, appearing to read 'PKF aliz pacific', written over the printed name.

PKF aliz pacific  
CHARTERED ACCOUNTANTS

WOMEN'S FUND FIJI  
 STATEMENT OF COMPREHENSIVE INCOME  
 FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	31 December 2023 \$FJ	31 December 2022 \$FJ
Income	3	3,297,668	2,428,720
		<u>3,297,668</u>	<u>2,428,720</u>
Operating Expenses	4	3,256,858	2,388,229
Earnings before Depreciation		<u>40,810</u>	<u>40,491</u>
Depreciation		40,810	36,810
Operating Surplus for the year		<u>-</u>	<u>3,681</u>
<b>Total Comprehensive Income</b>		<u><u>-</u></u>	<u><u>3,681</u></u>

*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 2023

	Reserve Account	Accumulated Funds	Total
	\$FJ	\$FJ	\$FJ
<b>Balance as at 1 January 2022</b>	-	-	-
Reserve Account	255,555	-	255,555
<b>Total Comprehensive Income for the year</b>			
Surplus for the year ended 31 December 2022	-	3,681	3,681
Total comprehensive income for the year	255,555	3,681	259,236
<b>Balance as at 31 December 2022</b>	<b>255,555</b>	<b>3,681</b>	<b>259,236</b>
Reserve Account			
<b>Total Comprehensive Income for the year</b>			
Surplus for the year ended 31 December 2023	-	-	-
Total comprehensive income for the year	-	-	-
<b>Balance as at 31 December 2023</b>	<b>255,555</b>	<b>3,681</b>	<b>259,236</b>

*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 2023

	Notes	31 December 2023 \$FJ	31 December 2022 \$FJ
<b>Current Assets</b>			
Cash and Cash Equivalents	5	3,554,786	1,700,451
<b>Total Current Assets</b>		<u>3,554,786</u>	<u>1,700,451</u>
<b>Non Current Assets</b>			
Other Receivables	6	-	2,603
Property, Plant and Equipment	7	212,495	221,797
<b>Total Non Current Assets</b>		<u>212,495</u>	<u>224,400</u>
<b>Total Assets</b>		<u>3,767,281</u>	<u>1,924,851</u>
<b>Current Liabilities</b>			
Deferred Income (Grant)	9	3,245,382	1,422,677
Deferred Income (Donation in Kind)	10	212,496	221,797
Other Payables	8	50,167	21,172
<b>Total Current Liabilities</b>		<u>3,508,045</u>	<u>1,665,645</u>
<b>Total Liabilities</b>		<u>3,508,045</u>	<u>1,665,645</u>
<b>Net Assets</b>		<u><u>259,236</u></u>	<u><u>259,236</u></u>
<b>Accumulated Funds</b>			
	Page 8		
Opening balance		3,681	-
Accumulated Surplus		-	3,681
Reserve Account		255,555	255,555
<b>Total Accumulated Funds</b>		<u><u>259,236</u></u>	<u><u>259,236</u></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 (Treasurer)

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 2023

	Notes	31 December 2023 \$FJ	31 December 2022 \$FJ
<b>Cash Flows from Operating Activities</b>			
Cash Receipts from Grants and Donations		5,079,564	3,810,482
Payments to Suppliers and Employees		(3,193,720)	(2,106,980)
<b>Net Cash Provided by Operating Activities</b>	11 (ii)	<u>1,885,844</u>	<u>1,703,502</u>
<b>Cash Flows from Investing Activities</b>			
(Acquisition) of Property, Plant and Equipment Reserve Account		(31,509)	(258,605)
<b>Net Cash Provided by Investing Activities</b>		<u>(31,509)</u>	<u>(3,050)</u>
Net Increase in Cash and Cash Equivalents		1,854,335	1,700,451
Cash and Cash Equivalents at the beginning of the year		1,700,451	-
<b>Cash and Cash Equivalents at the end of the year</b>	11 (i)	<u><u>3,554,786</u></u>	<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 amounts are carried at cost (inclusive of VAT where applicable) which is the fair value of the consideration to be paid in the future for goods and services received whether or not billed to the organisation.



WOMEN'S FUND FIJI  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

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.

h). Comparatives

The comparative figures are the for the year ended 31 December 2022 and have been regrouped where considered necessary.

3. Income	31 December 2023 \$FJ	31 December 2022 \$FJ
DFAT FX Loss/Gain	(51,249)	37,928
DFAT Revenue	2,338,751	2,595,615
Donated (In Kind)	40,810	36,781
Equality Fund Revenue	1,039,966	536,356
Fondation Channel Revenue	268,938	-
Global Fund	-	56
Mama Cash Revenue	339,438	489,550
Mama Cash 436305 Revenue	-	36
MFAT Revenue	698,344	-
New Venture Fund/Women's Funds Collaborative Grant Revenue	170,455	87,412
New Venture Fund/Collective Care Grant Revenue	29,137	-
Proceeds from Sale of Assets	-	10,800
Prospera - Biennial Meeting Grant 2	-	15,274
Prospera - RM & Comms	-	31,024
Prospera - Women's Fund Asia	-	10,081
Prospera-Steering Committee Revenue	3,107	-
Prospera International Revenue	116,089	-
Womens Fund Asia Revenue	126,588	-
WOWS Kids	-	484
	<u>5,120,374</u>	<u>3,851,396</u>
Less : Net Opening and Closing Balance of Deferred Income	(1,822,706)	(1,422,677)
	<u><b>3,297,668</b></u>	<u><b>2,428,720</b></u>

4. Expenses

	31 December 2023 \$FJ	31 December 2022 \$FJ
Accommodation	126,208	40,873
Accounting Fees	8,700	6,199
Advertisement	-	10,314
Bank Charges	406	472
Cleaning Services	5,561	4,371
Communications Expense	26,335	10,794
Consulting Fees	26,577	131,122
IT Consumables	11,511	2,139
Fuel Cost	3,087	788

WOMEN'S FUND FIJI  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

4. Expenses (Continued)	31 December 2023 \$FJ	31 December 2022 \$FJ
Internet Cost	2,773	4,012
IT Rental Cost	200	2,521
IT Services Fees	-	4,604
Insurance	4,411	21,989
Legal Fees	-	460
Licence Fee	-	27,661
Meal Expense	94,122	46,607
Membership Fees	7,809	5,816
Movement Building Grant	700	200,000
Office Expense	1,870	365
Professional Fees	6,648	127,914
Recruitment Cost	17,402	5,636
Resilience Grant	65,000	93,698
Staff Training	4,075	500
Stationary and Other Supplies	17,685	5,634
Subscriptions	18,568	7,538
Sustainability Grant	2,076,558	946,758
Telephone & Internet	5,061	4,650
Travel & Accommodation	68,696	62,280
Utilities	2,461	3,308
Vehicle Maintenance	2,092	704
Venue Cost	11,560	9,813
Visa Cost	2,346	1,421
Wages & Salaries	584,915	548,810
Office Rent	53,520	47,960
Postage & Freight	-	496
	<u>3,256,858</u>	<u>2,388,229</u>
5. Cash and Cash Equivalents	31 December 2023 \$FJ	31 December 2022 \$FJ
ANZ-Cash at Bank	3,541,476	1,687,141
Petty Cash	500	500
Security Deposit	12,810	12,810
	<u>3,554,786</u>	<u>1,700,451</u>
6. Other Receivables	31 December 2023 \$FJ	31 December 2022 \$FJ
Prepaid Expenses	-	1,755
Staff Advance	-	849
	<u>-</u>	<u>2,603</u>
7. Property, Plant & Equipment	31 December 2023 \$FJ	31 December 2022 \$FJ
Computer Equipment at Cost	47,185	-
Add: Additions	28,032	47,185
Less: Provision for Depreciation	<u>(25,069)</u>	<u>(10,722)</u>
	50,147	36,463
Furniture and Fittings at Cost	187,673	-
Add: Additions	2,249	187,673
Less: Provision for Depreciation	<u>(46,772)</u>	<u>(23,290)</u>
	143,149	164,383

WOMEN'S FUND FIJI  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

7. Property, Plant & Equipment (Continue)	31 December 2023 \$FJ	31 December 2022 \$FJ
Office Machines at Cost	5,580	-
Add: Additions	-	5,580
Less: Provision for Depreciation	<u>(1,314)</u>	<u>(617)</u>
	<u>4,266</u>	<u>4,963</u>
Technical Equipment at Cost	18,168	-
Add: Additions	1,228	18,168
Less: Provision for Depreciation	<u>(4,464)</u>	<u>(2,181)</u>
	<u>14,932</u>	<u>15,987</u>
Net Written Down Value	<u><b>212,495</b></u>	<u><b>221,797</b></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	36,463	28,032	(14,346)	50,149
Furniture and Fittings	164,383	2,249	(23,483)	143,149
Office Machines	4,963	-	(698)	4,266
Technical Equipment at Cost	15,987	1,228	(2,284)	14,932
Net Written Down Value	<u><b>221,797</b></u>	<u><b>31,509</b></u>	<u><b>(40,810)</b></u>	<u><b>212,495</b></u>

8. Other Payables	31 December 2023 \$FJ	31 December 2022 \$FJ
Accruals	17,546	10,627
FNPF Payable	8,680	7,061
PAYE Payable	3,570	3,484
Provision for Annual Leave	20,371	-
	<u><b>50,167</b></u>	<u><b>21,172</b></u>

9. Deferred Income (Grant)	31 December 2023 \$FJ	31 December 2022 \$FJ
Balance as at 1 January	1,422,677	-
Additions during the year:		
Sustainability Grant	2,037,602	1,165,213
Movement Building Grant	200,000	210,000
Resilience Grant	385,000	295,000
Organisational, Program and Capacity Support Activities	<u>2,456,962</u>	<u>2,140,269</u>
	<u>5,079,564</u>	<u>3,810,482</u>
Release during the Year:		
Sustainability Grant	(2,076,558)	(946,758)
Movement Building Grant	(700)	(200,000)
Resilience Grant	(65,000)	(93,698)
Organisational, Program and Capacity Support Activities	<u>(1,114,600)</u>	<u>(1,147,349)</u>
	<u>(3,256,858)</u>	<u>(2,387,806)</u>
Total Deferred Income	<u><b>3,245,382</b></u>	<u><b>1,422,677</b></u>

WOMEN'S FUND FIJI  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

10. Deferred Income (Donation in Kind)	31 December 2023 \$FJ	31 December 2022 \$FJ
<i>Donated Assets :</i>		
Computer Equipment	75,217	47,185
Furniture & Fittings	189,922	187,673
Office Machines	5,580	5,580
Technical Equipment	19,396	18,168
Less: Amortization	(77,619)	(36,810)
<b>Balance as at 31 December 2023</b>	<b>212,496</b>	<b>221,797</b>

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 2023 \$FJ	31 December 2022 \$FJ
ANZ-Cash at Bank	3,541,476	1,687,141
Petty Cash	500	500
Security Deposit	12,810	12,810
	<b>3,554,786</b>	<b>1,700,451</b>

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

	31 December 2023 \$FJ	31 December 2022 \$FJ
Net Surplus	-	3,681
Depreciation	40,810	36,810
	<b>40,810</b>	<b>40,491</b>
<u>Change in Assets and Liabilities</u>		
Decrease/(Increase) in Other Receivables	2,603	(2,603)
Increase in Other Payables	29,026	21,172
Increase in Deferred Income (Grant)	1,813,404	1,644,474
Net Cash Provided by Operating Activities	<b>1,885,844</b>	<b>1,703,502</b>

12. Contingent Liabilities

There were no Contingent Liabilities for the fund as at 31 December 2023 (2022- \$Nil).

13. Capital Commitments

There were no Capital Commitments for the fund as at 31 December 2023 (2022 - \$Nil).

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 12 Employees



PKF aliz pacific  
Chartered Accountants and  
Business Advisors  
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#### 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 2023. 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  
Suva, Fiji  
02 May 2024

WOMEN'S FUND FIJI  
 DETAILED STATEMENT OF INCOME & EXPENDITURE  
 FOR THE YEAR ENDED 31 DECEMBER 2023

	31 December 2023 \$FJ	31 December 2022 \$FJ
<b>Income</b>		
Income	3,297,668	2,428,720
Total Income	<u>3,297,668</u>	<u>2,428,720</u>
<b>Expenses</b>		
Accommodation	126,208	40,873
Accounting Fees	8,700	6,199
Advertisement	-	10,314
Bank Charges	406	472
Cleaning Services	5,561	4,371
Communications Expense	26,335	10,794
Consulting Fees	26,577	131,122
IT Consumables	11,511	2,139
Depreciation	40,810	36,810
Fuel Cost	3,087	788
Sustainability Project Expense	2,076,558	946,758
Movement Project Expense	700	200,000
Resilience Project Expense	65,000	93,698
Internet Cost	2,773	4,012
IT Rental Cost	200	2,521
IT Services Fees	-	4,604
Insurance	4,411	21,989
Legal Fees	-	460
Licence Fee	-	27,661
Meal Expense	94,122	46,607
Membership Fees	7,809	5,816
Office Expense	1,870	365
Professional Fees	6,648	127,914
Recruitment Cost	17,402	5,636
Office Rent	53,520	47,960
Postage & Freight	-	496
Staff Training	4,075	500
Stationary and Other Supplies	17,685	5,634
Subscriptions	18,568	7,538
Telephone & Internet	5,061	4,650
Travel & Accommodation	68,696	62,280
Utilities	2,461	3,308
Vehicle Maintenance	2,092	704
Venue Cost	11,560	9,813
Visa Cost	2,346	1,421
Wages & Salaries	584,915	548,810
Total Expenses	<u>3,297,668</u>	<u>2,425,039</u>
<b>Net Surplus for the year</b>	<u>-</u>	<u>3,681</u>

The Detailed Statement of Income & Expenditure is to be read in conjunction with the Disclaimer of Supplementary Information set out on page 16.

WOMEN'S FUND FIJI  
 FIXED ASSETS AND DEPRECIATION SCHEDULE  
 FOR THE YEAR ENDED 31 DECEMBER 2023

	Date of Acquisition	COST		Rate	Balance 31/12/2022	Addition (Deletion)	Balance 31/12/2023	DEPRECIATION		BOOK VALUE			
		Balance 31/12/2022	Addition (Deletion)					Balance 31/12/2023	Annual	Balance 31/12/2023	W.D.V 31/12/2023	W.D.V 31/12/2022	
<b>COMPUTER EQUIPMENT</b>													
Keyboard and Mouse	Mar-22	107	-	25%	107	-	107	21	-	27	48	59	86
Keyboard and Mouse	Mar-22	107	-	25%	107	-	107	21	-	27	48	59	86
AOC Monitor Screen 27"	Jun-22	632	-	25%	632	-	632	92	-	158	250	382	540
AOC Monitor Screen 27"	Jun-22	632	-	25%	632	-	632	92	-	158	250	382	540
AOC Monitor Screen 27"	Jun-22	632	-	25%	632	-	632	92	-	158	250	382	540
Laptop	Jan-22	6,029	-	25%	6,029	-	6,029	1,491	-	1,507	2,998	3,031	4,538
Laptop	Jan-22	3,178	-	25%	3,178	-	3,178	786	-	794	1,580	1,598	2,392
Laptop	Jan-22	3,178	-	25%	3,178	-	3,178	786	-	794	1,580	1,598	2,392
Laptop	Jan-22	3,178	-	25%	3,178	-	3,178	786	-	794	1,580	1,598	2,392
Laptop	Jan-22	3,178	-	25%	3,178	-	3,178	786	-	794	1,580	1,598	2,392
Laptop	Jan-22	700	-	25%	700	-	700	175	-	175	350	350	525
UPS	Jan-22	1,938	-	25%	1,938	-	1,938	450	-	484	934	1,003	1,488
Laptop	Feb-22	3,288	-	25%	3,288	-	3,288	732	-	822	1,554	1,734	2,556
Laptop	Feb-22	3,475	-	25%	3,475	-	3,475	774	-	869	1,642	1,833	2,701
Laptop	Mar-22	3,475	-	25%	3,475	-	3,475	705	-	869	1,573	1,902	2,770
Sophos Firewall	Feb-22	6,120	-	25%	6,120	-	6,120	1,362	-	1,530	2,892	3,228	4,757
Ethernet Switch	Apr-22	1,050	-	25%	1,050	-	1,050	182	-	262	444	605	868
Ethernet Switch	Apr-22	2,369	-	25%	2,369	-	2,369	410	-	592	1,003	1,366	1,958
Sophos Access Point	May-22	73	-	25%	73	-	73	18	-	18	37	37	55
Monitor	Jun-22	180	-	25%	180	-	180	45	-	45	90	90	135
Monitor	Jul-22	73	-	25%	73	-	73	18	-	18	37	37	55
Monitor	Aug-22	284	-	25%	284	-	284	71	-	71	142	142	213
Monitor	Sep-22	182	-	25%	182	-	182	45	-	45	91	91	136
Laptop	Oct-22	1,326	-	25%	1,326	-	1,326	331	-	331	663	663	994
Laptop	Nov-22	1,380	-	25%	1,380	-	1,380	345	-	345	690	690	1,035
Monitor	Dec-22	324	-	25%	324	-	324	81	-	81	162	162	243
Wireless Keyboard + Mouse	Dec-22	99	-	25%	99	-	99	25	-	25	49	50	74
Laptop	Aug-23	-	5,127	25%	-	5,127	5,127	-	-	534	534	4,593	-
Laptop	Aug-23	-	5,127	25%	-	5,127	5,127	-	-	534	534	4,593	-
Laptop	Sep-23	-	5,926	25%	-	5,926	5,926	-	-	494	494	5,432	-
Laptop	Sep-23	-	5,926	25%	-	5,926	5,926	-	-	494	494	5,432	-
Laptop	Sep-23	-	5,926	25%	-	5,926	5,926	-	-	494	494	5,432	-
		47,185	28,032		75,217		10,722	14,346		25,068	50,149	36,463	

WOMEN'S FUND FIJI  
 FIXED ASSETS AND DEPRECIATION SCHEDULE  
 FOR THE YEAR ENDED 31 DECEMBER 2023

	Date of Acquisition	COST			Rate	DEPRECIATION			BOOK VALUE		
		Balance 31/12/2022	Addition (Deletion)	Balance 31/12/2023		Addition (Deletion)	Annual	Balance 31/12/2023	W.D.V 31/12/2023	W.D.V 31/12/2022	
<b>FURNITURE AND FITTINGS</b>											
Office Improvements	Jan-22	167,354	-	167,354	12.5%	20,919	-	20,919	41,839	125,516	146,435
Artificial Plant	Jan-22	203	-	203	12.5%	25	-	25	51	152	177
Artificial Plant	Jan-22	406	-	406	12.5%	51	-	51	101	304	355
Artificial Plant	Jan-22	304	-	304	12.5%	38	-	38	76	228	266
Artificial Plant	Jan-22	151	-	151	12.5%	19	-	19	38	113	132
Artificial Plant	Jan-22	126	-	126	12.5%	16	-	16	32	95	111
Staff Mobile Drawers	Jan-22	2,376	-	2,376	12.5%	297	-	297	594	1,782	2,079
Meeting Room Chair	Jan-22	1,095	-	1,095	12.5%	137	-	137	274	822	959
Meeting Room Chair	Jan-22	1,060	-	1,060	12.5%	133	-	133	265	795	928
Meeting Room Chair	Jan-22	1,156	-	1,156	12.5%	144	-	144	289	867	1,011
Meeting Room Chair	Jan-22	1,060	-	1,060	12.5%	133	-	133	265	795	928
Staff Office Chairs	Jan-22	4,857	-	4,857	12.5%	607	-	607	1,214	3,643	4,250
Kitchen Bar Stools	Jan-22	704	-	704	12.5%	88	-	88	176	528	616
Office Fittings	Jan-22	761	-	761	12.5%	95	-	95	190	571	666
Office Fittings	Mar-22	449	-	449	12.5%	47	-	47	103	347	403
Office Fittings	Apr-22	850	-	850	12.5%	76	-	76	182	668	774
Office Fittings	Apr-22	110	-	110	12.5%	10	-	10	24	86	100
Office Fittings	Jun-22	483	-	483	12.5%	30	-	30	91	392	453
Meeting Room Mobile Unit	Mar-22	305	-	305	12.5%	32	-	32	70	235	274
Printer Pedestal Unit in Finance Area	Mar-22	414	-	414	12.5%	43	-	43	95	319	371
Filing Shelf Encasement	Mar-22	447	-	447	12.5%	46	-	46	56	345	401
Printer Pedestal Unit in Printing Area	Mar-22	523	-	523	12.5%	54	-	54	120	404	469
IT Desk	Mar-22	709	-	709	12.5%	74	-	74	162	546	635
Office Paintings	Mar-22	1,770	-	1,770	12.5%	177	-	177	398	1,372	1,593
Executive Table	Feb-23	-	1,599	1,599	12.5%	-	-	-	17	1,582	-
Executive Chair	Oct-23	-	650	650	12.5%	-	-	-	7	643	-
		187,673	2,249	189,922		23,290	-	23,483	46,772	143,149	164,383



WOMEN'S FUND FIJI  
 FIXED ASSETS AND DEPRECIATION SCHEDULE  
 FOR THE YEAR ENDED 31 DECEMBER 2023

	Date of Acquisition	COST		Rate	Balance 31/12/2023	Addition (Deletion)	DEPRECIATION		BOOK VALUE		
		Balance 31/12/2022	Addition (Deletion)				Balance 31/12/2022	Annual	Balance 31/12/2023	W.D.V 31/12/2023	W.D.V 31/12/2022
<b>OFFICE MACHINES</b>											
Philips Vacuum Cleaner	Jan-22	359	-	12.5%	359	41	-	45	86	273	318
Smart Microwave	Jan-22	514	-	12.5%	514	59	-	64	123	391	455
CHIQ Fridge	Jan-22	609	-	12.5%	609	70	-	76	146	463	539
Beko Coffee Machine	Jan-22	1,000	-	12.5%	1,000	115	-	125	240	760	885
Rheem Boiling Water Heater	Jan-22	2,199	-	12.5%	2,199	252	-	275	527	1,672	1,947
Breville Sandwich Maker	Jan-22	169	-	12.5%	169	19	-	21	40	129	150
Earbuds 1 - Awei T36	May-22	73	-	12.5%	73	6	-	9	15	58	67
Earbuds 2 - Awei T36	May-22	73	-	12.5%	73	6	-	9	15	58	67
Earbuds 3 - Awei T36	May-22	73	-	12.5%	73	6	-	9	15	58	67
Earbuds 4 - Awei T36	May-22	73	-	12.5%	73	6	-	9	15	58	67
Earbuds 5 - Awei T36	May-22	73	-	12.5%	73	6	-	9	15	58	67
Earbuds 6 - Awei T36	May-22	73	-	12.5%	73	6	-	9	15	58	67
Earbuds 7 - Awei T36	May-22	73	-	12.5%	73	6	-	9	15	58	67
Earbuds 8 - Awei T36	May-22	73	-	12.5%	73	6	-	9	15	58	67
Earbuds 9 - Awei T36	May-22	73	-	12.5%	73	6	-	9	15	58	67
Earbuds 10 - Awei T36	May-22	73	-	12.5%	73	6	-	9	15	58	67
		5,580	-	-	5,580	617	-	698	1,314	4,266	4,963
<b>TECHNICAL EQUIPMENT</b>											
Door Access Device 1	Mar-22	1,258	-	12.5%	1,258	131	-	157	288	970	1,127
Door Access Device 2	Mar-22	1,258	-	12.5%	1,258	131	-	157	288	970	1,127
TV	Jan-22	11,949	-	12.5%	11,949	1,494	-	1,494	2,987	8,962	10,455
TV Wall Mount	Jan-22	109	-	12.5%	109	14	-	14	27	82	95
TV Video and Speaker	Jan-22	2,849	-	12.5%	2,849	356	-	356	712	2,137	2,493
Adaptor USB 3.0	May-22	73	-	12.5%	73	6	-	9	15	58	67
Docking Station 1	Jun-22	168	-	12.5%	168	12	-	21	33	135	156
Docking Station 2	Jun-22	168	-	12.5%	168	12	-	21	33	135	156
Docking Station 3	Jun-22	168	-	12.5%	168	12	-	21	33	135	156
Docking Station 4	Jun-22	168	-	12.5%	168	12	-	21	33	135	156
Portable Speaker	Nov-23	-	639	-	639	-	-	7	7	632	-
Mobile Phone	Dec-23	-	589	-	589	-	-	6	6	583	-
		18,168	1,228	-	19,396	2,181	-	2,284	4,464	14,932	15,987
		\$ 258,605	\$ 31,509	\$	\$ 290,114	\$ 36,809	\$	\$ 40,810	\$ 77,619	\$ 212,495	\$ 221,797





WOMEN'S  
FUND  
FIJI