



Currents of Courage, Seeds of Justice.

Annual Report 2024



About The Report Cover And Design

The theme of this year's report, "Currents of Courage, Seeds of Justice," reflects the dynamic and interconnected nature of feminist movements across Fiji. Just as a river gathers strength as it flows, fed by many tributaries and nourishing all that it touches, our collective efforts with partners and communities create lasting ripples of change. Together, we navigate challenges, nurture possibilities, and plant the foundations of a more just and equitable future.

The cover illustration brings this idea to life with the image of a canoe gliding along a luminous river, carrying four individuals, each holding a symbol of transformation: a seedling representing renewal, a book symbolising wisdom, a paddle embodying shared effort, and a flag signifying justice and feminist spirit. Around them, the landscape is alive with growth and possibility, white blossoms release seeds into the air and water, symbolising the healing, nurturing, and transformative work of women and gender-diverse people as they care for land, community, and one another.

This river is more than a pathway; it is a metaphor for our shared journey, one shaped by courage, collaboration, and an unwavering belief in a more just world. It reminds us that every action, no matter how small, contributes to a broader current of change. Through the work of Women's Fund Fiji and our grantee partners, these seeds of justice continue to take root and flourish, building a future where equality, care, and resilience flow through every part of society.

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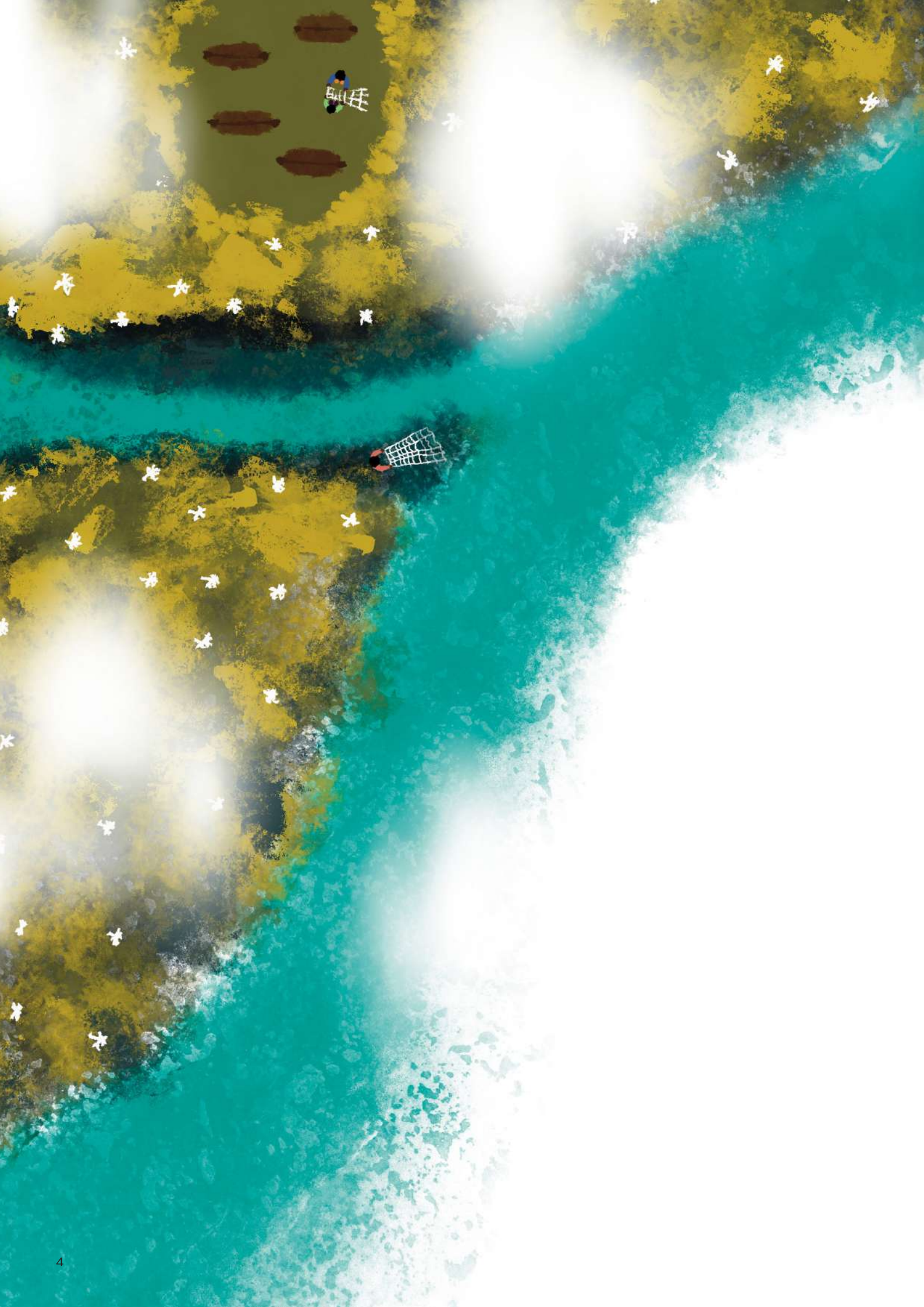
The Women's Fund Fiji is funded by:



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Abbreviations and acronyms

BIRTH Fiji	Building Innate Resilience Through Hearts Fiji
BWRA	Ba Women's Rugby Association
CJ&HA	Climate Justice and Humanitarian Action
COP 28	28th Conference of the Parties
DFAT	Department of Foreign Affairs and Trade (Australia)
ELFA	Emerging Leaders Forum Alumni
EVAWG	Ending Violence against Women and Girls
FCS	Fiji Cancer Society
FDPF	Fiji Disabled Peoples Federation
FWRM	Fiji Women's Rights Movement
LGBTQI	lesbian, gay, bisexual, transgender, queer, and intersex
MEAL	monitoring, evaluation, accountability, and learning
MFAT	Ministry of Foreign Affairs and Trade (New Zealand)
MSMEs	micro-, small-, and medium-sized enterprises
MSP	Medical Services Pacific
MTR	Mid-Term Review
NWDG	Naitasiri Women in Dairy Group
PCP	Pacific Centre for Peace Building
PRAN	Pacific Rainbow Advocacy Network
RBTR	Rise Beyond the Reef
RPF	Rainbow Pride Foundation
SVTC	Soqosoqo Vakamarama iTaukei Cakaudroue
SSVM Ba	Soqosoqo Vakamarama Ba
SSVM HQ	Soqosoqo Vakamarama Headquarters
SSVM Kadavu	Soqosoqo Vakamarama Kadavu
SSVM Lau	Soqosoqo Vakamarama Lau
TEWSG	Taveuni Empowerment of Women Support Group
TISI	Then India Maathar Sangam
WASH	water, sanitation, and hygiene
WCC	Women's Coalitions for Change
WEBC	Women Entrepreneurs Business Council
WEE	Women's Economic Empowerment
WFA	Women's Fund Asia
WiFN	Women in Fisheries Network
WLDM	Women in Leadership and Decision-Making
YWCA	Young Women's Christian Association

Message from Women's Fund Fiji

As we reflect on the year 2024, we are proud to share the incredible resilience, growth, and collective impact that Women's Fund Fiji has achieved. This year marked the culmination of our first Strategic Plan (2022–2024), offering a critical moment for both reflection and forward planning.

Despite internal and external challenges, particularly with staff transitions and the increasing complexity of the development landscape, the Fund has demonstrated exceptional strength and adaptability. Our commitment to resourcing grassroots, feminist, and community-led action across Fiji remained unwavering.

In 2024, we reached over 14,000 people through grants and capacity-building initiatives delivered by 44 inspiring grantee partners. Of these, 61% were women and girls, and 2% were gender non-conforming individuals. These efforts addressed intersecting priorities, from women's leadership and economic empowerment to climate justice, humanitarian response, and ending violence against women and girls.

The year also saw strong strides in our financial sustainability. We secured FJD6.5 million in funding, a significant increase from 2023, and welcomed new partnership with Fondation Chanel. We also continued to value the deep trust of our long-standing partners, such as DFAT and the Equality Fund. These resources enabled us to disburse 50 grants, including 25 new ones, allowing our partners to dream, act, and thrive.

Crucially, 2024 was a year of learning and repositioning. Our Mid-Term Review reaffirmed the Fund's values-based identity, highlighting both our proximity to communities and the strength of our trust-based approach. It also challenged us to evolve; to strengthen our systems, invest in our people, and renew our vision for feminist impact. We have taken these lessons seriously and used them to shape our upcoming Strategic Plan (2025–2028), which will further embed feminist values and deepen our reach.

Looking ahead, the Fund is poised to enter a new phase grounded in care, collaboration, and courage. We will continue to champion intersectionality and resource grassroots solutions, while pushing for systemic change. As we do this, we want to acknowledge the dedicated Board of Trustees, Governance Board, Grants Committee, our passionate team, and the steadfast leadership of our grantee partners across Fiji.

To all our donors, allies, and community partners—thank you. Your trust and support continue to make this work possible.

Vinaka vakalevu,



Vicky Yee
Acting Executive Director

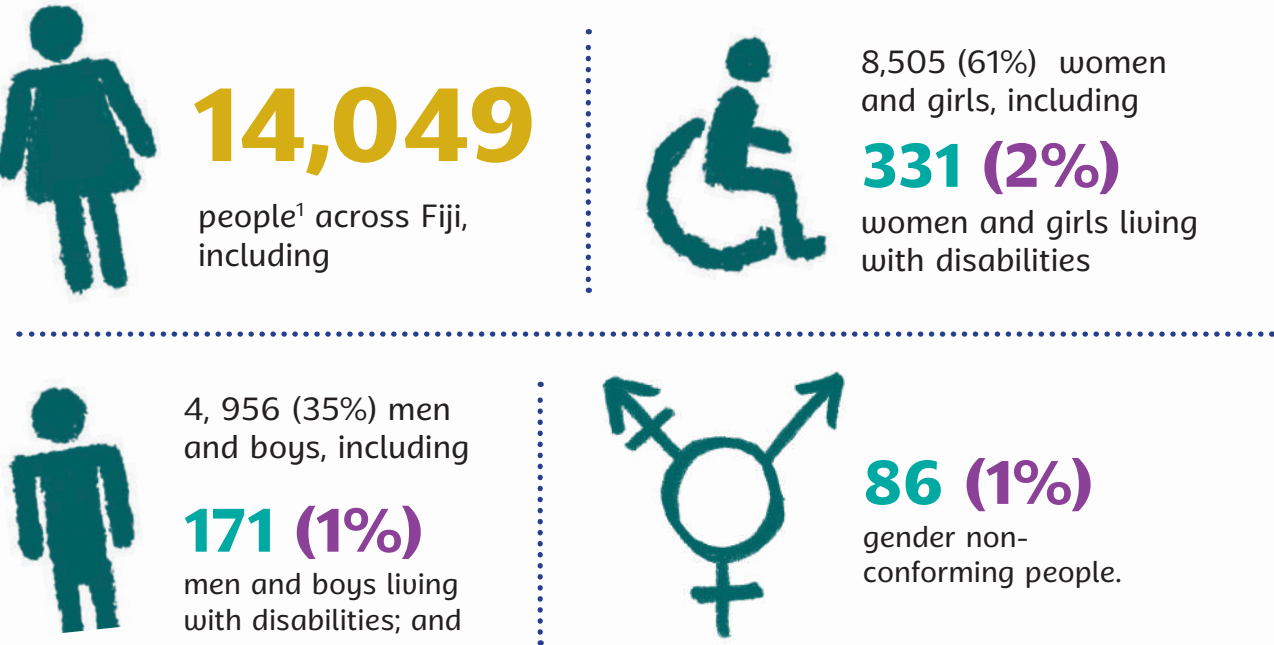


Georgina Naigulevu
Governance Board Chair

Fund Snapshot

Our Impact

Through regular programming, our grantee partners reached



1. The beneficiary reach data presented in this report refers to the impact achieved by our grantee partners within the calendar year of 2024.

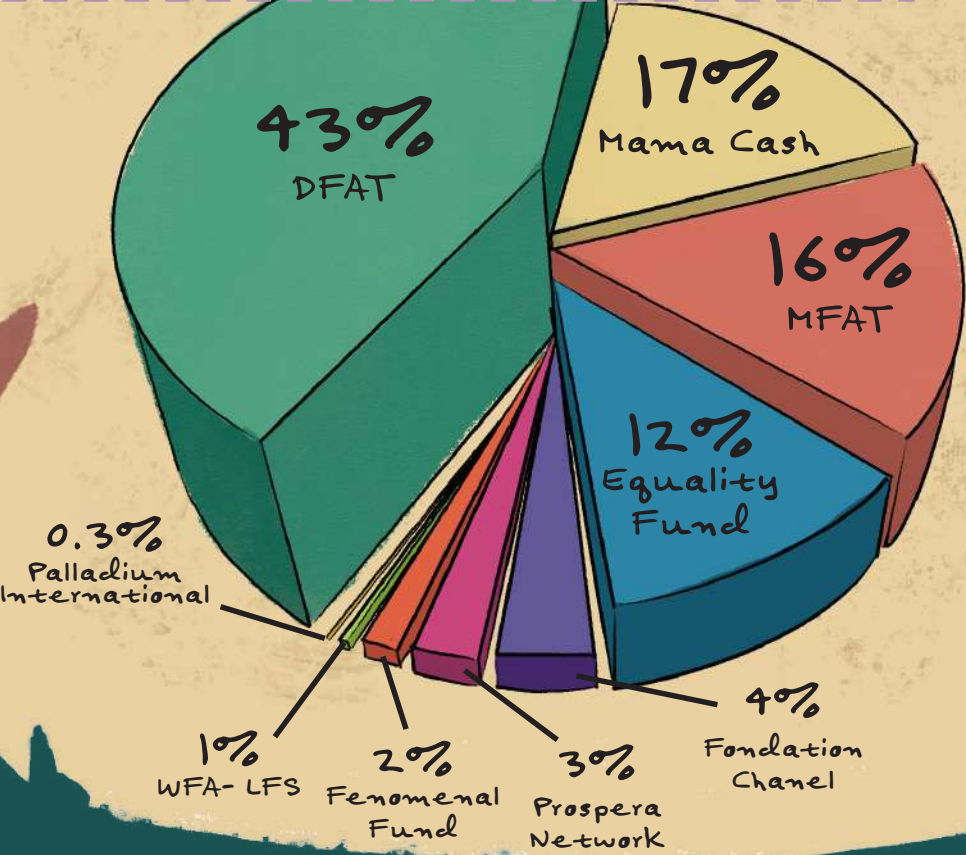
Our Donors

In 2024, the Fund’s work to advance gender equality and women’s empowerment in Fiji was strengthened by a diverse and growing base of committed donors. Key partners included:

- Australian Government – Gender Equality branch and Suva post;
- Equality Fund;
- Mama Cash;
- Prospera Asia and Pacific chapter via Women’s Fund Asia (WFA);
- Prospera International Network of Women’s Funds (INWF);
- Fenomenal Funds;
- New Zealand Government – Ministry of Foreign Affairs and Trade (MFAT);
- Private philanthropies, including Fondation Chanel; and
- Palladium International

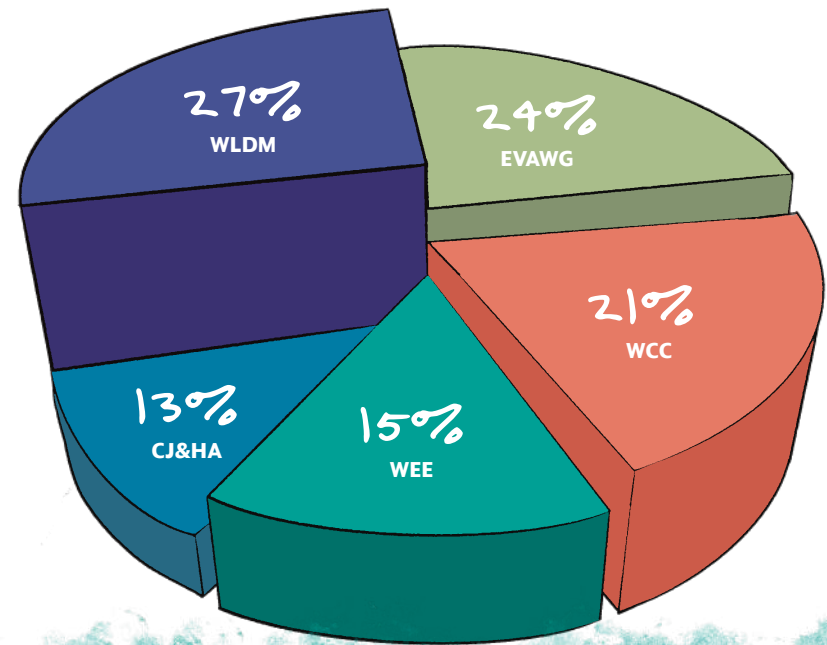
Total funding mobilised in 2024, including rollover from 2023, amounted to FJD6.55 million, of which FJD4.27 million (65%) was utilised to support grants, programs, and movement-building initiatives across Fiji. These collaborations and resources reflect a shared vision of a more equitable and just society for all women, girls, and gender-diverse individuals.

Funding received in Jan–Dec 2024 period: Grant Management, Program Activities and Operations



Our Grants

Primary impact areas of our grants:



Total disbursed grant amount in 2024:
\$2,454,250.60

WLDM: \$663,762
EVAWG: \$589,688.60
WCC: \$515,000
WEE: \$357,800
CJ&HA: \$326,000

50
Grants

44
Grantee partners

25
New grants committed

- 16 Sustainability Grants
- 1 Movement-Building Grants
- 8 Resilience Grants

Long-Term Grantee Partners

The Fund did not award any new long-term grants in 2024; however, six grants continued on from 2022 and 2023. These were Rise Beyond the Reef, Fiji Women’s Rights Movement, Transcend Oceania, Fiji Disabled Peoples Federation, femLINKPacific and Lifebread Stay Connected Foundation. Five of these will close in 2025, with the final one closing in 2026.

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WLDM = Women in Leadership and Decision-Making; EVAWG = Ending Violence against Women and Girls; WCC = Women’s Coalition for Change; WEE = Women’s Economic Empowerment; CJ&HA = Climate Justice and Humanitarian Action

Executive Summary

Women's Fund Fiji (WFF) continues to be the resource mobilising arm of the women's movement in Fiji, dedicated to supporting diverse women, girls, and gender non-conforming people, particularly those from rural, remote, and marginalised communities. As we present our third annual report as an independent entity, we remain steadfast in our mission to resource feminist and women-led initiatives that advance gender equality, human rights, and social justice.

In 2024, our grantee partners' work highlighted the urgency of addressing intersecting challenges, including the persistent prevalence of gender-based violence, deepening socio-economic inequalities, and the impacts of climate change on women and their communities. These efforts align with national frameworks such as the Ministry of Women's EVAW National Action Plan, while also engaging with regional and international platforms to ensure Fiji's feminist voices remain visible and influential.

Our partners continued to demonstrate innovation and resilience. From advancing leadership programmes for young women in sports and feminist spaces, to strengthening women's economic security through climate-adaptive livelihoods, to promoting disability inclusion and community resilience, the collective impact has been significant. Notably, several new grantee partners joined the Fund this year, bringing fresh perspectives and strengthening the national feminist ecosystem.

Collaboration and solidarity remain central to our approach. Partnerships between established and emerging organisations have fostered capacity sharing, networking, and collective advocacy. This has amplified community-level initiatives while connecting local voices to regional and global movements. At the same time, our partners are enriching data and evidence to influence policy and contribute to stronger humanitarian and development responses that reflect women's realities.

In 2024, grantee partners reached thousands of individuals across Fiji's four divisions, ensuring that the voices of women and gender non-conforming people are not only heard but shape the direction of transformative change. Financially, the Fund's resource base was strengthened through continued support from long-standing partners such as the New Zealand Government's Ministry of Foreign Affairs and Trade and Fondation Chanel, alongside other donor contributions that reinforce the sustainability of our mission.

Despite a challenging environment marked by political, economic, and climate-related pressures, Women's Fund Fiji has remained resilient. Looking ahead, we are committed to deepening our support to grantee partners, expanding our donor base, and sustaining a vibrant and inclusive feminist movement that champions human rights and gender justice for all.



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 feminist and women's rights organisations and movements. Launched in 2017 as part of the Australian Government's Pacific Women Lead program, the Fund committed approximately AUD 10.5 million from 2017 to 2022 to support gender justice and human rights work in Fiji. In 2021, the Fund registered as a local entity under Fiji's Charitable Trust Act, marking a key step toward sustainability and independence.

Building on this momentum, 2024 was another pivotal year, with funding increasing from FJD 5.07 million in 2023 to FJD 6.51 million, provided by a diverse group of donors, including:

- Bilateral donors: Australian Government (DFAT), New Zealand Government (MFAT)
- International sister funds: Mama Cash, Equality Fund, Fenomenal Fund, and Prospera Asia and Pacific Chapter via Women's Fund Asia and INWF
- Philanthropic donor: Fondation Chanel

Our Approach

The Women's Fund Fiji is guided by intersectional feminist principles, centring the voices and leadership of diverse women, girls, and gender non-conforming people. Inclusivity, collaboration, and accountability are at the heart of our work, as we partner with grantees, funders, and allies to strengthen movements and drive meaningful social change, especially for marginalised communities in rural and remote areas.

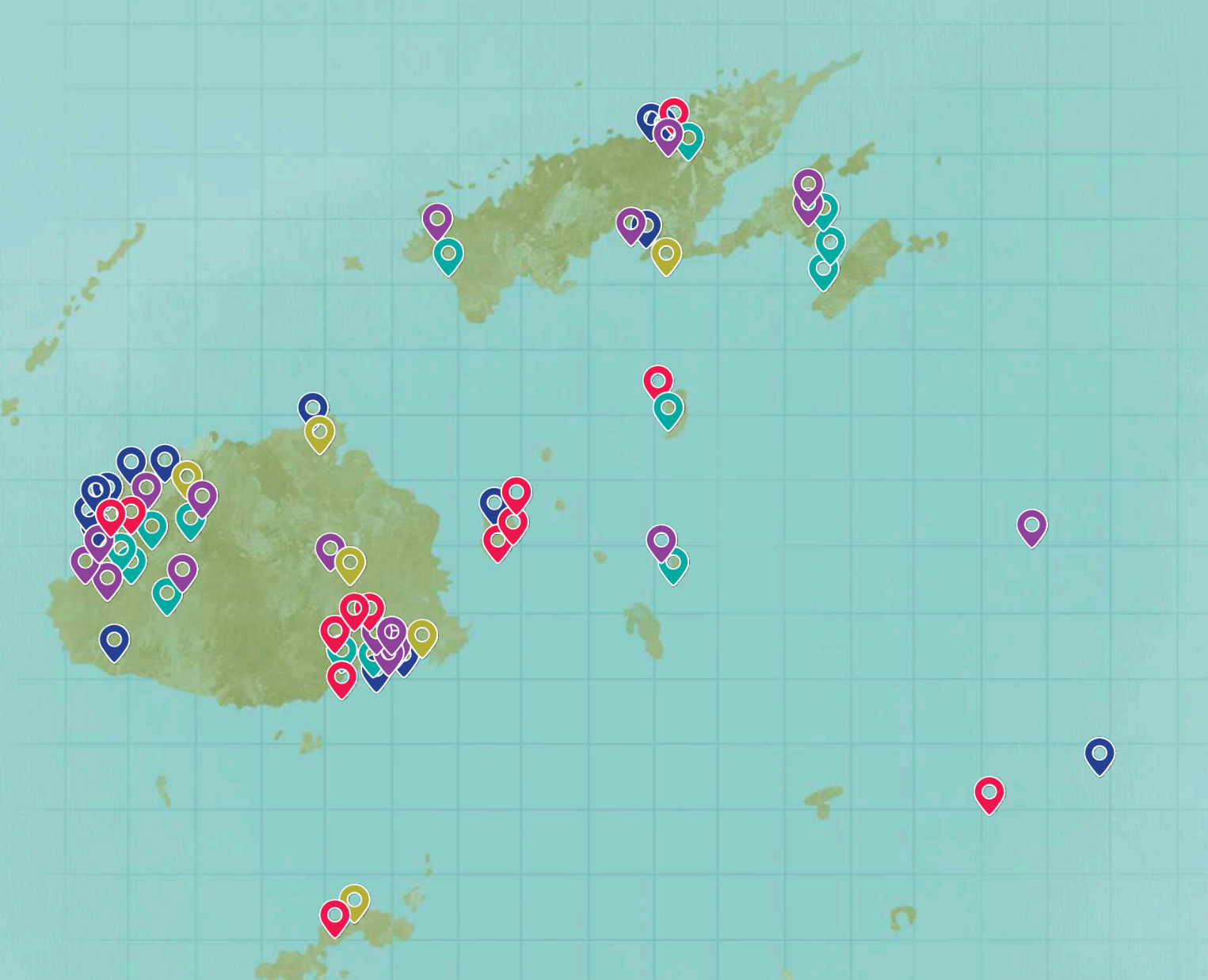
We support feminist and women's rights organisations through three main approaches:

- 1. Grant-making:** Direct funding ensures power and resources remain with the movements. Grants include Sustainability, Movement-Building, and Resilience Grants.
- 2. Capacity Development:** Non-financial support—such as training, convenings, knowledge-sharing, and solidarity—helps grassroots and marginalised groups access larger opportunities.
- 3. Movement Building and Advocacy:** We work to transform the broader funding ecosystem, ensuring more equitable resources and amplifying the voices of diverse communities across Fiji and the Pacific.

Through the Amplify-Invest-Reach (A-I-R) Partnership, the Fund engages regionally to influence gender equality priorities, address emerging issues like climate justice and disability rights, and connect with philanthropists to strengthen both organisational and programmatic initiatives.

Where We Work

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



Key

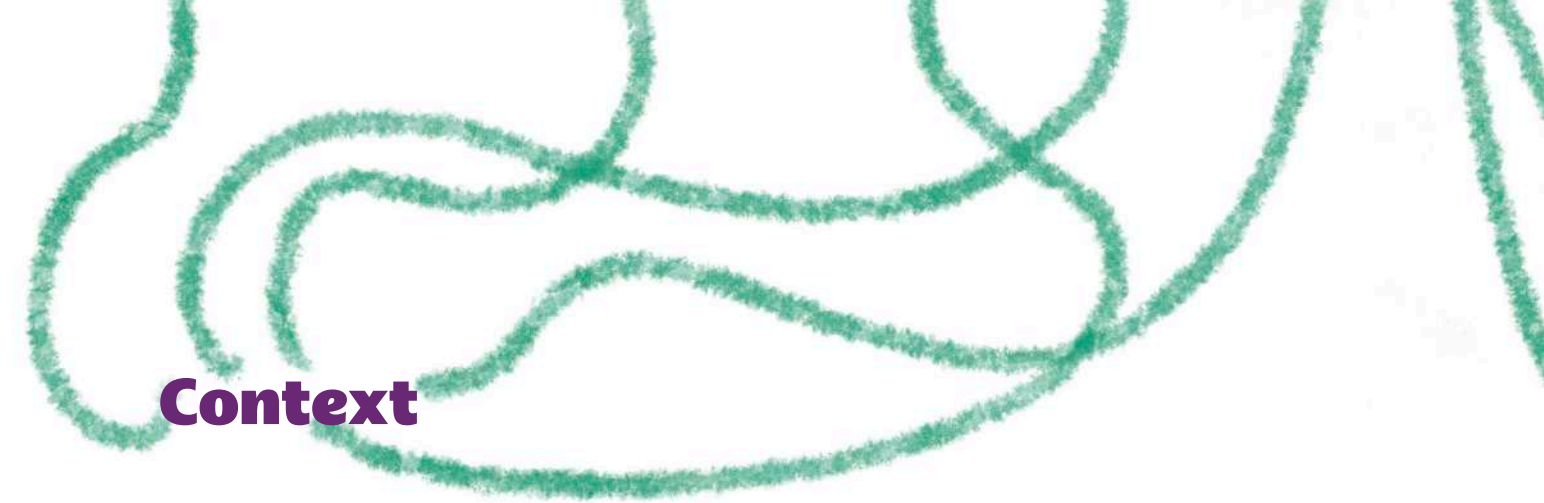
- Ending of Violence Against Women and Girls (EVAWG)
- Women's Coalition for Change (WCC)
- Women's Leadership & Decision Making (WLDM)
- Women's Economic Empowerment (WEE)
- Climate Justice & Humanitarian Action (CJ&HA)

WFF 2024 Grant Footprint

In 2024, Women's Fund Fiji supported over 50 grantee partners across multiple thematic areas, including EVAWG, WLDM, WEE, and CJ&HA. Grants were distributed in three main types: Sustainability, Movement Building, and Resilience, with approximately 45% of grants focused on sustainability, 30% on movement building, and 25% on resilience. This approach strengthened organisational capacity, promoted movement-building, and supported leadership development across communities.

The Fund's grants reached a diverse geographic spread, with roughly 50% of grantees in rural areas, 30% in semi-rural locations, and 20% in urban centres. By investing in both grassroots and national-level organisations, the Fund ensured that support reached communities with varying capacities and needs, particularly those in rural and remote areas. The table below provides a detailed overview of the 2024 grant footprint, showing each grantee partner, the type of grant received, the divisions and geographic areas served, and the total number of grants awarded.

Thematic area	Grantee partner	Grant type	Division					Geographic location	No. of grants	Donor
			Central	Eastern	Western	Northern	Southern			
EVAWG	Building Innate Resilience Through Hearts (BIRTH) Fiji	Sustainability			✓			Urban, semi-rural	4	DFAT
	Medical Services Pacific (MSP)		✓	✓	✓	✓	✓	Rural, semi-rural, urban	6	DFAT
	BIRTH Fiji				✓			Urban, semi-rural	6	Equality Fund
	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 (SVTC)					✓		Rural	2	MFAT
	Fiji Cancer Society (FCS)				✓			Rural, semi-rural, urban	5	Equality Fund
	Pacific Rainbow Advocacy Network (PRAN)							Urban, semi-rural	4	Equality Fund
WCC	Soqosoqo Vakamarama (SSVM) Kadavu	Sustainability					✓	Rural	2	DFAT
	Fiji Disabled Peoples Federation (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
	Fiji Girl Guides Association		✓	✓	✓	✓	✓	Rural, semi-rural, urban	2	Fondation Chanel
	FCS	Movement Building	✓		✓	✓		Rural, semi-rural, urban	6	Equality Fund



Context

The Fund's progress over January – December 2024 was influenced by changes to the national, regional, and international contexts.

National Context

The Childcare and Protection Act 2024, introduced by Fiji's Ministry of Women, Children, and Social Protection, marks a significant step for addressing child protection and gender-based violence issues in Fiji. The Act aims to tackle domestic violence, gender-based violence, and intergenerational trauma. Alarming, 34% of girls in Fiji experience childhood sexual abuse.² Children are increasingly vulnerable to online abuse, such as grooming and catfishing. Supported by UNICEF, the Act introduces a child-focused justice system that emphasises rehabilitation and reintegration, recognising the unique needs of young offenders and aiming to address the root causes of their involvement in criminal activities.

Regional Context

Fiji has made significant positive impacts on women's empowerment in the Pacific. The *Leadership Matters: Benchmarking Women's Business Leadership in the Pacific 2024* report, released in July 2024, tracked progress of women in leadership positions across the Pacific.³ Broader discussions during the August 2024 Pacific Island Forum's Economic Ministers meeting addressed the lack of women's participation in the economy in official roles. It raised awareness about the challenges women face in leadership roles and emphasised the importance of equality and equity in business leadership.

Additionally, the 15th Triennial Conference of Pacific Women by UN Women Asia and the Pacific, held in the Marshall Islands, served as a cornerstone of the region's efforts toward gender parity.⁴ It aligned with the Pacific Platform for Action for Gender Equality and Women's Human Rights 2018–2030, which provides a framework for advancing gender equality and women's rights.⁵

The Kiwa Initiative is a multi-donor program focused on enhancing climate change resilience in Pacific Island ecosystems, communities, and economies through nature-based solutions.⁶ Nature-based solutions involve actions aimed at addressing societal challenges by protecting, sustainably managing, and restoring ecosystems, benefiting both biodiversity and human well-being. Climate change and environmental degradation disproportionately impact vulnerable communities in the Pacific, threatening livelihoods and ecosystems. The Initiative addresses the intersection of feminism and the environment, stressing the need for gender equality, social justice, and human rights in nature-based solutions.

- <https://www.unicef.org/pacificislands/press-releases/unicef-applauds-fiji-adopting-important-child-protection-laws>
- <https://www.pacificpsdi.org/publications-2/psdi-publications/read/leadership-matters-2024-benchmarking-women-in-4business-leadership-in-the-pacific>
- <https://forumsec.org/sites/default/files/2024-08/Final%202024%20FEMM%20Outcomes.pdf>
- <https://forumsec.org/sites/default/files/2024-08/Final%202024%20FEMM%20Outcomes.pdf>
- <https://forumsec.org/sites/default/files/2024-08/Final%202024%20FEMM%20Outcomes.pdf>
- <https://asiapacific.unwomen.org/en/stories/press-release/2024/07/un-women-at-the-15th-triennial-conference-of-pacific-women-in-the-marshall-islands>

Thematic area	Grantee partner	Grant type	Division					Geographic location	No. of grants	Donor
			Central	Eastern	Western	Northern	Southern			
WLDM	Rise Beyond the Reef (RBTR)	Sustain-ability	✓	✓	✓	✓	✓	Rural	7	DFAT
	Fiji Women's Rights Movement (FWRM)		✓		✓	✓		Rural, Semi-rural, urban	6	DFAT
	Emerging Leaders Forum Alumni (ELFA)		✓					Urban	1	Equality Fund
	Bia I Cake					✓		Rural	1	MFAT
	Cicia Women's Network		✓	✓				Rural, urban	1	MFAT
	Rainbow Pride Foundation (RPF)		✓					Urban	1	DFAT
	Pacific Centre for Peacebuilding (PCP)				✓			Rural, semi-rural, urban	5	Equality Fund
	Naitasiri Women in Dairy Group (NWDG)		✓					Rural	5	Equality Fund
	FWRM	Resilience	✓		✓	✓		Rural, semi-rural, urban	7	DFAT
	BIRTH Fiji				✓			Rural, semi-rural, urban	5	Equality Fund
	Saumakia		✓					Rural	2	Mama Cash
WEE	RBTR	Resilience	✓	✓	✓	✓	✓	Rural		Foundation Chanel
	Women Entrepreneurs Business Council (WEBC)	Sustain-ability	✓					Rural, semi-rural, urban		DFAT
	Then India Maathar Sangam (TISI)				✓	✓		Semi-rural, urban		MFAT
	Udukacu Boots & Skirts					✓		Rural		MFAT
	Taveuni Empow-erment					✓		Rural		MFAT
	Tikina Mudu			✓				Rural		MFAT
	Cicia Women's Network			✓				Rural		Equality Fund
	Garden's Cre-ations				✓			Rural, semi-rural, urban		MFAT
	Taveuni Empow-erment					✓		Rural		MFAT
	Levukana			✓				Rural		Foundation Chanel
	Ra Naari				✓			Rural, semi-rural, urban		Foundation Chanel
	SSVM Ba				✓			Rural, semi-rural		Foundation Chanel
CJ&HA	Women in Fish-eries Network (WiFN)	Sustain-ability	✓		✓	✓	✓	Rural	4	Mama Cash
	SSVM Ba				✓			Rural	1	Mama Cash
	BWRA				✓			Rural, semi-rural	1	Mama Cash
	Saumakia		✓					Rural	1	Mama Cash
	Veivatuloa Wom-en's Club		✓		✓			Rural	1	Mama Cash
	MSP	Resilience	✓	✓	✓	✓	✓	Rural, semi-rural	7	DFAT
	NWDG		✓					Rural	6	Equality Fund
	PCP		✓					Rural, semi-rural	3	Mama Cash

International Context

The UN Sustainable Development Goals Summit 2024 in New York centred on the theme “Just and Inclusive Transitions”.⁷ The Summit stressed the need for equitable progress to advance Sustainable Development Goals, and tackled critical global challenges including poverty, hunger, climate action, peace, justice, and the need for strong institutions.

Additionally, the World Health Summit 2024 brought together global leaders to address challenges and advance innovations in global health. One key highlight was the inauguration of the Women Collective Berlin Hub, a collaboration between the UN Population Fund (UNFPA), Charité – Universitätsmedizin Berlin, and the Berlin Institute of Health. This hub aims to drive innovation, research, and investment in women’s health, focusing on sexual and reproductive health and rights, the first of its kind in an international network. Building on COP28, the Summit explored intersections of climate change, health, and migration, focusing on integrating health considerations into climate policy. The Summit also highlighted the importance of empowering vulnerable populations through community-based primary care and equitable health services, demonstrating a strong commitment to addressing health inequalities and ensuring access to essential health services for all.

⁷ <https://www.un.org/sustainabledevelopment/sdg-moment/>



Our Work with Grantee Partners

There is indication that the capacity development and grants provided by the Fund have significantly enhanced the ability of grantee partners to contribute to gender justice. The subsequent sections of the report detail the activities and implementation of this support. Firstly, the report outlines the capacity development initiatives facilitated by the Fund for grantee partners throughout the year. Following this, the report presents an overview of the number and financial allocations of grants disbursed by the Fund across five thematic areas, along with the outcomes achieved 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 2024, the Fund focused on two key areas of capacity development to enhance the effectiveness and efficiency of our grantee partners:

1. Xero Accounting Application: A refresher training on the use of the Xero accounting software was conducted with the Tikina Mudu Women’s Group and three other grantee partners. The software was first introduced to grantee partners in 2023. This cloud-based tool, known for its robust functionalities, supports small- and medium-sized organisations by streamlining financial transactions, invoicing, bank reconciliations, and payroll processing. The refresher training allowed grantee partners to address any challenges, ask questions, and explore advanced features of the software. Through the use of this software, the Fund has been able to directly track and assess the financial acquittals and spending rates of grantee partners. Participants are now able to analyse financial data in real-time and thereby receive insights on the financial health of their organisation and make data-driven decisions. The reinforcement of understanding around concepts like budgeting, authority levels, controls, good governance, responsibility, and reporting was key to ensuring that the

proper authorisation of spend was both fully understood and in accordance with the approved budget as per their grant agreement. This initiative aligns with the Fund's commitment to improving financial management, ensuring transparency, and fostering responsible stewardship of grant funds.

2. Reporting Workshops: Two reporting workshops were held for all of the Fund's emerging grantee partners, including all seven of the MFAT-funded partners. The workshop aimed to enhance their reporting capabilities, particularly for those nearing the end of their projects. The workshop aimed to:

- Build understanding of data collection importance.
- Familiarise grantees with the Fund's Monitoring, Evaluation, Accountability, and Learning (MEAL) framework.
- Introduce and practice with monitoring tools through videos.
- Strengthen capacity in developing program logic.
- Emphasise ethical considerations in monitoring and reporting.

These objectives were designed to ensure a comprehensive grasp of reporting requirements and to facilitate a smooth transition as grantees conclude their project implementations. Some outcomes of this training include hands-on practice with monitoring tools, particularly via instructional videos. Participants learned how to use these tools in their own project contexts.

Grant Call 2024

The Fund launched a grant call that was open from 1 June to 1 July, receiving an impressive total of 89 applications. Following the evaluation by the Grants Committee, 17 applications were selected for funding. These included 15 sustainability grants, one movement-building grant, and one resilience grant. Of the 17 selected, four were funded by MFAT (comprising three renewed proposals from current grantees and one new grantee), seven by the Equality Fund, five by Fondation Chanel, and one by Mama Cash.

Grantee partner work across thematic areas

There is evidence that the grants provided by the Fund increased the capacity of grantee partners to contribute to gender justice. The following sections show the number and amount of grants the Fund provided in each thematic area, the number of beneficiaries reached by partners, and the outcomes achieved over the reporting period.

Women's Leadership & Decision-Making (WLDM)

Women's Fund Fiji

In 2024, the Fund disbursed FJD **663,762** to 10 grantee partners to implement **12** grants that advanced women's leadership and decision-making. An additional four grantee partners addressed WLDM as a cross-cutting issue. Together, these initiatives reached **3,034** people – **1,617** women and girls (including **57** with disabilities), **1,298** men and boys (including **46** with disabilities), and **16** gender non-conforming people.

Our ten grantee partners working on WLDM are:

- Rise Beyond the Reef (RBTR)
- Fiji Women's Rights Movement (FWRM)
- Emerging Leaders Forum Alumni (ELFA)
- Naitasiri Women in Dairy Group (NWDG)
- Bia I Cake Women's Cooperative
- Cicia Women's Network
- Rainbow Pride Foundation (RPF)
- BIRTH Fiji
- Saumakia Women's Club
- Pacific Centre for Peacebuilding (PCP)

Additionally, four other partners contributed to WLDM as a cross-cutting issue: femLINKPacific, Fiji Disabled People's Federation (FDPF), YWCA Fiji, and Saumakia Women's Club (via a separate Mama Cash-funded project).

Overview

Globally, while there has been progress in women's political leadership, barriers persist. Violence against women in politics, particularly online harassment, continues to undermine women's participation and voice. Women's representation in senior leadership also remains below parity: globally, women hold only 22.8% of Cabinet Minister roles, and just 11.3% of countries have a woman Head of State.^{8,9} In the Pacific, women's participation in political and business leadership continues to lag compared to other regions.¹⁰

In Fiji, gender stereotypes and cultural expectations remain major barriers to women's leadership. A Fiji Women's Rights Movement (FWRM) perception study found that support from loved ones was considered crucial for women's chances of being elected, while gender stigmatisation was identified as a key factor that reduces opportunities.¹¹

8. Inter-Parliamentary Union (IPU) & UN Women (2023). Women in Politics: 2023 Map. <https://bit.ly/3KrsfnX>

9. LinkedIn (2023). Global Gender Gap in Leadership Roles. <https://bit.ly/3R8ZuEh>

10. Pacific Islands Forum (2023). Gender Equality Declaration – Cook Islands Meeting. <https://bit.ly/3V9XrNo>

11. Fiji Women's Rights Movement (2022). Perception Study on Women's Leadership. <https://bit.ly/3R9PUgg>

Civil society organisations, including those supported by Women's Fund Fiji, are playing a critical role in addressing these challenges by shifting social norms, expanding women's access to leadership pathways, and advocating for more inclusive governance structures.

In 2024, grantee partners focused strongly on building the confidence, skills, and leadership pathways of women and girls. The Naitasiri Women in Dairy Group (NWDG), after completing GEDSI training, began actively participating in village and community meetings—a notable cultural shift from past practices. FWRM implemented the final Emerging Leaders Forum (ELF) programme with a cohort of diverse young women from the Northern Division. This was the first time the ELF programme was organised outside of Viti Levu, culminating in impactful community outreach and advocacy activities. The participants, now ELF alumni, are an enthusiastic group of young feminists committed to carrying forward their work. FWRM also introduced a new Young Women in Sports Leadership Development programme, which has led to the creation of a tailored sports leadership toolkit. Meanwhile, the Bia I Cake Cooperative advanced financial literacy and MSME training for women, inspiring greater confidence and sparking wider community development, including the creation of a youth-led men's group.

Access to resources and services also expanded considerably. FemLINKPacific and NWDG supported young women and single mothers to secure vocational scholarships in trades such as welding and engineering, opening new pathways in male-dominated sectors. The Bia I Cake Cooperative made strides in aquaculture, successfully harvesting tilapia while mobilising community engagement. Rise Beyond the Reef (RBTR) diversified its markets by launching new product lines for Jack's of Fiji, entering the FAIRE online wholesale platform, and extending its reach to 11 new communities. RBTR also invested in local leadership by training community coordinators in Nairai and Kioa, while exploring opportunities to expand into Hawaii—an initiative that could significantly increase women's participation in international markets.

Grantees also worked to challenge entrenched social norms and strengthen women's roles in leadership. In Ba, women supported by RBTR have emerged as leaders in agriculture—successfully negotiating land access, coordinating planting activities, and managing the processing and sale of root crops. Their leadership reflects a growing community trust in women as capable and influential economic actors. RBTR's District Coordinators engaged directly with Provincial and District Officers, positioning women's networks as credible governance actors alongside male-dominated structures. The Yakete Women's Group leveraged this credibility to participate in national-level consultations, including budget discussions. Additionally, RBTR conducted GESI refresher training to deepen knowledge on gender-based violence prevention, disaster response, and resilience. Looking ahead, RBTR plans to introduce insurance policies for 170 women, enabling access to small loans and promoting financial independence.

At the policy and institutional level, grantee partners continued to influence governance frameworks. FemLINKPacific and others amplified women's voices in decision-making spaces, ensuring their perspectives were integrated into policy processes. These contributions align with international commitments such as CEDAW and the Beijing Platform for Action, reinforcing Fiji's progress toward gender justice and equality.

The collective achievements of our grantee partners demonstrate how diverse strategies from grassroots organising and financial literacy, to youth leadership pathways and policy advocacy directly advance women's leadership and decision-making. By strengthening confidence, creating access to resources, shifting cultural norms, and positioning women as credible actors in governance spaces, these initiatives embody the essence of the WLDM theme.

Eliminating Violence Against Women and Girls (EVAWG)

To advance efforts to eliminate violence against women and girls (VAWG), the Fund disbursed **FJD877,665** to eight grantee partners, supporting the implementation of eight grants in 2024. Through these initiatives, a total of **10,254** people were reached: 6,925 women (including 130 with disabilities), **3,219** men (including **58** with disabilities), and **110** gender non-conforming individuals.

The grantee partners supported under the EVAWG thematic area 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 (SCF)
- v. Lifebread Stay Connected Foundation
- vi. Transcend Oceania
- vii. Fiji Cancer Society (FCS)
- viii. Soqosoqo Vakamarama iTaukei Cakaudrove (SVTC)

Additionally, femLINKPacific contributes to this thematic area through its work on advocacy, community convening, and media-based activism.

Overview

Violence against women and girls remains one of the most pervasive human rights violations globally, regionally, and nationally in Fiji. Globally, an estimated 736 million women—nearly one in three—have been subjected to physical and/or sexual violence in their lifetime¹². Yet fewer than 40% of women who experience violence seek any form of help, highlighting systemic barriers to reporting and accessing support services¹². The economic cost of VAWG is also staggering, estimated at 2% of global GDP (USD 1.5 trillion annually)¹³.



Women's Economic Empowerment (WEE)

Over January to December 2024, Women's Fund Fiji disbursed **FJD357,800** to **11** grantee partners to implement **12** grants aimed at strengthening women's economic empowerment. These initiatives reached **395** beneficiaries, including **269** women (**8** with disabilities), **103** men (**10** with disabilities), and **5** gender non-conforming individuals. Additionally, five other grantee partners addressed WEE as a cross-cutting issue, reflecting the Fund's holistic approach to promoting economic opportunities, leadership, and resilience among women across Fiji.

The grantee partners supported under the WEE thematic area 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)
- vi. Tikina Mudu Women's Club

In addition to the primary grantee partners, six other organisations contributed to Women's Economic Empowerment (WEE) in 2024. Kioa Women's Organisation (KWO), Lifebread Stay Connected Foundation (LSCF), BIRTH Fiji, Pacific Rainbow Advocacy Network (PRAN), Cicia Women's Network, and SVM Kadavu supported women with skills development, income-generating activities, financial literacy, and inclusive economic opportunities.

In the Pacific, rates are even higher: two in three women experience physical or sexual violence in their lifetime, largely perpetrated by intimate partners¹⁴. Barriers to seeking help in the region include cultural stigma, economic dependence, geographic isolation, and fear of retaliation. Fiji records some of the highest rates of VAWG globally, with 64% of ever-partnered women experiencing intimate partner violence¹⁵. Child sexual abuse also remains prevalent, disproportionately affecting girls. Underlying patriarchal structures—reinforced by economic insecurity, climate-induced crises, and substance abuse—continue to drive these patterns.

Despite these challenges, Fiji has made notable progress in creating enabling environments for change. In June 2023, Fiji launched the National Action Plan to Prevent Violence Against All Women and Girls (NAPVAWG), becoming the first Pacific Island country to do so¹⁶. This Plan, backed by both the Fijian and Australian governments, aims to address violence through transformative public education, survivor-centred services, coordinated justice mechanisms, and policy reforms that advance gender equality.

Within this context, Women's Fund Fiji's grantee partners play a critical role in turning national commitments into community-based action. In 2024, partners such as BIRTH Fiji and Transcend Oceania strengthened community trust and offered livelihood and climate-responsive support to survivors, helping women build resilience and financial independence. Medical Services Pacific (MSP) provided crucial access to sexual and reproductive health rights services across multiple divisions, reporting growing trust from communities and institutions alike. In the Western Division, Lifebread Stay Connected Foundation supported survivors through skills development and safe referral pathways, including connections to safe houses. PRAN ensured inclusive outreach to LGBTQI+ and gender non-conforming individuals, addressing a gap in mainstream EAWG services.

Grantee partners also worked extensively to challenge entrenched social norms. SVTC's engagement with traditional leaders and church communities in Cakaudrove created new spaces for dialogue where silence on domestic violence was once the norm. FemLINKPacific's rural convenings empowered women to speak openly in households and congregations, producing ripple effects of advocacy. At the institutional level, Save the Children Fiji and MSP partnered with the Fiji Police Force and line ministries to strengthen survivor pathways, while SVTC contributed to consultations on the Child Protection Bill 2023. Meanwhile, Transcend Oceania's leadership in establishing the Pacific Women's Mediation Network strengthened the regional peacebuilding movement and created new avenues for women's leadership in conflict resolution.

Together, these achievements underscore the importance of locally driven, grassroots strategies in addressing Violence Against Women and Girls. By combining service delivery, community mobilisation, and institutional advocacy, grantee partners are not only responding to immediate needs but also laying foundations for long-term structural change.

12. UN Women (2023). Facts and Figures: Ending Violence against Women. Retrieved from: <https://bit.ly/3wYef1Y>

13. World Bank (2022). The Cost of Gender-Based Violence. Retrieved from: <https://www.worldbank.org/en/topic/socialsustainability/brief/gender-based-violence>

14. Secretariat of the Pacific Community (SPC) (2021). Pacific Women's Regional Factsheet on Violence against Women.

15. Fiji Women's Crisis Centre (2013). National Research on Women's Health and Life Experiences in Fiji.

16. Government of Fiji (2023). National Action Plan to Prevent Violence Against All Women and Girls 2023–2028. Retrieved from: <https://bit.ly/3X5Gm9S>



Overview

Globally, women's economic empowerment remains critical to achieving gender equality, yet persistent barriers continue to limit women's economic participation. In the Pacific, women predominantly work in the informal economy, facing restricted access to finance, business skills, and information. Social norms and weak enabling environments further constrain women's economic activities, while the disproportionate burden of unpaid household work persists—women perform 73% of domestic labor while comprising only 34% of Fiji's labour force¹⁸. Gender-based violence and digital access gaps further limit women's opportunities for income generation and leadership^{17,19}.

Grantee partners in 2024 addressed these challenges through a variety of initiatives aimed at raising consciousness and capabilities, expanding access to resources, and transforming social norms. TEWSG trained women in beekeeping, handicrafts, and backyard farming, equipping them with new income-generating skills, while Udukacu Skirts & Boots facilitated structured household and business initiatives to support sustainable income. Lifebread Stay Connected Foundation integrated financial management and safety planning for survivors of gender-based violence, acknowledging the potential risks associated with economic empowerment. RBTR expanded production centres to new communities in Bua and Nayau, enabling women to engage in sustainable economic activities and increase visibility in regional markets. WEBC facilitated international networking and leadership training, strengthening women's entrepreneurial skills and market access. These interventions were complemented by community engagement strategies, which encouraged male and youth participation and shifted household gender norms, leading to greater recognition of women's economic roles¹⁷.

Access to resources and markets improved significantly across participating communities. TEWSG and RBTR provided avenues for women to sell goods through monthly markets, wholesale platforms, and partnerships with tourism outlets. Udukacu and Tikina Mudu engaged government ministries to co-facilitate technical workshops, while digital barriers were overcome through creative solutions, such as coordinated trips for accounting uploads. These measures enhanced both income generation and women's confidence in leading household and community economic activities.

At the policy and institutional level, grantee partners continued to advocate for gender-responsive policies and establish platforms for women's economic empowerment. The WEBC Women Inuigorate the Nation Convention brought together over 200 entrepreneurs from rural and urban areas, promoting networking, knowledge exchange, and capacity building. SVM Kadavu provided essential resources for women's economic activities, facilitating institutional support.

These combined efforts ensured that economic empowerment initiatives went beyond income generation to foster leadership development, social inclusion, and safe, supportive environments for women to thrive^{17,18,19,20}.

17. Asian Development Bank. Addressing Gender-Based Violence and Economic Empowerment in the Pacific. 2023. <https://bit.ly/457HtYS>

18. Fiji Women's Rights Movement. Gender Inequities in Fiji: Labour Force and Unpaid Work. 2023. <https://bit.ly/4bJKEsc>

19. Gender Transformative Institutional Capacity Development Initiative, Fiji. 2023. <https://bit.ly/3X7wEnJ>

20. Women Entrepreneurs Business Council. Women Inuigorate the Nation Convention Report. 2024.

Women's Coalitions for Change (WCC)

Over January to December 2024, Women's Fund Fiji disbursed **FJD422,315** to six grantee partners to implement six grants aimed at strengthening women's coalitions for change (WCC). These initiatives reached **1,344** beneficiaries, including **892** women and girls (**168** with disabilities), **435** men and boys (**148** with disabilities), and **17** gender nonconforming individuals.

The grantee partners supported under the WCC thematic area are:

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

Additionally, three other grantee partners contributed to Women's Coalitions for Change (WCC) as a cross-cutting issue. These included Tikina Mudu Women's Club, which provided grassroots support and community engagement; Emerging Leaders Forum Alumni (ELFA), which brought together young women leaders to strengthen advocacy and collective action; and the Naitasiri Women in Dairy Group (NWDG), which combined economic empowerment with coalition-building efforts to amplify women's voices in rural communities.

Overview

Globally and regionally, women's networks are vital for promoting empowerment, gender equality, and access to resources, mentorship, and professional opportunities^{21,22,23}. In the Pacific, women face social norms, limited access to finance, and restricted networking opportunities, especially in rural and remote areas. Grantee partners addressed these challenges by building consciousness, leadership, and inclusive participation among women. femLINKPacific launched its Ovalau network in Levuka, providing rural women leaders with a platform to advocate for gender equality and critique patriarchal power structures. SVM Lau conducted awareness and profiling activities across 16 villages in the Lau group, highlighting multiple dimensions of gender inequality. SVM Kadavu's Life Skills training for women's groups expanded knowledge beyond economic skills to include conservation, climate change, and healthy living. FDPF extended its efforts to women with disabilities, providing livelihood training and fostering inclusive community participation.

Access to resources and services improved significantly in 2024. SVM Kadavu's Income Generation Awareness Programme equipped women with tools to enhance economic activities. femLINKPacific leveraged partnerships to expand advocacy and leadership opportunities, while FDPF revitalised its Ovalau branch and established a new branch on Koro Island to include more persons with disabilities. These interventions encouraged inclusive dialogue and challenged harmful social norms, fostering behavioural changes in households and communities. Women participating in SVM Kadavu and femLINKPacific programs reported greater cooperation and willingness to question exclusionary practices, while community discussions increasingly reflected feminist ethics and values.

Overall, grantee partners' work strengthened women's coalitions by enhancing leadership, social inclusion, access to resources, and collective advocacy, contributing to sustained progress in gender equality and community cohesion across Fiji.

21. Burt, R. S. Structural Holes: The Social Structure of Competition. Harvard University Press, 1992.

22. Ibarra, H., & Hunter, M. Network Building in Professional Life. Academy of Management Review, 2007.

23. Women's Learning Partnership. Networking for Women's Leadership and Rights. 2022.

Climate Justice & Humanitarian Action (CJ&HA)

Over January–December 2024, Women's Fund Fiji disbursed **FJD326,000** to eight grantee partners to implement eight grants focused on strengthening climate justice and humanitarian action (CJ&HA). These initiatives reached **1,071** people, including **751** women (**5** with disabilities), **297** men (**5** with disabilities), and **13** gender non-conforming individuals. Additionally, one other grantee partner contributed to CJ&HA as a cross-cutting issue.

The grantee partners supported under the CJ&HA thematic area are:

- i. MSP
- ii. Naitasiri Women in Dairy Group (NWDG)
- iii. Women in Fisheries Network Fiji (WiFN-Fiji)
- iv. Ba Women's Rugby Association (BWRA)
- v. Saumakia Women's Club
- vi. Veivatu Women's Club
- vii. Pacific Climate Partnership (PCP)
- viii. SSVM Ba

Additionally, Transcend Oceania contributed to Climate Justice and Humanitarian Action as a cross-cutting grantee partner.

Overview

Climate change is a critical threat to Pacific Island countries, including Fiji, driving risks such as displacement, loss of ancestral lands, and disruption of cultural identity²⁴. Rural women are particularly vulnerable, as their livelihoods depend on natural resources that are easily affected by natural disasters. Women's caregiving responsibilities often limit their mobility during disasters, and post-disaster coping strategies can differ from men's, sometimes increasing exposure to gender-based violence²⁵. Globally, cultural organisations and practitioners have emphasised culture-based solutions to climate change, as highlighted in the Global Call to Action ahead of COP28²⁶. Rising sea levels, cyclones, and coastal erosion further threaten communities, with migration decisions deeply tied to the Fijian concept of *vanua*, which reflects the interconnectedness of land, people, culture, and social well-being^{27,28}.

In 2024, grantee partners strengthened consciousness and capabilities by delivering training in sustainable farming, project management, advocacy, financial literacy, *voivoi* weaving, and health regulations. Women-led groups, such as Saumakia Women's Club,

Veivatu Women's Club, and NWDG, supported leadership development and peer-to-peer learning. WiFN-Fiji increased women's representation in governance and community leadership, with 22 women from eight provinces taking leadership roles after training. Partnerships with government agencies and civil society, such as the Ministry of Forestry and the Foundation for the Education of Needy Children in Fiji (FENC Fiji), enhanced technical skills in family farming and nursery management.

Access to resources and services expanded through targeted interventions. MSP distributed 150 combined WASH and dignity kits to flood-prone communities while providing health services to market vendors and survivors of gender-based violence. NWDG expanded nursery clusters to support mushroom and vegetable cultivation, improving food security and economic resilience. SSVM Ba community nurseries generated sustainable income through seedling sales to the Ministry of Forestry, linking livelihoods with climate adaptation strategies.

Grantee partners also challenged social norms and deep structures. Women's leadership in traditionally male-dominated spaces was strengthened through collective initiatives like *solesolevaki* at Saumakia Women's Club and nursery activities at NWDG. Previously excluded women, including Indo-Fijian and married-in women, gained recognition and decision-making influence in community development. WiFN-Fiji leveraged storytelling and safeguarding platforms to highlight climate-induced hardships and promote accountability from government and media actors.

At the policy and institutional level, grantee partners influenced national and international decision-making. NWDG's participation in the China Aid Program on Food Security in Geneva highlighted the contributions of rural women to climate solutions. Saumakia Women's Club conducted feasibility studies on traditional climate adaptation strategies, supporting evidence-based policy development. WiFN-Fiji engaged in national consultations, including the WEE National Action Plan review, while SSVM Ba collaborated with ministries on land, water, forestry, and agriculture programs, establishing pathways for integrating women in climate adaptation planning.

Together, these achievements underscore the importance of locally led, culturally grounded strategies in advancing climate justice and humanitarian action. By combining sustainable livelihoods, disaster preparedness, cultural resilience, and policy advocacy, grantee partners are not only addressing immediate climate risks but also laying the foundations for long-term structural change that centres women's leadership and community wellbeing in Fiji's climate response.

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

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

26. <https://bit.ly/3VgliLq>

27. <https://bit.ly/3KkqFEm>

28. The Fijian concept of *vanua* encompasses the land, people, customs, and spiritual connections, highlighting the interconnection between environment, culture, and social well-being.

Networks

Feminist and women's movements are becoming increasingly diverse and vibrant, with critical spaces that strengthen their spheres of influence. Across all thematic areas, grantee partners contributed to this growth by fostering inclusive convenings, building coalitions, nurturing intergenerational leadership, and driving strategic collaborations. These efforts opened vital avenues for advocacy, visibility, and voice, ensuring that women in all their diversities - rural, LGBTQI+, women with disabilities, Indo-Fijian, and iTaukei women - could participate meaningfully and shape decision-making processes at local, national, and regional levels.

Key Contributions from Grantee Partners

Inclusive National Convenings (FemLINKPacific - WCC): FemLINKPacific expanded representation in its convenings to include sex workers, disability advocates, and LGBTQI persons. This deepened cross-movement solidarity and dialogue, transforming their convenings into safe and inclusive spaces where marginalised women could share lived realities and co-create solutions. Their participation in the Universal Periodic Review process, alongside other coalitions, further amplified feminist voices in global forums.

Reinvigoration of Women's Structures (FDPF – WCC): The Fiji Disabled Peoples Federation revived inactive branches and reinvested in its women's network. Their 2024 biennial meeting, supported through strategic budget reallocations, became a space for women with disabilities to convene, share, and advocate together reaffirming their role in the national disability and feminist movements.

Strengthening Grassroots Networks (WiFN-Fiji – Climate Justice and WEE): As the only NGO in Fiji working specifically with fisherwomen, WiFN-Fiji plays a critical role in diversifying the feminist movement. Their community-based leadership programs and partnerships (e.g., Gender and Climate Change Working Group, Oxfam's DRR program) brought women from eight provinces into leadership, enhancing both movement-building and institutional influence.

Cross-Thematic Partnerships and Solidarity (Lifebread and Saumakia Women's Club– EAWG and CJ&HA): Collaboration between Lifebread and Saumakia Women's Club during the 16 Days of Activism illustrated the strengthening of horizontal solidarity between grantees. These collaborations enabled women to exchange experiences, identify common barriers, and uplift each



other's advocacy across sectors—from violence prevention to climate resilience.

Storytelling and Movement Memory (ELFA – WLDL): ELFA released an anthology that documented personal stories of feminist leadership. This intergenerational storytelling serves as a tool for movement memory, healing, and continued consciousness-raising among young feminists navigating intersecting inequalities.

Bridging Informal and Formal Power (NWDG and Veivatulua Women's Club – CJ&HA): Grantees like the NWDG and Veivatulua Women's Club ensured that women's knowledge, skills, and networks are visible and influential within traditional and formal systems. Their

resilience nurseries, WASH projects, and participation in village and provincial meetings helped institutionalise women's presence in community governance.

Grantee partners are not only participating in movements—they are shaping them. Through local innovation, national advocacy, and regional partnerships, they are expanding the boundaries of what feminist organising looks like in Fiji. By actively including marginalised voices and anchoring their work in community realities, these grantees are contributing to a feminist movement that is *intersectional, rooted, and resilient*.



Fund Sustainability

The Fund strengthened its financial sustainability and feminist leadership by cultivating partnerships rooted in trust, shared values, and collective impact. These collaborations expanded its reach and enhanced its capacity to resource and support feminist movements across Fiji. Diversified, long-term, and core funding from bilateral agencies, private philanthropies, and feminist alliances demonstrated increasing confidence in the Fund's ability to advance women's rights and amplify marginalised voices.

As part of these efforts, the Fund maintained an active role in the Amplify, Invest, Reach (A-I-R) Partnership with DFAT and sister funds, contributing to evaluations, co-design processes, and shared learning events. This collaboration facilitated access to new philanthropic opportunities while supporting collective advocacy on localisation and feminist finance.

The Fund also elevated the voices of women and gender-diverse communities through international representation in major regional and global forums, including the Pacific Women Lead Annual Reflection, DFAT Disability Equity Panel, and the Legacy Leadership Symposium, ensuring that Fiji's feminist movements were visible and influential on the global stage.

New and Renewed Partnerships and Support

New Zealand Government – Ministry of Foreign Affairs and Trade (MFAT): Under the Fiji Gender Action Programme: Marama ni Viti (2023–2026), FJD296,218 was disbursed in 2024, strengthening rural and maritime women's organisations and sustaining community-based feminist leadership.

Mama Cash – Climate Justice Grant: A EUR240,000 (FJD310,000 disbursed) grant was received under the GAGGA initiative, supporting Climate Justice and Humanitarian Action programming with four strategic grantee partners and renewing a long-standing commitment to feminist climate action.

Fondation Chanel: A three-year USD 300,000 partnership, marking their first engagement in the Pacific, contributed FJD 173,000 in 2024, strengthening feminist programming and local movement-building through PROSPERA and the Pacific Feminist Fund.

Prospera Gift Mechanism via Women's Win: A one-time USD65,065 grant supported the Fund's financial resilience and strategic engagement in global feminist convenings, including:

- USD50,000 in unrestricted core funds
- USD5,000 honoraria for the Fund's contribution to the Prospera Steering Committee
- USD10,065 for travel to strategic events

Phenomenal Fund – Collective Care Grant: A FJD100,911 grant supported the well-being, resilience, and care of the Fund's team and grantee network, recognising that collective care is central to sustaining feminist movements.

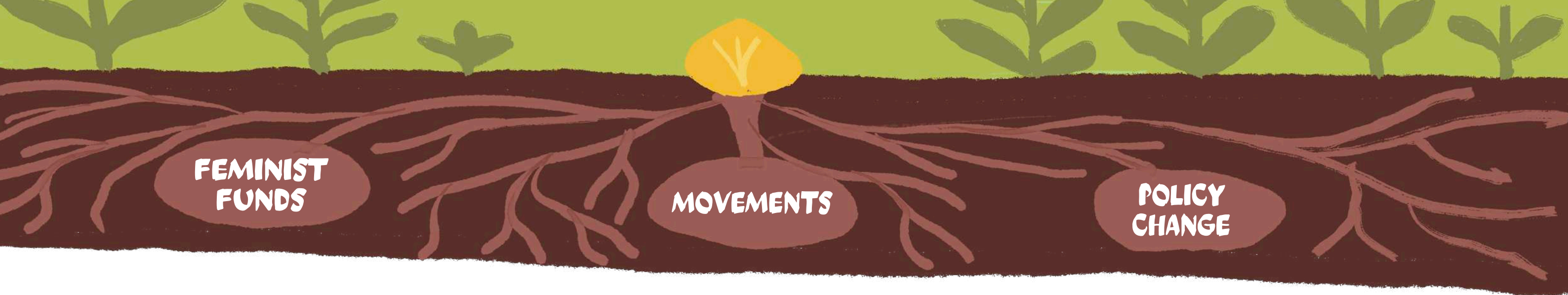
Ongoing Donor Engagement And Strategic Influence

In addition to mobilising new funds, the Fund sustained its relationships with key partners including DFAT, MFAT, Women's Fund Asia/Leading from the South, and Equality Fund through high-quality reporting, joint learning events, and representation in key policy and advocacy spaces:

Milestone Reporting: The Fund successfully completed multiple donor reports, including milestone submissions to DFAT and MFAT, self-assessments to Mama Cash, and inaugural reporting to Fondation Chanel, with strong donor feedback affirming the Fund's leadership in gender justice programming.

A-I-R Partnership: The Fund continued its active role in the Amplify, Invest, Reach (A-I-R) Partnership with DFAT and sister funds, contributing to evaluations, co-design processes, and shared learning events. This collaboration facilitated access to new philanthropic opportunities and supported shared advocacy on localisation and feminist finance.

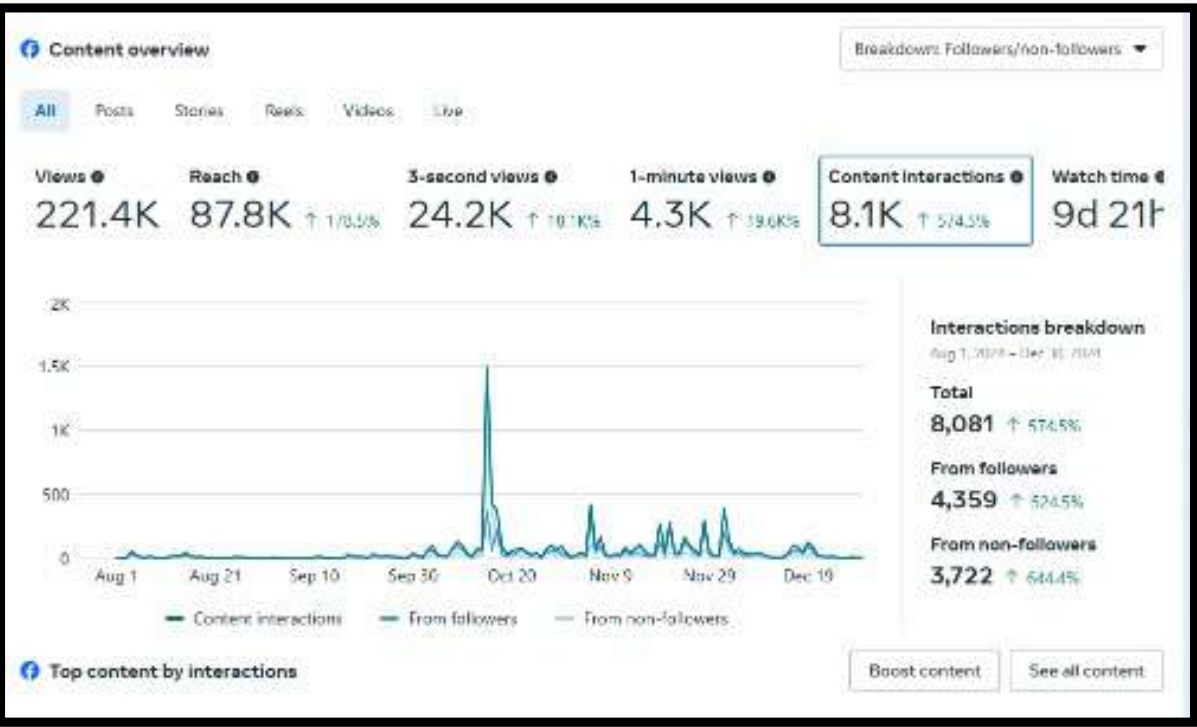
Fund Representation: The Fund participated in major regional and global forums, such as the Pacific Women Lead Annual Reflection, the DFAT Disability Equity Panel, and the Legacy Leadership Symposium, elevating the voices of women and gender-diverse communities in Fiji and the Pacific. More on Key Events - Page 36.



Influencing Wider Philanthropy

The Fund expanded its digital and media presence, using strategic content, targeted outreach, and timely engagement with global campaigns to raise awareness of its mission, grants, and the work of grantee partners. This increased visibility not only amplified the voices of feminist movements in Fiji and the Pacific but also reinforced the Fund’s broader goal of building a well-resourced, connected, and influential feminist funding ecosystem.

Social Media Highlights



Digital and Media Engagement – 2024

The Fund significantly expanded its digital and media presence in 2024, strengthening awareness of its mission, grants, and grantee partners.

Social Media (Facebook):

- Total reach: 254,900 people (H2 increased 178.5% from H1)
- Total interactions: 8,100 (↑574.5%)
- New followers gained: 2,422
- Key engagement peaks: International Day for Rural Women, 16 Days of Activism

Website Performance:

- Total visitors: 31,400 (7,400 in H1; 24,000 in H2)
- Top pages: Grants (5,500 users) and How to Apply (3,900 users)
- Significant activity: 69,000 events, 11,000 session starts, 1,400 file downloads

Audience Reach:

Strong local and international engagement, including users from Fiji, Australia, New Zealand, the US, UK, Papua New Guinea, Indonesia, Nigeria, Solomon Islands, and Vanuatu

Traditional and Multimedia Outreach:

- 5 newspaper articles, 15 online news stories, 5 TV features
- 67 social media posts and 7 advocacy videos
- Recruitment of a Communications Officer in October enhanced content strategy and output

Overall, the Fund’s communications performance in 2024 reflects a growing, engaged community and strengthened its leadership in feminist advocacy and visibility across the Pacific.

The Fund’s website saw significant growth in visits, engagement, and user interaction throughout the year:

Website Performance



Total Visitors:

- January – June: 7,400 (of which 7,300 were new users)
- July – December: 24,000 total views

User Activity (July – December):

- Total Events: 69,000
- Session Starts: 11,000
- File Downloads: 1,400
- Key Interactions: 18,000

Top Visited Pages:

- Grants Page: 5,500 users
- How to Apply Page: 3,900 users

Traffic Sources:

- Organic Search (4,000)
- Direct Access (2,300)
- Social Media (900)
- Referrals (100)

Audience Reach and Geographic Spread

The Fund's digital audience spanned local and international geographies:

Fiji-based Users: 5,300

Top Overseas Visitors:

- Australia (6% of followers)
- New Zealand (2.7%)
- United States (2.2%)
- United Kingdom, Papua New Guinea,

Indonesia, Nigeria, Solomon Islands, and Vanuatu also recorded notable engagement.

Traditional and Multimedia Outreach

The Fund complemented its digital strategy with strong visibility across traditional and multimedia platforms:

Media Coverage:

- 5 newspaper articles
- 15 online news stories
- 5 television news or feature segments

Content Output:

- 67 social media posts
- 7 advocacy and awareness videos produced.

The recruitment of a Communications Officer in October 2024 significantly enhanced the Fund's content strategy and output. The Fund's communications performance in 2024 reflects a growing and engaged community of supporters, advocates, and grantee partners. The Fund's enhanced digital and media presence has been instrumental in strengthening advocacy efforts, increasing access to grant opportunities, and reinforcing the Fund's leadership in feminist communication in the Pacific region.

Organisational Strengthening

The Fund continued its journey toward becoming a resilient, locally governed feminist institution in 2024, focusing on strengthening institutional capacity, internal systems, and organisational culture. This approach enabled the Fund to remain agile, inclusive, and responsive to the evolving needs of grantee partners and the wider feminist movement in Fiji.

A key milestone this year was the conclusion of the Fund's first Strategic Plan (2022–2024). In preparation for the next phase, the Fund conducted a Mid-Term Review (MTR) and initiated the development of its second Strategic Plan (2025–2028). These processes provided opportunities for reflection and co-creation with staff, the Board of Trustees, and the Governance Board.

The MTR highlighted the Fund's strengths, including its consistent commitment to care, flexibility, and accessibility in grant-making and partner engagement, affirming its identity as a feminist fund rooted in trust-based relationships and community proximity. It also identified organisational challenges, particularly staff turnover, which affected operational continuity and partner support. Other areas for attention included reviewing internal policies, streamlining systems, and expanding staff resourcing to support growing thematic areas and partner networks.

In response, the Fund undertook several initiatives to strengthen its operations:

Organisational Development: Policy reviews, staff capacity-building, and performance management were prioritised, guided by a values-based, inclusive approach.

Governance: Despite leadership changes, the Board of Trustees and Governance Board maintained regular meetings and oversight, including advancing annual audit preparations.

Human Resources: Strategic recruitment filled critical roles, including Senior Program Manager, Program Officers, and Resource Mobilisation Coordinator, bringing renewed expertise and energy to the team. Staff well-being and retention were prioritised throughout.

Operations: Core operational systems, such as IT, data management, insurance, and office infrastructure, were maintained and streamlined, supporting smooth program delivery and grant-making.

Despite internal transitions, the Fund demonstrated resilience and adaptability in 2024, maintaining governance, operations, and partner engagement. Moving forward, it remains committed to embedding feminist values across its systems, sustaining a supportive workplace culture, and further localising its operations to advance its vision of a strong, empathetic, and adaptive feminist fund.

Key Events

- **14–19 February: Amplify, Invest, Reach (A-I-R) Reflections Meeting – Bangkok** The Fund shared its data analysis approach with DFAT and other partner Funds and contributed to shaping the Terms of Reference for the incoming A-I-R Partnership Coordinator.
- **7–8 March: International Women’s Day Activities** The Fund joined national and grassroots International Women’s Day events across Fiji, amplifying messages on women’s inclusion, unpaid care work, and violence prevention. These included partner events in Tailevu and Cicia Island, and the “If Women Stop, the World Stops” concert in Suva.
- **9–17 March: 68th Commission on the Status of Women (CSW) – New York** As part of the Prospera Asia and Pacific Regional Chapter, the Fund presented at the “Resourcing Rights” side event and engaged in global philanthropic and feminist movement discussions with the Ford Foundation, Equality Fund, and others.
- **8–11 April: Pacific Feminist Fund (PFF) MEAL Workshop – Suva** At the PFF’s co-design workshop, the Fund contributed to shaping regional MEAL approaches with a focus on values-based reporting, disaggregated data, and contextual budgeting.
- **22–26 April: Pacific Human Rights Conference on SOGIESC – Denarau** The Fund contributed to discussions on LGBTQIA+ rights and justice and committed to supporting the Pacific Rainbow Advocacy Network (PRAN) through network development and collaboration.
- **2024: Asian Venture Philanthropy Network (AVPN) Conference – Dubai & Amplify, Invest, Reach Partnership Evaluation** The Fund participated in the AVPN Conference, building networks with private philanthropists and feminist funds.
- **23–26 April: Human Rights Funders Network Conference – Georgia** The Fund engaged in strategic learning around intersectional activism, climate justice, and feminist responses to global crises.
- **27–28 June: UNDP Social Cohesion Project Workshop** The Fund participated in dialogue on peacebuilding and inclusive governance.
- **19–25 August: Self-Care Retreat – Turkey** Fund team members joined a global retreat hosted by the Doria Feminist Fund, focused on self-care and sustainability for feminist organisers.
- **12–14 September: Asia Pacific Feminist Forum – Chiang Mai** The Fund engaged with over 500 feminist leaders to strengthen solidarity, share tools like Feminist Participatory Action Research, and deepen movement-building strategies.
- **September: Pacific Women Lead Enabling Services (PWLES) Annual Reflection – Fiji** WFF contributed to discussions on data-driven learning, inclusive MEL, and the importance of representing grantee partner diversity in its portfolio.
- **October: OPD Panel on Disability Equity and Rights – Suva** Hosted by DFAT and CBM Australia, the panel addressed disability inclusion in development.
- **18–21 November: Grantee Partners Annual Reflection & Learning Event** Under the theme “Navigating Digital Platforms”, the Fund convened 29 grantee partners to explore digital advocacy, safety, and innovation. Stakeholders such as the Reserve Bank of Fiji and Online Safety Commission provided practical insights.
- **30 November – 8 December: AWID Conference – Bangkok** The Fund joined the global feminist funding community at AWID. At the Prospera INWF meeting, the Fund contributed to strategic dialogues on flexible funding, participatory grant-making, and sustaining feminist movements.
- The Fund also supported DFAT’s evaluation of the A-I-R Partnership, helping shape future investments in women’s funds in Asia and the Pacific.

What We Learned This Year

Flexibility Matters: Strategic objectives remain relevant, but adaptability to emerging issues, particularly humanitarian response and climate justice, is key.

Strengthening Systems: Continued investment in finance, HR, safeguarding, and succession planning is needed to build resilience and a supportive workplace culture.

Partner-Led Approaches: Shifting decision-making to grantee partners enhances relevance, sustainability, and long-term impact.

Investing in Collective Action: Movement-building, coalition work, and peer learning require intentional support to strengthen feminist organising.

Inclusive Learning: Simplified MEARL tools, including oral reporting, make monitoring more accessible for grassroots partners.

Responsive Funding: Flexible mechanisms are critical for grantees in climate-affected and disaster-prone areas to sustain long-term impact.



Looking Forward

This section outlines the Fund’s strategic priorities and key activities for the upcoming period. The Fund will continue to strengthen its impact, partnerships, and internal systems while adapting to emerging needs.

Addressing Previous Priorities: Progress has been made in strengthening internal systems and expanding core and multi-year support. Work on movement-building and inclusive MEARL tools will continue as priority areas into 2025.

Focus Areas for the Next Year:

- Enhancing flexible grant-making processes to better respond to climate-related emergencies and evolving community needs.
- Strengthening internal systems through staff retention, succession planning, and improved workflows.
- Expanding long-term and core support grants, particularly for partners in complex and underfunded spaces.
- Simplifying MEARL tools and promoting oral and visual reporting to ensure inclusive participation from grassroots partners.
- Supporting movement-building, peer exchange, and coalition advocacy for stronger feminist organising.
- Embedding intersectionality across partner programming through practical guidance and capacity support.
- Strengthening risk awareness and preparedness frameworks to better support partners in uncertain environments.

Additional Key Issues:

- Strengthening donor relationships to ensure flexible and sustained funding.
- Improving knowledge management systems to make learning more accessible and actionable across partners and stakeholders.

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

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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 (Deceased March 2024) Ms. Farrah Shazleen Ms. Mereoni Chung Ms. Victoria Yee (Resigned July 2024)
AUDITORS	PKF aliz pacific Chartered Accountants & Business Advisors Suva
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 2024

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 2024 and of the results, movement of funds and cash flows for the year ended at that date.

Executive Board

The Executive 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. Farrah Shazleen	Board Member
Ms. Mereoni Chung	Board Member

Principal Activities

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

Operating Results	31 December 2024 \$FJ	31 December 2023 \$FJ
Total Income	4,184,392	3,297,668
Total Expense	4,253,629	3,297,668
Net Deficit	(69,237)	-

Non Current Assets

Prior to the completion of the organisation's financial statements, the Executive 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 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.

Basis of Accounting - Going Concern

The financial statements have been prepared on a going concern basis. The Executive Members consider the application of the going concern principle to be appropriate in the preparation of the financial statements as they believe with the plans and strategies put in place by the Club together with the ongoing support of the Executive Members, the organisation will generate and maintain required funding for its operations and meet its liabilities and commitments as and when they fall due over the next twelve months. Accordingly, Executive Members believe that the classification and carrying amounts of the assets and liabilities as stated in the financial statements to be appropriate.

Events Subsequent to Balance Date

No matter or circumstance has arisen since the end of the financial year that have 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 Members of Women's Fund Fiji.

Dated at Suva, this 9th day of May 2025.

Chairperson

Board Member (Treasurer)

WOMEN'S FUND FIJI
STATEMENT BY BOARD OF EXECUTIVE COMMITTEE
FOR THE YEAR ENDED 31 DECEMBER 2024

In the opinion of the Board of Executive Committee;

- (a) the accompanying Statement of Comprehensive Income are drawn up to give a true and fair view of the operations of the organization for the year ended 31 December 2024;
- (b) the accompanying Statement of Changes in Accumulated Funds are drawn up to give a true and fair view of the operations of the organization for the year ended 31 December 2024;
- (c) the accompanying Statement of Financial Position is drawn up so as to give a true and fair view of the state of the organization's affairs as at 31 December 2024;
- (d) the Statement of Cash Flows is drawn up so as to give a true and fair view of the cash flows of the organization as at 31 December 2024; and
- (e) at the date of this statement there are reasonable grounds to believe that the organization will be able to pay its debts as and when they fall

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

Dated at Suva, this 9th day of May 2025.

Chairperson

Board Member (Treasurer)

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 2024, 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.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of Women's Fund Fiji as at 31 December 2024, and of its financial performance and its cashflows for the year then ended in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SMEs).

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 2024 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 Members' 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.

Report on Other Legal and Regulatory Requirements

In our opinion, the financial statements have been prepared in accordance with the requirements of the Applicable Accounting Standards in all material respects, and;

- a) We have been given all information, explanations, and assistance necessary for the conduct of the audit; and
- b) The Association has kept financial records sufficient to enable the financial statements to be prepared and audited.


Sunil Sharma
Partner
Suva, Fiji
May 2025


PKF aliz Pacific
CHARTERED ACCOUNTANTS

WOMEN'S FUND FIJI
STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	31 December 2024 \$FJ	31 December 2023 \$FJ
Income	3	4,184,392	3,297,668
		4,184,392	3,297,668
Operating Expenses	4	4,206,862	3,256,858
Earnings before Depreciation		(22,470)	40,810
Depreciation		46,767	40,810
Operating Deficit for the year		(69,237)	-
Other Comprehensive Income		-	-
Total Comprehensive Income		(69,237)	-

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 16.

WOMEN'S FUND FIJI
STATEMENT OF CHANGES IN ACCUMULATED FUNDS
FOR THE YEAR ENDED 31 DECEMBER 2024

	Reserve Account	Accumulated Funds	Total
	\$FJ	\$FJ	\$FJ
Balance as at 1 January 2023	255,555	3,681	259,236
Total Comprehensive Income for the year			
Surplus for the year ended 31 December 2023	-	-	-
Total comprehensive income for the year	255,555	3,681	259,236
Balance as at 31 December 2023	255,555	3,681	259,236
Total Comprehensive Income for the year			
Deficit for the year ended 31 December 2024	-	(69,237)	(69,237)
Total comprehensive income for the year	-	(69,237)	(69,237)
Transfer from Reserve Account	(255,555)	255,555	-
Balance as at 31 December 2024	-	189,999	189,999


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 16.

WOMEN'S FUND FIJI
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2024

	Notes	31 December 2024 \$FJ	31 December 2023 \$FJ
Current Assets			
Cash and Cash Equivalents	5	2,902,263	3,541,976
Other Receivables	6	11,299	-
Total Current Assets		2,913,562	3,541,976
Non Current Assets			
Other Receivables	6	12,810	12,810
Property, Plant and Equipment	7	183,047	212,495
Total Non Current Assets		195,857	225,305
Total Assets		3,109,419	3,767,281
Current Liabilities			
Deferred Income (Grant)	8	2,650,630	3,245,383
Deferred Income (Donation in Kind)	9	183,047	212,495
Other Payables	10	85,743	50,167
Total Current Liabilities		2,919,420	3,508,045
Total Liabilities		2,919,420	3,508,045
Net Assets		189,999	259,236
Accumulated Funds			
Accumulated Surplus		189,999	3,681
Reserve Account		-	255,555
Total Accumulated Funds	Page 8	189,999	259,236

These Financial Statements have been audited.

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


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 16.

WOMEN'S FUND FIJI
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	31 December 2024 \$FJ	31 December 2023 \$FJ
Cash Flows from Operating Activities			
Cash Receipts from Grants and Donations		3,542,872	5,079,564
Payments to Suppliers and Employees		(4,165,266)	(3,193,721)
Net Cash (Used in)/Provided by Operating Activities	11 (ii)	(622,394)	1,885,843
Cash Flows from Investing Activities			
(Acquisition) of Property, Plant and Equipment		(17,319)	(31,508)
Net Cash (Used by)/Provided by Investing Activities		(17,319)	(31,508)
Net (Decrease)/Increase in Cash and Cash Equivalents		(639,713)	1,854,335
Cash and Cash Equivalents at the beginning of the year		3,541,976	1,687,641
Cash and Cash Equivalents at the end of the year	11 (i)	2,902,263	3,541,976

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 16.

WOMEN'S FUND FIJI
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

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 amounts 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.

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 paragraph 2, Part 7 of the Income Tax (Exempt Income) Regulations 2016. 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 2023 and have been regrouped where considered necessary.

3. Income	31 December 2024 \$FJ	31 December 2023 \$FJ
Alinea International Ltd	32,355	-
DFAT FX Loss/Gain	-	(51,249)
DFAT Revenue	1,869,367	2,338,751
Donated (In Kind)	46,767	40,810
Equality Fund Revenue	-	1,039,966
Fondation Channel Revenue	22,381	268,938
Mama Cash Revenue	579,990	339,438
MFAT Revenue	677,862	698,344
New Venture Fund/Women's Funds Collaborative Grant Revenue	-	170,455
New Venture Fund/Collective Care Grant Revenue	100,912	29,137
Palladium APCP Research	19,818	-
Prospera Bienniel	9,338	-
Prospera-Steering Committee Revenue	-	3,107
Prospera International Revenue	15,337	116,089
Womens Fund Asia Revenue	90,401	126,588
Women Win	125,111	-
	3,589,639	5,120,374
Add/Less : Net Opening and Closing Balance of Deferred Income	594,753	(1,822,706)
	4,184,392	3,297,668
4. Expenses	31 December 2024 \$FJ	31 December 2023 \$FJ
Accommodation	210,136	126,208
Audit Fee	8,700	8,700
Advertisement	3,864	-
Bank Charges	551	406
Cleaning Services	5,757	5,561
Communications Expense	8,117	26,335
Consulting Fees	3,900	26,577
IT Consumables	18,553	11,511
Fuel Cost	832	3,087
Internet Cost	2,897	2,773

4. Expenses (Continued)	31 December 2024 \$FJ	31 December 2023 \$FJ
IT Rental Cost	-	200
Insurance	10,360	4,411
Legal Fees	5,003	-
Local philanthropy engagement expense	8,014	-
Meal Expense	141,428	94,122
Membership Fees	6,121	7,809
Movement Project Expense	-	700
Office Expense	986	1,871
Professional Fees	87,809	6,648
Recruitment Cost	35,403	17,402
Resilience Grant	362,771	65,000
Staff Training	4,086	4,075
Stationary and Other Supplies	31,878	17,685
Subscriptions	41,745	18,568
Sustainability Project Expense	2,089,480	2,076,558
Telephone & Internet	13,398	5,061
Travel & Accommodation	166,623	68,696
Utilities	3,387	2,461
Vehicle Maintenance	1,990	2,092
Venue Cost	26,163	11,560
Visa Cost	7,582	2,346
Wages & Salaries	829,578	584,915
Office Rent	69,750	53,520
	4,206,862	3,256,858
5. Cash and Cash Equivalents	31 December 2024 \$FJ	31 December 2023 \$FJ
ANZ-Cash at Bank	2,901,763	3,541,476
Petty Cash	500	500
	2,902,263	3,541,976
6. Other Receivables	31 December 2024 \$FJ	31 December 2023 \$FJ
Current		
Prepaid Expenses	10,228	-
Staff Accountable Advance	1,071	-
	11,299	-
Non Current		
Deposits	12,810	12,810
7. Property, Plant & Equipment	31 December 2024 \$FJ	31 December 2023 \$FJ
Computer Equipment at Cost	75,217	47,185
Add: Additions	9,400	28,032
Less: Provision for Depreciation	(44,859)	(25,068)
	39,758	50,149

7. Property, Plant & Equipment (Continue)	31 December 2024 \$FJ	31 December 2023 \$FJ
Furniture and Fittings at Cost	189,922	187,673
Add: Additions	3,120	2,249
Less: Provision for Depreciation	(70,579)	(46,774)
	122,463	143,148
Office Machines at Cost	5,580	5,580
Less: Provision for Depreciation	(2,010)	(1,314)
	3,570	4,266
Technical Equipment at Cost	19,396	18,168
Add: Additions	4,799	1,228
Less: Provision for Depreciation	(6,939)	(4,464)
	17,256	14,932
Net Written Down Value	183,047	212,495

(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	50,149	9,400	(19,791)	39,758
Furniture and Fittings	143,148	3,120	(23,805)	122,463
Office Machines	4,266	-	(696)	3,570
Technical Equipment	14,932	4,799	(2,475)	17,256
Net Written Down Value	212,495	17,319	(46,767)	183,047

8. Deferred Income (Grant)	31 December 2024 \$FJ	31 December 2023 \$FJ
Balance as at 1 January	3,245,383	1,422,677
Additions during the year:		
Sustainability Grant	958,201	2,037,602
Movement Building Grant	21,565	200,000
Resilience Grant	980,053	385,000
Organisational, Program and Capacity Support Activities	1,575,908	2,456,962
	3,535,727	5,079,564
Release during the Year:		
Sustainability Grant	(2,089,480)	(2,076,558)
Movement Building Grant	-	(700)
Resilience Grant	(362,771)	(65,000)
Organisational, Program and Capacity Support Activities	(1,678,229)	(1,114,600)
	(4,130,480)	(3,256,858)
Total Deferred Income	2,650,630	3,245,383

9. Deferred Income (Donation in Kind)	31 December 2024 \$FJ	31 December 2023 \$FJ
<i>Donated Assets :</i>		
Computer Equipment	84,617	75,217
Furniture & Fittings	193,042	189,922
Office Machines	5,580	5,580
Technical Equipment	24,195	19,396
Less: Amortization	(124,387)	(77,620)
Balance as at 31 December 2024	183,047	212,495
10. Other Payables	31 December 2024 \$FJ	31 December 2023 \$FJ
Accruals	56,840	17,546
FNPF Payable	10,481	8,680
PAYE Payable	2,278	3,570
Provision for Annual Leave	16,144	20,371
	85,743	50,167

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 2024 \$FJ	31 December 2023 \$FJ
ANZ-Cash at Bank	2,901,763	3,541,476
Petty Cash	500	500
	2,902,263	3,541,976

(ii) Reconciliation of Net Cash (used in)/provided by Operating Activities to Net Deficit

	31 December 2024 \$FJ	31 December 2023 \$FJ
Net Deficit	(69,237)	-
Depreciation	46,767	40,810
	(22,470)	40,810
Change in Assets and Liabilities		
(Increase)/ Decrease in Other Receivables	(11,299)	2,603
Increase in Other Payables	35,576	29,026
(Decrease)/Increase in Deferred Income (Grant)	(624,201)	1,813,404
Net Cash (Used in)/Provided by Operating Activities	(622,394)	1,885,843

12. Contingent Liabilities

There were no Contingent Liabilities for the fund as at 31 December 2024 (2023- \$Nil).

13. Capital Commitments

There were no Capital Commitments for the fund as at 31 December 2024 (2023 - \$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 10 Employees



PKF aliz pacific
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Business Advisors
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www.pkf.com

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 2024. 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
May 2025

WOMEN'S FUND FIJI
DETAILED STATEMENT OF INCOME & EXPENDITURE
FOR THE YEAR ENDED 31 DECEMBER 2024

	31 December 2024 \$FJ	31 December 2023 \$FJ
Income		
Income	4,184,392	3,297,668
Total Income	4,184,392	3,297,668
Expenses		
Accommodation	210,136	126,208
Accounting Fees	8,700	8,700
Advertisement	3,864	-
Bank Charges	551	406
Cleaning Services	5,757	5,561
Communications Expense	8,117	26,335
Consulting Fees	3,900	26,577
IT Consumables	18,553	11,511
Depreciation	46,767	40,810
Fuel Cost	832	3,087
Sustainability Project Expense	2,089,480	2,076,558
Movement Project Expense	-	700
Resilience Project Expense	362,771	65,000
Internet Cost	2,897	2,773
IT Rental Cost	-	200
Insurance	10,360	4,411
Legal Fees	5,003	-
Local philanthropy engagement expense	8,014	-
Meal Expense	141,428	94,122
Membership Fees	6,121	7,809
Office Expense	986	1,871
Professional Fees	87,809	6,648
Recruitment Cost	35,403	17,402
Office Rent	69,750	53,520
Postage & Freight	-	-
Staff Training	4,086	4,075
Stationary and Other Supplies	31,878	17,685
Subscriptions	41,745	18,568
Telephone & Internet	13,398	5,061
Travel & Accommodation	166,623	68,696
Utilities	3,387	2,461
Vehicle Maintenance	1,990	2,092
Venue Cost	26,163	11,560
Visa Cost	7,582	2,346
Wages & Salaries	829,578	584,915
Total Expenses	4,253,629	3,297,668
Net Deficit for the year	(69,237)	-

WOMEN'S FUND FIJI
FIXED ASSETS AND DEPRECIATION SCHEDULE
FOR THE YEAR ENDED 31 DECEMBER 2024

	COST		DEPRECIATION		BOOK VALUE	
	Balance 31/12/2023	Addition (Deletion)	Balance 31/12/2023	Addition (Deletion)	Balance 31/12/2024	W.D.V 31/12/2023
				Annual		
COMPUTER EQUIPMENT						
Keyboard and Mouse	107	-	48	-	75	59
Keyboard and Mouse	107	-	48	-	75	59
AOC Monitor Screen 27"	632	-	250	-	408	382
AOC Monitor Screen 27"	632	-	250	-	408	382
AOC Monitor Screen 27"	632	-	250	-	408	382
Laptop	6,029	-	2,998	-	4,505	3,031
Laptop	3,178	-	1,580	-	2,375	1,598
Laptop	3,178	-	1,580	-	2,375	1,598
Laptop	3,178	-	1,580	-	2,375	1,598
Laptop	3,178	-	1,580	-	2,375	1,598
Laptop	700	-	350	-	525	350
UPS	1,938	-	934	-	1,419	1,004
Laptop	3,288	-	1,554	-	822	1,734
Laptop	3,475	-	1,642	-	869	1,833
Laptop	3,475	-	1,573	-	869	1,902
Sophos Firewall	6,120	-	2,892	-	4,422	3,228
Ethernet Switch	1,050	-	444	-	707	606
Sophos Access Point	2,369	-	1,003	-	1,595	1,366
Monitor	73	-	37	-	55	36
Monitor	180	-	90	-	135	90
Monitor	73	-	37	-	55	36
Laptop	284	-	142	-	213	142
Monitor	182	-	91	-	137	91
Laptop	1,326	-	663	-	995	663
Laptop	1,380	-	690	-	1,035	690
Monitor	324	-	162	-	243	162
Wireless Keyboard + Mouse	99	-	49	-	74	50
Laptop	5,126	-	534	-	1,816	4,592
Laptop	5,126	-	534	-	1,816	4,592
Laptop	5,926	-	494	-	1,976	5,432
Laptop	5,926	-	494	-	1,976	5,432
Laptop	5,926	-	495	-	1,977	5,431
Laptop	-	4,700	-	-	490	-
Laptop	-	4,700	-	-	490	-
	75,217	9,400	25,068	-	44,859	50,149

Our Team in 2024

Board of Trustees

- 1. Gina Houng Lee (Chair)
- 2. Ana Laqeretabua
- 3. William Parkinson

Governance Board

- 1. Georgina Naigulevu (Chair)
- 2. Patricia Naisara (Co-Chair)
- 3. Mareta Salacakau Fong
- 4. Anna Cowley
- 5. Angeline Chand (Deceased March 2024)
- 6. Farrah Shazleen
- 7. Mereoni Chung
- 8. Victoria Yee (Resigned July 2024)

Grants Committee

- 1. Shradha Sharma
- 2. Mereoni Chung
- 3. Alisi Rabukawaqa
- 4. Susan Naidu

Staff

- 1. Rejieli Cokanasiga Taylor (Executive Director, January to April 2024)
- 2. Kuini Rabo (Acting Executive Director, May to July 2024; Senior Program Manager)
- 3. Victoria Yee (Acting Executive Director, July to December 2024)
- 4. Tiriseyani Naulivou (Acting Senior Program Manager, August to November 2024; Monitoring Evaluation and Learning Coordinator, January to November 2024)
- 5. Winifred Gauna (Senior Program Manager, November 2024)
- 6. Vinal Kumar (Finance and Operations Manager, August to December 2024)
- 7. Ponijese Korovulavula (Resource Mobilisation Coordinator, December 2024)
- 8. Niumai Kavoa (Program Officer, January to June 2024)
- 9. Devina Devi (Program Officer, January to June 2024)
- 10. Kameli Tikoitoga (Program Officer)
- 11. Mereseini Di Maafu (Program Officer, July to November 2024)
- 12. Miliakere Tuidrola (Program Officer, July 2024)
- 13. Makereta Tawa (Acting Monitoring Evaluation and Learning Coordinator, November to December 2024; Monitoring Evaluation Accountability and Learning Officer)
- 14. Losalini Bolatagici (Communications Officer, October 2024)
- 15. Feke Serau (Finance and Administration Officer)
- 16. Paula Loga (Administration Assistant)

Annex 1: Fund progress against January to December 2024 workplan

Key Deliverables	Lead	Support	Due Date	Total Disbursed Amount in 2024
Strategic Objective 1: To fund and build the capacity of diverse groups of feminist and women's rights organisations and movements in Fiji to deliver gender justice outcomes and enhance their spheres of influence				
Grants & Grant management				
Manage active grants	Program Officers	Senior Program Manager	January – December 2024	Ongoing
Grants Manual	Senior Program Manager	Program Officers MEAL Team	January – December 2024	Ongoing
Grants Committee: • Appointment of new members for Grants Committee • Orientation for Grant Committee	Senior Program Manager	Program Officers	January – June 2024	Completed
			July – December 2024	Completed
Developing new grant agreements	Senior Program Manager	Executive Director Finance & Operations Manager MEAL Coordinator	January – December 2024	Ongoing
New grant call 2024 advert and grant closure	Senior Program Manager	Program Officers MEAL Team	January – June 2024	Completed
Grant call information sessions	Senior Program Manager	Executive Director	January – June 2024	Completed
Proposal writing support			January – June 2024	Completed
Due diligence and orientation	Senior Program Manager	Executive Director Program Officers	January – September 2024	Ongoing
Sustainability grants	Senior Program Manager	MEAL Team	January – December 2024	Ongoing
Movement-building grants		MEAL Team	January – December 2024	Ongoing
Resilience grants		MEAL Team	January – December 2024	Ongoing
Managing grant contracts/program visits	Program Officers	MEAL Team Senior Program Manager ED/Communications/ Finance	January – December 2024	Ongoing
Capacity-Building Support – Grantee Partners and Internal				
Capacity-Building Strategy - Finalise (Socialise)	Senior Program Manager	Program Officers MEAL Team	July–December 2024	Pending
Mandatory capacity-building support	Senior Program Manager and MEAL Coordinator	Program Officers Meal Coordinator Finance Manager Capacity-building providers	January–December 2024	Ongoing

Key Deliverables	Lead	Support	Due Date	Total Disbursed Amount in 2024
Ongoing Capacity Building Support	Senior Program Manager & MEAL Coordinator	Program Officers MEAL Officer Finance Manager Capacity-building providers	(Quarterly basis) or six months	Ongoing
Partnership and networking	Program Officers	Communication Officer	(Quarterly basis) or six months	Ongoing
Grants closure	Senior Program Manager	Program Officers MEAL Team Finance Manager Capacity building providers	(Quarterly basis) or six months	Ongoing
Movement–Building Spaces – International and Partnership Meetings				
Movement–building	Program Officer	Whole Fund Team	8 March	Completed
Monitoring, Evaluation, Accountability, and Learning (MEAL)				
Information management hub	MEAL Coordinator	MEAL Officer Program Officers	January – December 2024	Ongoing
Implementation of MEAL Plan	MEAL Coordinator	Meal Officer	January – December 2024	Ongoing
Women’s Fund Fiji donor reporting				
DFAT	MEAL Coordinator	MEAL Officer	January – December 2024	Due April 2025
Equality Fund	MEAL Coordinator	MEAL Officer	January – December 2024	Completed
Fenomenal Fund	MEAL Coordinator	MEAL Officer	January – December 2024	Completed
MFAT	MEAL Coordinator	MEAL Officer	January – December 2024	Completed
Fondation Chanel	MEAL Coordinator	MEAL Officer	January – December 2024	Completed
WFA– LFS	MEAL Coordinator	MEAL Officer	January – December 2024	Completed
Mama Cash	MEAL Coordinator	MEAL Officer	January – December 2024	Completed
Annual reflection and refocus/linking and learning event with grantee partners	Meal Coordinator	Meal Officer Senior Program Manager Program Officers Communications Finance Manager	September – November 2024	completed
Annual Report 2023	MEAL Coordinator	MEAL Officer Senior Program Manager Program Officers Finance Manager Communications	January – March 2024	Completed

Key Deliverables	Lead	Support	Due Date	Total Disbursed Amount in 2024
Support for resource mobilisation	MEAL Coordinator	Senior Program Manager MEAL Officer Program Officers STA MEAL Advisor Communications Finance Manager	January–December 2024	On–going
MEAL Advisor (consultant)	MEAL Coordinator	MEAL Officer	January– December 2024	On–going
Strategic Objective 2: To contribute to influencing support to the larger, global feminist funding ecosystem and secure financial and non–financial resources from diverse funding sources to support feminist and women’s rights organisations and movements working to enhance women’s human rights in Fiji				
Research and Development (Includes Promising Practices)				
Research				
Promising practices paper	MEAL Coordinator	Senior Program Manager MEAL Officer Program Officers	July to December 2024	Pending
Resource mobilisation				
Develop proposals	Resource mobilisation officer	Executive Director Senior Program Manager MEAL Coordinator Finance & Operations Manager	January to December 2024	On–going
Annual donor dialogues/ annual A-I-R Partnership Leadership Forum	Executive Director	Finance Manager Senior Program Manager MEAL Coordinator	February 2024	Completed
Issues-based papers/ situational papers/ fund position papers	Executive Director	Finance Manager Senior Program Manager MEAL Coordinator MEAL Advisor Communication officer MEAL Officer	July to December 2024	Pending
Collaboration with UAF to develop donor reporting scorecard	Executive Director	Finance Manager Senior Program Manager MEAL Coordinator	July to December 2024	Pending
Program implementation meetings with DFAT	Executive Director	Senior Program Manager MEAL Coordinator	January to December 2024	On–going
Participate in philanthropic spaces: Prospera and other philanthropies	Executive Director	Senior Program Manager MEAL Coordinator	January to December 2024	On–going
Public Diplomacy, Communications and Knowledge Management				
Communications Plan	Communications Consultant	Executive Director MEAL Coordinator	June to December 2024	In progress

Key Deliverables	Lead	Support	Due Date	Total Disbursed Amaunt in 2024
Revamp of Website	Communications Officer	Executive Director MEAL Coordinator	June to December 2024	In progress
Biannual Newsletter	Communications Consultant	MEAL Coordinator Communications Officer	January to December 2024	Pending
Content curation (narrative, imagery, and illustrations): – 16 Days of Activism – Annual Reflection Workshop – International Rural Women's Day – 2 focus papers – 2 impact stories	Communications Officer	Executive Director Senior Program Manager MEAL Coordinator Program Officers MEAL Officer	July to December 2024	completed
2023 Annual Report (outward facing)	Communications Officer	Executive Director Senior Program Manager Finance & Operations Manager MEAL Coordinator Program Officers Communication Officer	January to December 2024	completed
Strategic Objective 3: To build the governance and operational capacity of the Fund to establish it as an empathetic and adaptive fund				
Governance				
Review of grant-making mechanisms	Executive Director	MEAL Coordinator MEAL Officer Program Officers Executive Director Finance & Operations Manager	January to December 2024	On-going
Grants Committee (structure and ToR; orientation and meetings)	Senior Program Manager	Program Officers	January– December 2024	On-going
2023 Annual Audits	Finance & Operations Manager		January– June 2024	Completed
Review of Strategic Plan (2022 – 2024)	Executive Director	Senior Program Manager MEAL Coordinator MEAL Officer Program Officer Admin Officer Finance & Operations Manager Communications Consultant	July– December 2024	completed
Organisational Development & Strengthening				
Fund team six-monthly reflection and planning workshops	Executive Director	MEAL Coordinator MEAL Officer Senior Program Manager Finance & Operations Manager Communications Consultant Program Officer	January– December 2024	completed

Key Deliverables	Lead	Support	Due Date	Total Disbursed Amaunt in 2024
Staff professional development plan	Executive Director	MEAL Coordinator Senior Program Manager Finance & Operations Manager	January– December 2024	Pending
Institutionalising collective care	Executive Director	MEAL Coordinator Senior Program Manager Finance & Operations Manager Communications	January– December 2024	completed
Develop 2024 Organisational Budget	Finance Manager	Finance Team	January– May 2024	Completed
Monitor Organisational Budget	Finance Manager	Finance Team	January – December 2024	On-going
Donor Financial Reports	Finance Manager	Finance Team	January – December 2024	On-going
Board Financial Reports	Finance Manager	Finance Team	January – December 2024	On-going
Human resource capacity analysis	Executive Director	Finance Manager Senior Program Manager	January – December 2024	On-going
Operations				
Calendar work plan and events	Finance and Operations	Fund Team	January – December 2024	On-going
General Office	Finance and Operations	Fund Team	January – December 2024	On-going
IT and infrastructure support	Finance and Operations	Fund Team	January – December 2024	On-going

Annex 2: DFAT Expenditure by Strategic Objective Jan- December 2024

Strategic Objective	Outcome	Details	2024 Budget FJD	Jan- December 2024 Total Expenditure FJD	Total Expenditure %	Unused Balance FJD
Strategic Objective 1: To fund and build the capacity of diverse groups of feminist and women's rights organisations and movements in Fiji to deliver gender justice outcomes and enhance their spheres of influence	1.1 & 1.2	Grants Management	1,268,374.48	1,308,496.20	59%	-40,121.72
	1.1 & 1.2	Partner Capacity Development	203,205.27	122,454.09	25%	80,751.18
	1.1 & 1.2	Promising Practices	30,000.00	-	-	30,000.00
	1.1 & 1.2	Monitoring and Evaluation	92,222.13	39,084.90	25%	53,137.23
	1.1 & 1.2	Short-Term Technical Assistance: MEAL Adviser	4,852.38	-	-	4,852.38
	Total Outcomes 1.1 and 1.2		1,598,654.26	1,470,035.19	52%	128,619.07

Strategic Objective	Outcome	Details	Budget FJD	Total Expenditure FJD	Total Expenditure %	Unused Balance FJD
Strategic Objective 2: To contribute to influencing support to the larger, global feminist funding ecosystem and secure financial and non-financial resources from diverse funding sources to support feminist and women's rights organisations and movements working to enhance women's human rights in Fiji	2.1 & 2.2	Resource Mobilisation	113,204.32	37,812.81	33%	75,391.51
	2.1 & 2.2	Public Diplomacy and Communications	33,614.55	30449.65	1%	3,164.90
	2.1 & 2.2	Short-Term Technical Assistance: RM Adviser	-	-	-	0.00
	Total Outcomes 2.1 and 2.2		146,818.87	68,262.46	18%	78,556.41

Strategic Objective	Outcome	Details	Budget FJD	Total Expenditure FJD	Total Expenditure %	Unused Balance FJD
Strategic Objective 3: To build the governance and operational capacity of the Fund to establish it as an empathetic and adaptive fund	2.3	Organisational Development and Strengthening	29,057.90	28,886.83	34%	171.07
	2.3	Governance	26,588.03	21582.5	0.1%	5,005.53
	2.3	Short-Term Technical Assistance: TD Facilitator	-	-	-	0.00
	3	Organisation Personnel	717,888.60	434,639.48	24%	283,249.12
	3	Other Human Resource Expenses	10,039.28	43,514.70	68%	-33,475.42
	3	Rent and Utilities	158,360.20	73,204.84	13%	85,155.36
	3	IT Equipment & Maintenance	81,595.46	8,592.64	2%	73,002.82
	3	Insurance	17,618.02	10,356.39	25%	7,261.63
	3	General Office Expenses	31,353.94	14,321.02	21%	17,032.92
	Total Outcomes 2.3 and 3		1,072,501.43	635,098.40	22%	437,403.03

Details	2024 Budget FJD	January – December 2024 Total Expenditure FJD	Total Expenditure %	Unused Balance FJD
Grant-making and activities cost	1,745,473.13	1,538,297.65	71%	207,175.48
Personnel and operations cost	1,072,501.43	635,098.40	29%	437,403.03
Total	2,817,974.56	2,173,396.05	100%	644,578.51

Annex 3: Fund’s Visibility Report

Communications & Visibility Summary for the Month of October 2024

i.) MEDIA UPDATES

No.	Grantee Partners	FUNDED by;	Newspaper	Online News/ Website	Social Media	Radio	Video	TV News/ Program
1.	Cicia Women's Network	MFAT	0	1	2	0	0	0
2.	Fiji Women Rights Mouvement	DFAT	0	0	2	0	0	0
3.	Fiji Cancer Society	DFAT	0	0	1	0	0	0
4.	Taveuni Empowerment Women Support Group	MFAT	1	2	4	0	2	0
5.	Ba Rural Women's Rugby	Mama Cash	0	0	3	0	0	1
6.	Fiji Disabled People's Federation	DFAT	0	1	3	0	0	0
7.	Saumakia Women's Club	Mama Cash	0	0	6	0	1	0
8.	Naitasiri Women's Dairy	Equality Fund	0	0	2	0	0	0
9.	Soqosoqo Vakamarama– Yasana o Lau	MFAT	0	0	2	0	0	1
10.	Soqosoqo Vakamarama iTaukei Cakaudrove	MFAT	1	2	2	0	0	1
11.	Lifebread Stay Connected Foundation	Equality Fund	1	5	6	0	0	0
12.	Tikina o Mudu Women's Club	MFAT	0	0	1	0	0	0
13.	Veivatuloa Women's Club – Namosi	Mama Cash	0	0	1	0	0	1
14.	Soqosoqo Vakamarama Ba	Mama Cash	0	0	1	0	0	0
15.	Rise Beyond The Reef	MFAT	0	0	1	0	0	1
16.	Medical Services Pacific	Equality Fund	0	0	1	0	0	0
17.	FemLINKPacific	DFAT	0	0	2	0	0	0
18.	Birth Fiji	DFAT	0	0	2	0	0	0
19.	Bia-I-Cake Women's Cooperative	MFAT	0	0	1	0	0	0
20.	Ra Naahari Parishad	Fondation Chanel	0	0	1	0	0	0
21.	Veivatuloa Womens Club – XXXXX	Equality Funds	0	0	1	0	0	0
22.	Soqosoqo Vakamaram iTaukei HQ	Mama Cash	0	0	1	0	0	0
23.	YWCA	Equality Funds	0	0	2	0	1	0
Total – 23 Grantee Partners			4	14	65	0	7	5
24.	Women's Fund Fiji General Visibility	Women's Fund Fiji	0	2	14	0	3	0

ii.) Media Updates: Details

No.	Grantee Partner	News Released	Thematic Area	Publicity Date	Published Articles
1	Cicia Women's Network CICIA Women's Network	Cicia Women's Network is hosting a Craft Show at Furnival Park, Toorak. Women from the island's five villages were in Suva to showcase their finest handicraft.	WEE	15/08/2024	https://www.facebook.com/share/p/1VFWxD6WXB/ Facebook
		The Cicia Women's Network has dedicated the past year to improving its governance and creating sustainable income streams rooted in traditional knowledge. Their efforts culminated in the launch of a five-year strategic plan and a successful craft show in Suva last month.	WEE	01/10/2024	Women's Fund Fiji – “Women's Network Launches Strategic Plan, Hosts Craft Show” Women's Fund Fiji website https://www.facebook.com/WomensFundFiji/posts/pfbid02Xx71YPzQFuaXw1A-JckdRm1apqCFusZtcFzaaiRwyjzpANYf-9h98yNYUSHYYJuzcil Facebook
2	Fiji Women Rights Movement	Sharing post by FWRM about its Feminist Rise Project	WLDM	03/10/2024	https://www.facebook.com/WomensFundFiji/posts/pfbid0g9w7teGcbXh7XUbye9eom-RZsEaUANSnCiGf2GZnmQVp7HnryppS-HogHiRGWTdyASl Facebook
3	Fiji Cancer Society	Under EVAWG thematic area, Fiji Cancer Society is addressing lack of support for female palliative cancer patients by training health workers to meet the diverse needs of cancer patients and their families during challenging times. FCS post shared on our FB page.	EVAWG	05/08/2024	https://www.facebook.com/share/p/1BYEuZ68mt/
4	Taveuni Women Empowerment Support Group	For the first time, Taveuni held a march for the 16 Days of Activism Against Gender-Based Violence.	EVAWG	27/11/24	https://www.facebook.com/share/p/1XsguHPNGi/ Facebook https://www.facebook.com/share/p/18Pt5a7oLq/ Fiji Sun newspaper Women's Fund Fiji – “Taveuni Hosts Inaugural March Marking 16 Days of Activism Against Violence on Women and Girls” Press Release
		Video highlights of the inaugural march in Taveuni.		28/11/24	https://www.facebook.com/share/u/1DmNwNs2Uz/ Facebook
		Impact video shared by TEWSG on how the Fund helped sustain the group and the impact it has had in its members. This was reshared on the Women's Fund Fiji Facebook page.		20/11/24	https://www.facebook.com/share/p/1AGuUPZb8X/ Facebook
		A team of 14 women leaders has started a new skills training project to empower women on Taveuni island. Story was posted on the website and shared on social media.		04/10/2024	Women's Fund Fiji – “Skills Training Empowers Women on Island” Women's Fund Fiji website




No.	Grantee Partner	News Released	Thematic Area	Publicity Date	Published Articles
	Taveuni Women Empowerment Support Group	Impact video shared by TEWSG on how the Fund helped sustain the group and the impact it has had in its members. This was reshared on the Women's Fund Fiji Facebook page.	WEE	06/10/2024	https://fb.watch/uGpuYSulj7/ TEWG Facebook video
		https://www.facebook.com/share/u/5uV9iqPEiEXKCFfU/ Facebook			
		Highlighting the work of TEWSG in the build-up to the International Day for Rural Women.		11/10/2024	https://www.facebook.com/share/p/PGKeszFnFu15Tp6qx/ Facebook
5	Fiji Disabled People's Federation	Women's Fund Fiji's Acting Executive Director, Vicky Yee, officiated the opening of the 2024 FDPF Biennial Meeting, celebrating 40 years of advocacy for persons with disabilities in Fiji.	WCC & WLDM	14/10/2024	https://www.facebook.com/share/p/NjNSZWsePQBxPaEX/ Facebook
		15/10/2024		"Women's Fund Fiji Committed to Supporting Persons with Disabilities" Fiji Times	
		Story was also covered by the media – <i>Fiji Times</i> online.		17/10/2024	https://www.facebook.com/WomensFund-Fiji/posts/pfbid02TZyLKZ5k6zUePuaT4yB-C5gC9EtGUPbEuFZcMhzMCg2iVWYZc9Vx-AzsNzQPEiYRAql Women's Fund Fiji Facebook page
		Impact story - The revival of the Ba branch of the FDPF after four years of inactivity has significantly impacted the local community of persons with disabilities.		23/10/2024	https://www.facebook.com/share/p/UfxJpDsXj4A5q7GK/ Women's Fund Fiji Facebook page
6	Saumakia Women's Club	An impact story on how a member of the Saumakia Womens Club is utilising the knowledge and skills from their project for sustainable living and economic empowerment.	CJHA	15/11/2024	https://www.facebook.com/share/p/15xL1cVA9r/ Facebook
		Cross learning by Saumakia Women's Club visiting Ba Womens Rugby Association farm.		17/12/2024	https://www.facebook.com/share/p/1KyASxcKV/ Facebook
		International Day for Rural Women celebrations in Saumakia, Naitasiri		15/10/2024	https://www.facebook.com/share/p/6ecnkK7x4pURDA1e/ Facebook
	https://www.facebook.com/share/p/6ecnkK7x4pURDA1e/ Facebook				

No.	Grantee Partner	News Released	Thematic Area	Publicity Date	Published Articles
7	Naitasiri Womens Dairy Group	International Day for Rural Women celebration at Nabukaluka in Naitasiri for women from 16 villages in the Wainimala and Waidina regions.	WLDM & WEE	16/10/2024	https://www.facebook.com/share/u/99hN46TNDwLYYbx3/ Facebook
		Clean up at the Vunidawa Hospital for the grantee partners in Naitasiri organised by Naitasiri Women's Dairy Group.	CJHA	06/12/2024	https://www.facebook.com/share/p/16Cquhfddu/ Facebook
8	SSVM Lau	International Day for Rural Women celebrations by the Soqosoqo Vakamarama ni Yasana ko Lau covered by the Fiji TV program Ketekete nei Nau and shared on our Facebook page.	WCC	15/10/2024	https://www.facebook.com/share/p/DmJuncgyZuufQT72/ Na Ketekete nei Nau – Fiji TV Facebook
9	Soqosoqo Vakamarama (SSVM) Cakaudroue	16 Days of Activism celebration march held in Savusavu for the province.	EVAWG	29/11/2024	Facebook
		Press release sent published in the Fiji Sun newspaper about the 16 Days of Activism celebration for the Soqosoqo Vakamarama Cakaudroue.		03/12/24	https://www.facebook.com/share/p/15uFuCmuFT/ Fiji Sun newspaper Women's Fund Fiji - Cakaudroue Celebrates 16 Days of Activism with Powerful Call to Action Press Release
10	Lifebread Stay Connected	<i>Fiji Sun</i> publishing Confident Women Program graduation by Lifebread Stay Connected Foundation (Almanah Hope Centre), which was shared on social media.	EVAW	04/11/2024	https://www.facebook.com/share/p/15a48MHbG1/ Facebook, Fiji Sun Newspaper Women's Fund Fiji - "Confident Woman" Program Transforms Lives WFF Website
		Impact story – 16 Days of Activism/A survivor of abuse, Mafi, carried years of pain until she joined the Confident Woman Program by Lifebread Stay Connected Foundation.		26/11/2024	https://www.facebook.com/share/p/15qjdGuWRX/ Facebook Women's Fund Fiji - Healing, Growth and Confidence: Mafi's Journey Website
		Coverage provided by the Fiji Sun newspaper on the 23 graduates on the "Generate Your Business Idea" training conducted by Lifebread Stay Connected Foundation in collaboration with Ministry of Trade and Cooperatives.	EVAWG	23/09/2024	https://www.facebook.com/share/p/1Kw7N1ZAGX/ Facebook Fiji Sun newspaper
		Coverage of the graduation of their Cycle Four of Confident Women Program.	EVAWG	21/10/2024	https://www.facebook.com/share/qy7iqPDrX4gcumgc/ Facebook
				30/10/2024	https://www.facebook.com/share/p/Kw3ikjtCC4sFjWJ4/ Facebook

No.	Grantee Partner	News Released	Thematic Area	Publicity Date	Published Articles
		Coverage of the graduation of their Cycle Four of Confident Women Program. News update was posted on the website and also sent out to the media. Fiji Sun newspaper published it.			Women's Fund Fiji - "Confident Woman" Program Transforms Lives Women's Fund Fiji website
11	Tikina o Mudu Women's Club	Through a partnership with Women's Fund Fiji, the women of Tikina Mudu are progressing toward cooperative membership, aiming to strengthen their economic and business initiatives for greater sustainability and opportunity.	WEE & WLDM	22/10/2024	https://www.facebook.com/share/p/8spae5G4ScN4m1Fd/ Facebook
12	Veivatuloo Womens Club – Namosi	Featured on Fiji TV's iTaukei Program Na Lololo, Veivatuloo Womens Club talks about their program and how they are leading change in their community.	CJHA	16/11/2024	https://www.facebook.com/share/u/15ajqVYqru/ Fiji TV – Na Lololo program Facebook
13	Rise Beyond The Reef	Featured on Fiji TV's iTaukei program Na Lololo – where they talked about the work that they do.	WEE	11/11/2024	https://www.facebook.com/share/u/1AHjUxhuwX/ Fiji TV – Na Lololo program
14	Medical Services Pacific	16 TH Day Activism at Galoa village in Serua shared on our page – the event is supported by WWF	EVAWG	10/12/24	https://www.facebook.com/share/p/1BWSxeGJZM/ Facebook
15	FemLINKPacific	Updates on 16 Days of Activism program in various communities.	WLDM	17/12 – 20/12	https://www.facebook.com/share/p/15xTVUu4rc/ Facebook https://www.facebook.com/share/p/1F4ujCTurY/ Facebook
16	BIRTH Fiji	Stories of change on how BIRTH Fiji is transforming lives in Lautoka	EVAWG	2/12/2024	https://www.facebook.com/share/p/1VTS9KNfYH/ Facebook
		16 Days of Activism celebration organised by BIRTH Fiji in Lautoka.		10/12/2024	https://www.facebook.com/share/p/16HcKHZUHs/ Facebook
17	Bia I Cake Women's Cooperative	Supporting Bia I Cake Women's Cooperative as they sell their farm produce	WLDM	10/12/24	https://www.facebook.com/share/p/154quybgHu/ Facebook
18	Ra Naari Parishad	16 th Days Activism coverage and official opening of their new office space.	WLD	20/12/24	https://www.facebook.com/share/p/14uomSfLeQ/ Facebook
19	SSVM HQ	100th anniversary celebrations coverage.	EVAWG	07/11/2024	https://www.facebook.com/share/p/1XwqhtBHfX/ Facebook

No.	Grantee Partner	News Released	Thematic Area	Publicity Date	Published Articles
20	YWCA	60 years of their journey – a video that shows how far they have come.	WCC	04/12/24	https://www.facebook.com/share/p/15weAZJXBY/ Facebook/YouTube
		Coverage of the consultations by YWCA where the Fund's Senior Program Manager was invited to speak at the event.		18/12/24	https://www.facebook.com/share/p/1BEFgVopjd/ Facebook
21	Women's Fund Fiji	Blog by Kameli on self-care trip to Türkiye.	Organisation Visibility	15/10/2024	Women's Fund Fiji - A journey to self-care: My retreat experience in Bodrum, Turkey WFF Website
		Combined strategic planning workshop for staff and board members.			https://www.facebook.com/share/cwjxxYYpDSAqVxRP/ WFF Facebook
				28/10/2024	https://www.facebook.com/share/p/fCWTM9SRYR4WLRu8/ Facebook
		Launch of the new grantee partners held in Suva where 17 new partners were announced. • Introduction Video	Women's Fund Fiji	05/11/2024	https://www.facebook.com/share/p/1DGyP6dcyb/ Facebook 2024 Grantee Partners Introduction Video You Tube
		Press release published in the <i>Fiji Times</i> .		06/11/2024	https://www.facebook.com/share/p/1YjuzDBeLb/ Facebook Funding for women's groups - The Fiji Times Fiji Times Online
		Australian High Commission in Fiji captured a video of our grantee partners – Soqosoqo Vakamarama Ba, Ra Nahari and PRAN talking about the work that they do.	Women's Fund Fiji	12/11/24	https://www.facebook.com/share/p/162XVYqEC2/ Facebook – Australian High Commission, Fiji https://www.facebook.com/share/p/162XVYqEC2/ YouTube
		The annual reflection for grantee partners held at the Pearl Resort in Pacific Harbour where their capacity was also built as we discussed our achievements, challenges and way forward.	Women's Fund Fiji	19/11/24	https://www.facebook.com/share/p/18jDu67epw/ Facebook
		16 Days of Activism awareness on the Women's Fund Fiji Facebook page.	EVAWG	25/11/2024	https://www.facebook.com/share/u/1A5FfoFH68/ Facebook
		AWID participation for our team including our grantee partners.	EVAWG	29/11/24	https://www.facebook.com/share/p/1D3zjPpeaH/ Facebook
		AWID updates on our participation		02/12/25	https://www.facebook.com/share/p/1BCmjt5u9B/ Facebook
				03/12/24	https://www.facebook.com/share/p/18PZS8yUxP/ Facebook
		Video for campaign on ending violence against women and girls.	EVAWG	10/12/2024	https://www.facebook.com/share/r/1BcTDW9wSG/ Facebook

iii.) Visibility Items

No.	Items	Quantity	Evidence
1.	Polo T-shirts	20 (black and blue)	
2.	Blouse and Shirts for the team travelling to AWID conference	10 (pink and purple)	
3.	T-shirts for our grantee partners	110 T-shirts	





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