



# Fiji Annual Reflection and Planning Workshop Report

October 2018

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## Executive Summary

The Pacific Women Shaping Pacific Development (*Pacific Women*) Fiji country program and Fiji Women's Fund (the Fund) held an annual reflection and planning workshop for grantees from 24–26 October 2018. The workshop was designed to support grantees in their work of advancing gender equality in Fiji and the region.

The workshop was facilitated by the Fiji Country Plan Monitoring, Evaluation and Learning (MEL) adviser, the *Pacific Women* Gender Specialist and the *Pacific Women* Monitoring and Evaluation (M&E) Manager. The workshop was also supported by staff of the *Pacific Women* Support Unit and the Fund.

The workshop was designed to maximise input from local experts as well as provide the opportunity for peer sharing. In addition, exercises were developed to ensure partners strengthened or developed new relationships. The workshop objectives were:

- Fiji government, civil society and stakeholders reflect on overall progress and key issues to advancing gender equality in Fiji.
- The Fund updates grantees on findings from its six-monthly report analysis.
- Grantees and partners share current progress in advancing women's empowerment, including women's economic empowerment, women's leadership, coalition building and ending violence against women
- Grantees and partners increase knowledge and skills in key areas that they determine themselves through peer learning and expert panels.
- Grantees and partners develop or strengthen relationships with other grantees and stakeholders.

Over 40 participants attended from a range of women's groups, organisations and networks. The attendees were grantees of *Pacific Women* and the Fund.

This report analyses the three key issues raised at the reflection and planning workshop and documents the skills building sessions of the workshop as well as grantee feedback on the Fund's operations. The first key issue examined is the current operating context of *Pacific Women* and the Fund partners and the gender equality issues they face. The second issue is the strategies grantees are using in response to their operating context. The third issue is transformational change in support of gender equality.

Overall, feedback from participants on the workshop was consistently good with high quantitative ratings on workshop relevance and quality. Qualitative feedback was also positive, citing supportive facilitation, useful exercises and content.



# 1 Report Purpose

The report is intended for the benefit of workshop participants and Department of Foreign Affairs and Trade (DFAT). The report provides analysis of the critical issues which impact on progress towards gender equality, for both audiences. Additionally, the evidence provided in this report can be considered alongside other sources of evidence, including the Fund's annual report as well as reports of *Pacific Women* grantees, to provide a broader perspective on progress towards outcomes.

This report complements the Rapporteurs Report which records the interactions and learning undertaken during the annual reflection and planning workshop. The Rapporteurs Report provides a record of the proceedings for participants and DFAT.

# 2 Country Context

The *Pacific Women* Fiji Country Plan outlines the issues of gender inequality that women face in Fiji.<sup>1</sup> Strong patriarchal practices dominate decision making structures with little to no participation of women in decision making and formal planning. Labour force participation rates show significant gaps: most men aged 15 and above (81 per cent) are employed or actively seeking work, compared to women (46 per cent). At the national statistics level, child care and unpaid household chores are not counted as employment. Fiji's rates of violence against women are among the highest in the world at 64 per cent, twice that of the global average of 33 per cent.

Analysis of gender inequality in Fiji highlights the need for a multi-pronged approach to address this complex issue. Approaches required include targeted interventions with individuals, families and communities as well as strategies that address formal systems and structures at the national level that discriminate against women.

# 3 Program Context

*Pacific Women* was announced by the Australian Government at the Pacific Islands Forum Leaders' meeting in August 2012. It commits up to \$320 million over 10 years in 14 Pacific Islands Forum member countries. The program aims to improve opportunities for the political, economic and social advancement of Pacific women. *Pacific Women* will support countries to meet the commitments they made in the Pacific Leaders' Gender Equality Declaration in 2012. The outcomes sought by *Pacific Women* are:

- Women, and women's interests, are increasingly and effectively represented and visible through leadership at all levels of decision making.
- Women have expanded economic opportunities to earn an income and accumulate economic assets.
- Violence against women is reduced and survivors of violence have access to support services and to justice.
- Women in the Pacific will have a stronger sense of their own agency, supported by a changing legal and social environment and through increased access to the services they need.

*Pacific Women* is managed by DFAT and works with a wide range of implementing partners, including the 14 partner governments, multilateral organisations, international and national NGOs and civil society organisations.

The *Pacific Women* Support Unit provides the program with logistical, technical and administrative support and is in Suva, Fiji, with a sub-office in Port Moresby, Papua New Guinea.

The *Pacific Women* Fiji country program aims to address barriers to women's empowerment in Fiji. Through *Pacific Women*, the Australian Government will spend approximately AU\$26 million over 10 years on initiatives supporting women's empowerment in Fiji. A first draft of the country plan was developed in 2013

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<sup>1</sup> The content from this paragraph is drawn from the Fiji Country Plan, pg. 7

based on consultations with women's civil society organisations, Australian Government funded aid programs working in Fiji and development partners. The country plan was updated in 2015 to better reflect the Government of Fiji and Government of Australia's shared commitment to advancing gender equality, namely in supporting Fiji to implement the national gender policy and related gender equality commitments. The country plan was again updated in 2018 to reflect the findings of the 2017 program review.

A key initiative of the program was the establishment of the Fund in 2017. The Fund aims to support women's groups, organisations and networks particularly in remote and rural parts of Fiji.

*Pacific Women Fiji* and the Fiji Women's Fund support a range of grantees to implement programs and activities to advance the situation of women in Fiji, recognising that these women are not a homogenous group.<sup>2</sup> Differences exist based on class, ability, race, ethnicity, cultural background and education. The *Pacific Women Fiji* Country Plan aims to reach women and girls of all diversities, particularly segments of women and girls considered more vulnerable including women with disabilities, adolescent girls, women who live in rural and remote areas, survivors of violence and those discriminated against based on their sexual orientation or gender identity.

In particular, *Pacific Women Fiji* and the Fiji Women's Fund support the following outcomes:

- economic empowerment
- ending violence against women
- leadership and decision making
- coalitions for change.<sup>3</sup>

## 4 Workshop Design

*Pacific Women Fiji* and the Fiji Women's Fund held an Annual Reflection and Planning workshop from 24–26 October 2018. Key organisations attending the workshop were either funded by *Pacific Women Fiji* or the Fund. Other stakeholders, integral to the women's movement, were also invited to attend key sessions.

The workshop agenda is at Annex 1.

## 5 Participants

Over 40 participants registered for the workshop, with the number attending each day varying over the three days. Participants represented implementing partners as well as the Ministry of Women, Children and Poverty Alleviation's Department of Women. In addition, staff from the Fund, the *Pacific Women* Support Unit and DFAT attended. A detailed list of participants is attached in Annex 2.

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<sup>2</sup> The content from this paragraph is drawn from the Fiji Country Plan, pg. 7

<sup>3</sup> The fourth outcome is known as 'Enhancing Agency' under the *Pacific Women* Program Theory.



Participants at the 2018 Fiji country reflection workshop. Photo: Sian Rolls

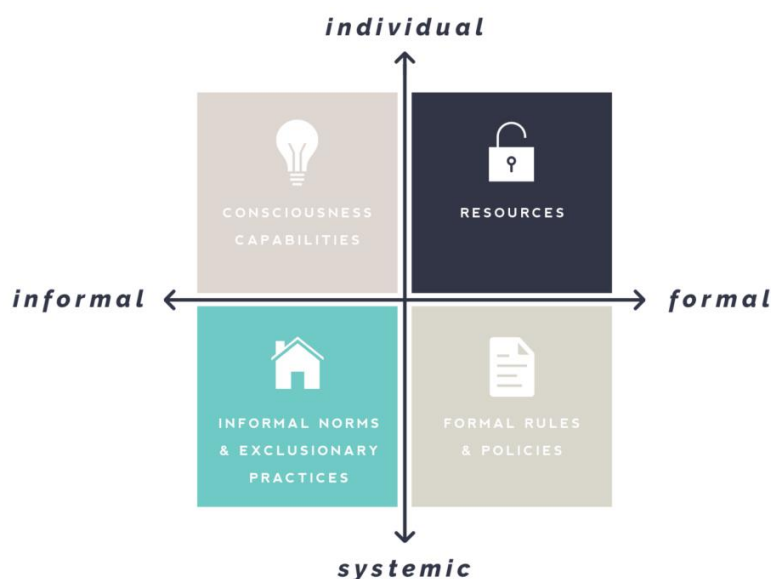
## 6 Gains and setbacks for the women's movement in 2018

The *Pacific Women* Support Unit Gender Adviser, Tara Chetty, facilitated a *talanoa* session on the gains and setbacks for the women's movement. The session featured the following four panellists:

- Shamima Ali, Executive Director of the Fiji Women's Crisis Centre (FWCC)
- Amelia Nairoba, Principal Officer of the Department of Women
- Seema Naidu, Gender issues Officer of the Pacific Islands Forum Secretariat (PIFS)
- Anaseini Vakaidia, member of the Women's Committee of the Fiji Disabled People's Federation (FDPF).

Each panellist shared the barriers they had encountered over the past year to the progress of the women's movement. Each panellist then shared the gains that they had noted. The following section analyses the key gains and setbacks discussed during the session, using the Gender at Work Framework. The Gender at Work Framework, developed by Rao and Kelleher, is used as the *Pacific Women's* theory of change as it highlights the interrelationship between gender equality, organisational change and institutions or 'rules of the game' held in place by power dynamics within communities. The framework is shown in Figure 1.<sup>4</sup>

Figure 1 Gender at work framework



<sup>4</sup> <https://genderatwork.org/analytical-framework/>



## 6.1 Setbacks and barriers for the women's movement in 2018

The main setbacks and barriers identified were formal barriers at the individual level and informal, systemic barriers. Additionally, a number of formal, systemic barriers were discussed. Details of the barriers follows in the sections below and a summary is provided in Table 1.

### 6.1.1 Individual, formal barriers

The lack of gender-sensitised public servants acts as a barrier to the progress of the women's movement. FWCC has been working with the Ministry of Women to deliver gender sensitisation sessions to senior public servants. Unless the skills and attitudes of these personnel improve, gender will not be mainstreamed into government systems including the application of gender-responsive budgeting.

Limited access for women and girls, including those with disabilities, to essential services and infrastructure continues to impede progress. This access is required for women and girls broadly as well as specifically for those living in remote and maritime areas. For women with disabilities, economic empowerment is particularly needed to ensure their holistic empowerment.

### 6.1.2 Systemic, informal barriers

The strong role of culture and religion continues to act as a systemic, informal barrier to the progress of the women's movement in Fiji. Additionally, the increased funding that is driving programs and leading to both reduced activism as well as a duplication of work impedes progress. Program duplication and programs working in single thematic areas act as barriers to more rapid progress.

### 6.1.3 Systemic, formal barriers

The lack of availability of data was cited by a number of partners as a systemic, formal barrier to progress. This is an issue encountered by the Ministry of Women when preparing state reports. The Fiji Disabled Peoples Federation Women's Committee identified the lack of accurate data is one of the reasons that women with disabilities lack access to services.

Part of the reason for the lack of data is that often the voices of women, girls and people who are lesbian, gay, bisexual, trans, intersex and/or queer (LGBTIQ) are still not being heard. The lack of recognition of women and their issues is problematic at the national level and even more difficult at the regional level.

Finally, there is a lack of ownership and deep accountability for gender mainstreaming. The Pacific Leaders' Gender Equality Declaration was given as an example of a high-level commitment with slow and mixed progress. Progress on implementation of this declaration has not been as fast as the climate change commitment or the Paris Declaration, which demonstrates that lack of prioritisation as an issue.

Table 1 Setbacks and barriers to the women's movement in 2018

Individual, informal: Consciousness, capabilities	Individual, formal: Resources
	<ul style="list-style-type: none"><li>– Need for gender-sensitised public servants to drive gender mainstreaming and gender-responsive budgeting into government systems</li><li>– Access of women in remote and maritime areas to essential services</li><li>– Infrastructure for elderly, young and persons with disability</li><li>– Economic empowerment among women with disability.</li></ul>
Systemic, informal: Informal norms and exclusionary practices	Systemic, formal: Formal rules and practices
<ul style="list-style-type: none"><li>– Culture and religion</li></ul>	<ul style="list-style-type: none"><li>– Lack of availability of data</li></ul>

- Duplication of work
- Funding driving programs and less activism
- Working across all thematic areas.
- Voices of women, girls and people who are LGBTIQ still not being heard at the national and regional levels
- Gender mainstreaming work needs ownership and deeper accountability.

## 6.2 Gains for the women's movement in 2018

The key gains discussed related to ending violence against women (EVAW) through improved consciousness of the issue of violence, improved access to services by women, increased collaboration between partners and increased reporting. Panellists acknowledged that these gains were the product of over 30 years of work, while materialising over the last year. Details of the gains achieved follows in the sections below and a summary is provided in Table 2.

### 6.2.1 Individual, informal gains

Individual, informal gains include the increased consciousness of women and men of violence as a crime and infringement of human rights. For example, the PIFS panellist noted that awareness of violence against women is the highest in the region that it has ever been. This is demonstrated by an increase in the number of women reporting cases of violence. Additionally, FWCC noted the growing involvement of men and boys in women's human rights. This gain, however, is not without risk. In some cases, movements are run by men for women which is problematic and can be challenging to deal with, in particular in ensuring women maintain decision making roles and control resources.

### 6.2.2 Individual, formal gains

Individual, formal gains cited were again mostly in the area of EVAW. The PIFS panellist noted the increasing numbers of women accessing crisis centres and seeking assistance. The FDPF panellist noted a number of successes in the area of access to justice for women with disabilities. Another example cited by FWCC is that they now manage the national toll-free line on domestic violence with an ongoing budget allocation from government to manage this service. FWCC also noted the importance of monthly reports from the Director of Public Prosecution's office on rape and sexual assault.

Another key individual, formal gain was the increase in the number of women candidates who contested the general elections in 2018. Women constituted 18 per cent of those contesting and included a number of younger women in leadership.

### 6.2.3 Systemic, informal gains

A key systemic, informal gain cited by a number of panellists is the increase in collaboration between partners. For example, key EVAW partners are included in the Department of Women's Inter-Agency Taskforce on the Elimination of Violence against Women and Children. The Director of Public Prosecution's office refers to FWCC and MSP counsellors to support women who have been raped, cases of sexual assault and child abuse. Fiji Girl Guides Association (FGGA) noted that the Catholic Church is now looking to address the needs of women through safe spaces created in parishes and moves to get women to not be silent about violence. FGGA noted there is an upsurge in interest in EVAW from faith-based and community leaders.

### 6.2.4 Systemic, formal gains

Increased collaboration has resulted in gains that are systemic and formal. The key outcome has been the completion of the service delivery protocol by the Inter-Agency Taskforce on the Elimination of Violence against Women and Children. The protocol provides a framework on best practice and minimum standards for a survivor-centred approach to service delivery and to ensure service providers uphold a high level of ethics and safety in responding to cases of gender-based violence. The next step will be the training of service providers to understand and use the protocol.

Increased reporting of violence was also noted as a gain, based on an increased consciousness of violence against women.

**Table 2      Gains and successes to the women's movement in 2018**

Individual, informal: Consciousness, capabilities	Individual, formal: Resources
<ul style="list-style-type: none"> <li>– Increased awareness of violence against women</li> <li>– Growing involvement of men and boys on women's human rights.</li> </ul>	<ul style="list-style-type: none"> <li>– Increased access by women to crisis centres and assistance</li> <li>– National toll-free line on domestic violence</li> <li>– Monthly reports from the Director of Public Prosecution's office on rape and sexual assault provides so much information</li> <li>– Increase in the number of women candidates contesting general elections this year.</li> </ul>
Systemic, informal: Informal norms and exclusionary practices	Systemic, formal: Formal rules and practices
<ul style="list-style-type: none"> <li>– Increased collaboration between partners.</li> </ul>	<ul style="list-style-type: none"> <li>– Completion of the service delivery protocol</li> <li>– Increased reporting of violence against women.</li> </ul>

## 7 Grantee Strategies and Challenges

Participants discussed the strategies they are using that are working well and the challenges they face in relation to the context discussed in Section 6. The following section identifies the partners, their programs and the strategies that are working well and challenges faced in relation to progressing towards each of the four outcomes. Each section closes with a story of significant change achieved in relation to each outcome. A warning in advance that some of the stories of significant change contain content that is confronting.



Maraia Likuvono of Delailasakau Women's Group during one of the group discussions. Photo: Ann Braun

### 7.1 Ending violence against women

The Fund's two EVAW partners are the House of Sarah (HoS) and Medical Services Pacific (MSP). The programs and services being delivered by each partner are described in Box 1. A summary of The Equality Institute's September 2018 literature review on ending violence against women and girls was also provided to grantees to stimulate discussions. The summary paper is included in Annex 3.

## Box 1 Ending violence against women programs and services of HoS and MSP

The **House of Sarah** is delivering an adaptation of the *SASA! Faith* program for Fiji. *SASA! Faith* was originally created by Raising Voices (Uganda) and Trocaire (Ireland) in 2016. *SASA! Faith* is a structural-level primary prevention methodology designed for faith communities to prevent violence against women. The Fiji version of *SASA! Faith* undertaken by HoS is an initiative in which Anglican leaders, members and allies come together to prevent violence against women. It involves a process of mobilisation of faith communities. The programme is targeted at parishes in Newtown (in Greater Suva Area, Viti Levu), Labasa (Macuata, Vanua Levu) and Naviavia (Savusavu).

There are four key phases in the program: **Start** – is about acknowledging there is a problem and the team starts to foster **power within** themselves to address violence against women; **Awareness** – is about engaging people in better understanding the problem/becoming aware of men's **power over** women; **Support** – is about the team engaging the faith community in offering their support for one another – joining their **power with** others to confront violence against women; **Action** – is about the team engaging the faith community in using their **power to** take action. Actions take the form of individual and institutional changes that show the benefits of balanced power and non-violence and as a result prevent violence against women.

**Medical Services Pacific** builds local capacity, strengthens and sustains stakeholder engagement and provides services in the health and social services sector. MSP delivers the Maritime Outreach Program (MOP) which includes the following components: Clinical Outreach and Women and Girl Empowered Package.

Clinical outreach provided through the MOP removes financial barriers for women and girls so they can access free or affordable health and social services. MSP integrates sexual and reproductive health and rights services with violence against women and girls/gender-based violence discussions, empowering women and girls to access clinical and awareness sessions with confidence.

The Women and Girl Empowered package includes the following topics: Your Body – body basics, puberty, menstrual hygiene and essentials; Sex and Relationships – relationships (the good, the bad and the ugly), how to say no, teenage pregnancy, contraception, HIV/AIDS; Lifestyle – staying healthy in body and mind, the perfect fit, keeping it clean tips for good personal hygiene, alcohol and drugs, the dark side of the web and human rights.

### 7.1.1 What strategies worked well

A key factor that supports the work of House of Sarah is the enabling environment within the church due to the 'Safe Home, Safe Church' policy of the Diocese of Polynesia. The introduction of the 'Safe Home, Safe Church' policy was the result of years of internal advocacy, including advocacy by some of the former *SASA! Faith* team members. HoS's work is situated under this policy.

Both organisations noted that the targeted program approach they are both using is working well. For example, House of Sarah specifically targeted the four parishes within the Anglican Church. MSP develops relationships with key partners and stakeholders, which enables access to their target communities.

HoS noted that the faith-based prevention model is working well. Drawing from the Bible to target a change of attitude and mindset towards violence makes it easier for church leaders to be receptive to discussions on women's human rights.

MSP's multi-skilled team enables the organisation to provide one-stop shop programs in all communities. An example of interlinked service delivery, MSP runs information sessions before they provide clinical services. They do this as community members often will not immediately discuss abuse or other issues. MSP uses case studies to encourage community discussions during information sessions. Community members are given an opportunity to discuss how they would respond to the case, before and after the information they received from MSP. This approach allows participants to apply their learning to real life situations and situations they encounter every day.

MSP shared learning on ways to engage men from the information sessions they conducted around the country. MSP worked to develop buy in from men at the outset by including them in early consultations. This intervention highlighted the importance of engaging men and young men in the conversation at the outset to ensure their buy in at the community level.

### 7.1.2 Challenges

Both organisations face the challenge of timing when visiting communities. Often, they only have access to women and children when they visit because men are usually away working. This presents a challenge as, when dealing with violence against women, the organisations need information to reach all members of the community including men. As such, both organisations face the major challenge of accessing all members of the community.

Both organisations face the challenge of community dynamics. Each organisation must contend with situations that occur within the community that are out of their control. For example, a death in the community will affect pre-planned programs.

Another challenge identified is competing priorities for the target groups. For example, one of the grantees was scheduled to conduct a program in a village in the interior and met the community members on their way down to the city to access home care service distribution.

#### Box 2 MSP – strengthening protection networks

MSP strengthens protection networks by working with key ERAW stakeholders and relevant government ministries in each division in Fiji. MSP's story of change, which was selected by the group as significant, shows how these protection networks can make a difference in the lives of a family.

During MSP's clinical outreach in one of the maritime islands, staff became aware of a woman who was being abused. She had been abused for years in Viti Levu by her husband and had left this situation and taken her three children back to her mother's village. Reaching the village, however, she started to experience violence again. This time the violence came from her sister-in-laws, mother-in-law and the community. The woman and her three children were forced from their home and moved from one place to another to flee the violence. Having no resources, the woman had to use sex in exchange for food to feed her three children.

The MSP team convened a talanoa session with the gatekeepers of the village after becoming aware of the situation. The team invited the chief, the village headman, the community health worker, and other stakeholders in that area to the talanoa session. During the session, MSP informed the gatekeepers about the situation of this woman and her three children. Those present at the talanoa told MSP they would follow up and provide updates.

Some weeks later, MSP received a call on the toll free 1325 line thanking the team that had come. The chief had provided the family with a house and the chief himself went fishing and brought a bundle of fish for the children and the family. Social welfare had also intervened and supported the family financially.

## 7.2 Women in leadership and decision making

Fiji Girl Guides Association (FGGA) and the Reproductive and Family Health Association of Fiji (RFHAF) are grantees of the Fund who were involved in discussions on the women's leadership and decision making outcome. A short description of each grantee's work is included in Box 3.



Tara Chetty during the Networking & Marketplace event. Photo: Sian Rolls



### Box 3 Women's leadership and decision making programs of FGGA and RFHAF

**Fiji Girl Guides Association** is delivering the 'Free Being Me' program which supports guides to increase young people's body confidence and self-esteem. FGGA is supporting national roll-out of the program through train-the-trainer and provincial leaders training.

**Reproductive and Family Health Association of Fiji** works to empower and educate young girls on sexual and reproductive health. Girls are taken through sessions on values clarification, attitudes and self-esteem with activities targeted at confidence building and decision making. RFHAF also educates both girls and their parents on Gender Equality and Social Inclusion (GESI). As such, RFHAF introduces a platform where parents and daughters can discuss gender-based violence and actions to ensure that such issues are addressed and reported.

#### 7.2.1 What strategies worked well

Both organisations noted that the increased links they have made, through being grantees of the Fund, has helped them to deliver their programs. For example, as a result of workshops organised by the Fund, they have been able to develop new networks and FGGA has signed a MoU with RFHAF. FGGA engaged RFHAF to deliver sessions on reproductive health rights for their major camps as FGGA do not have this technical expertise. Additionally, RFHAF have been able to deliver sessions to parents after collaborating with the Fiji Women's Rights Movement (FWRM) on their GIRLS program. This helped RFHAF who were unable to get the support they wanted when they sent out their expression of interest directly to parents. Building their networks has helped each organisation in working with their target population.

For FGGA, the increase in their partnerships and visibility resulting from activities supported by the Fund has led to a change in their relationship with Ministry of Education (MoE). The relationship with MoE has become higher level, resulting in FGGA training being put into the MoE calendar and MoE funding support for FGGA and Scout training and camps. FGGA will now no longer have to go through the process of requesting the MoE's Permanent Secretary's approval for access to schools.

Support from the Fund has meant that FGGA have been able to extend their coverage of training and empowerment of women and girls. They have conducted training of trainers and are able to organise training in different provinces. FGGA now has increased the number of their trainers from three to 21. The organisation now has 120 new leaders and run a specific training for new leaders. The organisation has been strengthened and supported to provide this technical training.

#### 7.2.2 Challenges

Not all parents are supportive of the dissemination of FGGA or RFHAF information to their children. FGGA now sends out newsletters as one strategy to address this lack of support for face-to-face delivery of information.

### Box 4 FGGA – Girls better accessing leadership opportunities through new road and funding

FGGA delivers the 'Free being me' leadership program to young girls. FGGA's story shows how this opportunity is now more accessible to girls in rural settings given road improvements funded by the Fiji government and the financial support of FWF.

One of the Girl Guide leaders, who is also a teacher, is based in a school in Motukana village in the interior of Navosa. This leader tries to bring her girls down to Suva for activities. However, this journey took eight hours from Motukana to Sigatoka. The group had to leave Motukana in the afternoon, sleep in the bush and walk another two hours the following morning to the main road to board the truck at 5am.

This year the Fiji government developed the road up to Motukana. Now with the FWF funding, FGGA is able to afford a 4WD truck to go up to Motukana and pick up the girl guides, bring them to Sigatoka and travel to Suva by bus. The development of the road by government and the help by FWF for funding transport has reduced the traveling hours to Sigatoka from eight hours to four and increased the safety of those travelling. This means that these girls, based in the interior, have better access to FGGA's opportunities to progress as leaders.

### 7.3 Women's economic empowerment

The women's economic empowerment (WEE) break-out group included six of the Fund's WEE grantees: Delailasakau Womens Group; Naitasiri Women in Dairy; Ra Naari Parishad; Rise Beyond The Reef; Talanoa Treks; and Women in Fisheries Network Fiji. A summary of each organisation's WEE programs is included in Box 5. A summary of Naila Kabeer's September 2018 paper on Gender, livelihood capabilities and women's economic empowerment was also provided to grantees to stimulate discussions. The summary paper is included in Annex 4.



Marketplace showcasing FWF's grantees products. Photo: Sian Rolls

#### Box 5 Women's economic empowerment programs of the Fund's grantees

**Delailasakau Women's Group** is based in the District of Waidina in the province of Naitasiri. The vision of the women's group is to empower and enlighten women to work together to improve livelihoods. The women's group is supporting women in the community to construct a canteen and vegetable shop and build local farming and business capacity.

**Naitasiri Women in Dairy** is a group of women dairy farmers who work collectively to improve daily milk production and sustain income that will enhance livelihoods of its members.

**Ra Naari Parishad** works through 14 women's groups in the province of Ra to deliver the Rural Women Sustainable Livelihoods Program, which addresses a community need to diversify income beyond sugar cane farming and provide additional income-generating projects for rural women.

**Rise Beyond The Reef's** focus is improving women and children's lives through ecologically-sustainable income-generating projects using traditional skills and materials, while addressing gender inequities, building women leaders and empowering women and girls facing domestic violence.

**Talanoa Treks** is a social enterprise working with four communities in the interior of Viti Levu, supporting them to access income from hiking tourism. The organisation works to strengthen the voice and income-generating opportunities of women in the communities it works with as part of the process of increasing the income that each community enterprise generates more broadly.

**Women in Fisheries Network** seeks to: improve livelihoods and increase economic opportunities for fisher women; build strong durable capacity and partnerships to support women's groups engaged in the fisheries sector; engage with policy makers to advocate for improved policy making and implementation for greater gender equality in all aspects of fisheries; and build a strong network and responsive organisational base to respond to issues of women in the fisheries sector and maintain on going engagement with marine scientists and analysts.

The following section summarises the discussion between members of the six organisations. One note of caution that the group highlighted is that the organisations are at different levels and the strategies that are working well are often specific to that organisation. As such, the organisation using the strategy is noted.

### 7.3.1 What strategies worked well

Naitasiri Women in Dairy's practice of collective farm work, known as *solesolevaki*, is working well. Naitasiri Women in Dairy organises *solesolevaki* farm work, including weeding and planting, every Monday with transport funded by the Fund. The women collaboratively agree on which woman's farm to work on each week. Women travel for miles from around Naitasiri every Monday to work on individual farms. Naitasiri Women in Dairy has 33 women involved in these weekly *solesolevaki* activities.

Ra Naari Parishad started a child-minding program to ensure mother's access to activities. Ra Naari Parishad had 11 mothers' clubs in the child-minding program at the beginning of the year, when they began to receive funding. This has now increased to 14 mothers' clubs and 150 members.

House of Sarah shared an example of engaging men in spreading awareness of the need to address gender imbalances in their communities. In an effort to engage the men in Bible study discussions in a parish, they came up with a strategy to invite the men to a *talanoa* session over kava. They were surprised by the large numbers of men that came in that day. Following the Bible study training, they heard testimonies of men who were perpetrators of violence. One man shared and admitted how he always beat his wife and another mentioned that he has been helping his wife with household chores since attending the Bible study. From the large numbers of men that came for the first kava session, only 15 came in the next meeting. Despite the reduced numbers, the 15 can continue to spread awareness that helps to address gender norms.

Rise Beyond The Reef noted that it is important to explicitly address gender norms and workloads in a way that is relevant to specific communities. A strategy they employ is to ask the women at the beginning to state how many hours they have to spend on the project and how much money they want to make. There is often a discrepancy between the two and this provides an entry point for conversations on how to address women's expectations. Another strategy that has worked for Rise Beyond The Reef in monitoring women's workloads is the presence of village coordinators in each village who are paid staff. Village coordinators are able to pass on information about women in the village who have been involved in a funeral or other village obligations and who may need time off from craft production. Rise Beyond The Reef noted that gender roles are shifting in communities where women are earning a significant amount of income. This raises the question of what levels of income are required to shift norms on regular basis. Questions need to be asked of men and women to provide a deeper understanding of how WEE works.

Interestingly, grantees noted that Naitasiri Women in Dairy is working in a predominately male dominated area and shifting norms while Rise Beyond The Reef is working in a traditionally women's area.

### 7.3.2 Challenges

Transport is a constraint for a number of partners. The high cost of transportation makes it difficult to mobilise their members and their produce.

Gender discrimination and attitudes challenge the work of partners. These cultural barriers exist at both individual and community levels. For example, one woman was forced to sleep outside in her kitchen after attending training because her husband locked her out of the house. At the community level, women's voices are often not heard in village meetings. This can hinder the equal distribution of benefits from initiatives.

A number of partners noted they are constrained by a lack of baseline data. This hinders their communication of impact stories as there is no benchmark to assess their work against, and contribution to change.

Enterprises are constrained by the lack of an enabling environment for business more broadly, with the low rate of ease of doing business.

A number of partners noted that there are limited by the lack of financial literacy resources and programs that are contextually relevant. Partners requested the Fund identify a provider to deliver financial literacy training while taking the local languages and context into account. Partners related that while commercial banks' rural teams have conducted outreach in their communities, the one-day trainings have had little to no impact for the women. Most financial literacy training is also not well-tailored to the rural context.

While a number of partners use some type of collective work strategy, Talanoa Treks noted the constraint of limited understanding of the nexus between individual payments and collective work in communities. Collective work is useful for community mobilisation and for developing a forum for collective empowerment but individual payments are useful as a return for individual work and an incentive for future work. It is important to agree within the group on how payments will be made and to whom.

A final constraint noted was how the Fund is monitoring and measuring the impact of funded programs on the women and their workload. The Fund requires strategies to understand whether the interventions are contributing to addressing gender imbalances of power and not increasing women's workload.

#### **Box 6      Talanoa Treks – Building places for women to come together**

Talanoa Treks supports women in each of the four interior communities where they work to identify and progress their priorities through their community enterprise. Talanoa Trek's story, which was selected as significant, shows the process of one of the women leaders within her village. The story shows the challenges this woman faced, what she was able to achieve, and the recognition she received for her achievements.

Naga village is in the interior of Navosa where women often struggle to ensure their voices are heard and decisions are made that reflect their priorities. Women have heavy work loads, rising early to prepare breakfast and care for children, working on their farms, managing the home and care responsibilities.

Talanoa Treks began working with the community in 2013 following consultations facilitated by a neighbouring community keen to establish hiking tourism in the area. The community enterprise began operating in 2014. Women play a large role in hosting and catering for guests but have not been at the forefront of the decision making processes around improvements to the tourism infrastructure in the village. As part of the FWF grant, one woman was selected to be the Project Manager for the construction of a communal kitchen which was identified as a priority by the women in the village. Women wanted a place they could come together and cook food for visiting hikers rather than cooking food in various houses.

The Project manager attended two workshops run by Talanoa Treks which included information about evaluation. This helped the Project Manager plan and evaluate things in her village and consider the best way to go about constructing the kitchen. The Project Manager chose a carpenter from another village to construct the kitchen, rather than any of the carpenters from her village, as she had seen examples of his work on houses in a neighbouring village and felt it was higher quality. Some of the men in the village initially opposed her decision. But this did not discourage her. The women continued with her approach and the builder completed a well-constructed kitchen faster than previous community construction projects.

The kitchen is complete and is being used in the community. The women are very happy with the outcome as they can come together in one-room to cook and share stories and sit together as one team. The men in the village also recognise how well the kitchen has been built. Women from Nubutautau village have since visited Naga to learn from their experience.

## **7.4      Women's coalitions for change**

Ageing with Empowerment and Dignity, the Deaf Women's Association of FDPF and Survival Advocacy Network are three of the Fund's grantees working towards the women's coalitions for change outcome. A description of their programs are included in Box 7. The Pacific Sexual Gender Diversity Network provided a story of significant change that relates to the coalitions for change outcome during the workshop. This story is recounted in Box 8.



Participants at the Fiji reflection workshop. Photo: Sian Rolls

#### Box 7 Women's coalitions for change programs

**Ageing with Empowerment and Dignity** is a support group for ageing women over 50 years. The organisation works towards enhancement of the quality of life for ageing women in Fiji by highlighting their needs, advocating for their rights and facilitating learning and knowledge sharing among ageing women.

**Deaf Women's Association of the Fiji Disabled People's Federation** is working to foster collaboration between their association and other women's groups and networks and also build their capacity in specific areas such as project design and development.

**Survival Advocacy Network** works to empower the lesbian, gay, bisexual and trans sex worker community in Fiji to ensure they are able to work and live in a safe environment without stigma and discrimination.

The grantees considered the strategies they are using to strengthen their organisation as well as reach out to their communities. The grantees primarily discussed organisational strengthening as the organisations are at an earlier stage of implementation than other groups and in some cases are newly formed.

##### 7.4.1 Ageing with Empowerment and Dignity

Grant funding has enabled Ageing with Empowerment and Dignity to strengthen their organisation. Support from the Fund has also enabled an awareness that aged women are fast becoming a large group. There remain issues for LGBTIQ in Ageing with Empowerment and Dignity but the organisation is trying to work with other groups like Survival Advocacy Network to address these women's issues. As a result of the funding, people are now aware that there is a group for ageing women. Ageing with Empowerment and Dignity has reached out to various other women's groups for example, the Nausori Rural Women's groups which has 50 associated groups.

##### 7.4.2 Deaf Women's Association

The Fund's grant has helped the Deaf Women's Association buy equipment to assist in their operations and this has enabled them to grow their membership. The Deaf Women's Association is concerned about the discrimination that is present with other groups they are in. One strategy raised was gathering data as it is important to have numbers for advocacy purposes.

##### 7.4.3 Survival Advocacy Network

Grant funding has strengthened the organisation and brought more structure. To further strengthen their organisation, they have included the LGBTIQ community because quite a few members of this community are involved in sex work. Through the Fund, Survival Advocacy Network has been able to widen the scope of their condom distribution work. Support from the Fund has also enabled them to create a safe space so the LGBTIQ community and sex workers can come together and discuss matters of interest. The capacity



building workshop has also helped the community. Survival Advocacy Network noted that they are trying to put in place a child protection policy. They are also working towards decriminalising sex work in Fiji.

All three groups noted that they deal with discrimination as a consistent issue.

#### Box 8 PSGDN – Mobilising the LGBTIQ community across the Pacific

The Pacific Sexual and Gender Diversity Network (PSGDN) is a regional network of Pacific LGBTIQ organisations representing lesbian women, gay men, bisexual men and women, transgender, queer and intersex people from around the Pacific. PSGDN's mission is to strengthen community leadership, mobilisation and advocacy in the areas of sexuality and gender identities with respect to sexual health, well-being and human rights. PSGDN's story was selected as significant as it provides an example of strengthening the gender equality movement in the Pacific, particularly through community mobilization to establish national LGBTIQ networks and organisations in the various Pacific island countries.

PSGDN held its first conference in Tonga in 2015. Prior to that, the organization was connected to active LGBTIQ networks in six countries only: Fiji, Cook Islands, Tonga, Samoa, PNG and Vanuatu. The Conference Convenor knew there must be LGBTIQ networks in other Pacific countries and was determined to connect with these communities. He did this by asking other LGBTIQ activists in Fiji for referrals to LGBTIQ individuals in other unreached countries and also by scouring and searching for LGBTIQ people from other countries in the Pacific via social media networks and googling the world wide web (e.g. visiting Gay Hook Up pages for those respective countries on Facebook or simply by just typing in LGBT movement + name of country & conduct google search and reviewing the results). One of the countries the convenor was able to identify someone was in Kiribati. That person from Kiribati attended the conference and went back to Kiribati inspired by the stories shared at the conference. In 2016 the Kiribati attendee was able to establish the only LGBTIQ association in Kiribati called BIMBA. Their office and drop-in-centre was launched simultaneously with the Kiribati new National HIV and STIs Strategy on World AIDS Day, 1st of December 2018. The Conference Convenor for 2015 was also the main convenor for the Pacific Human Rights Conference in 2018 and he used the same strategy to reach out to new PSGDN members from New Caledonia, and Federated States of Micronesia.

This story shows how you can connect people into movements and mobilize and motivate and inspire people to start organizations that support the broader work of the gender equality movement.

## 8 Transformational change

*Pacific Women* aims to support transformational change in gender relations. Program activities support women and men to reconsider their current gendered roles and practices and change those gender stereotypical practices that impact negatively on themselves or others.

Transformational change can be difficult to effect, as understandings of gender are often deeply held both individually and collectively. The *Pacific Women* Support Unit Gender Adviser Tara Chetty facilitated a session on transformational change as part of supporting partners in their work to change negative social norms. The session featured the following three panellists:

- Reverend Anne Drummond, Anglican Church
- Viva Tatawaqa, Diverse Voices and Action (DIVA) for Equality
- Maraia Tabunakawai, FWRM.

The following section analyses the key learning from the session using the Gender at Work Framework. Key strategies are summarised in Box 3. Additionally, key findings of two recent research projects on the harms of negative masculinities to young men and those around them were summarised and shared with *Pacific Women* and Fiji Women's Fund grantees and partners to provide stimulus for discussion. The summary paper is attached at Annex 5.

## 8.1 Individual, informal strategies

Partners discussed three key strategies they are using at the individual, informal level. FWRM works with young women and girls to develop inter-generational leadership. FWRM's approach is to drive positive change through working with young women to empower them in their own lives. Importantly, FWRM creates spaces and opportunities for young girls by working with them to inform program design. FWRM also works with young women and girls to build their agency to respond to rigid gender norms.

Increasing the agency of women and girls requires the unlearning of existing habits. Unlearning is hard given the conditioning that each person receives through their socialisation. Additionally, unlearning requires deconstruction of power relationships, which can be difficult, and sometimes dangerous to negotiate. A strategy that can be important in this context is to work with both men and women. Both men and women must change their gendered beliefs and practice if the relations between women and men are to become more equal.

## 8.2 Individual, formal strategies

Panellists discussed the need for consistent messaging and programming. Beliefs about gender are often tightly held and it is both difficult and time-consuming to shift people's belief systems.

A formal strategy that the Anglican Church is using as part of the SASA! faith program is to develop a feminist theology. That is, the bible is interpreted as a source of liberation in relation to gender inequality. Women themselves need to be understood as having different positions and interests. As such, an important strategy used by partners is to support women to have discussions within their groups about their differences as well as their common interests and consider how they will negotiate power and resources.

Finally, panellists discussed the difficult nature of the work that they engage in and the need to engage in self-care as well as reflective practice. The DIVA panellist pointed to the importance of the feminist practice cycle of acting and reflecting. In this cycle, action prompts reflection which then informs future action.

## 8.3 Systemic, informal strategies

The Anglican Church panellist described the EVAW work they are currently engaged in with their faith communities. This work involves engaging with faith institutions that are male-dominated and hierarchical in order to change faith-based beliefs in the broader faith community.

An important systemic, informal strategy discussed by the DIVA panellist is the importance of recognising and ensuring space for LGBTIQ women in the women's movement.

## 8.4 Systemic, formal strategies

The Anglican Church has made two major formal changes in the church that support improved gender equality: equal representation of women and men in the senate and the passing of the zero tolerance of violence within communities' motion in 2013. These have provided a space for women and have supported women to explore the transformational process.

The need for reflective practice is as pertinent at the organisational level as at the individual level. For organisations this means developing and putting in place processes and systems that facilitate reflection. These spaces allow staff to confront the realities of both what is not working well as well as what is.

Panellists discussed the need for organisations to work together to increase awareness of gender stereotypes that exist. Partnerships can be maximised by identifying the strengths of each partner.

**Table 3 Strategies to effect transformational changes in gender relations**

Individual, informal: Consciousness, capabilities	Individual, formal: Resources
<ul style="list-style-type: none"> <li>– Building agency of young women</li> <li>– Deconstructing power relationships by unlearning habits</li> <li>– Ensure buy in of men.</li> </ul>	<ul style="list-style-type: none"> <li>– Consistent messaging and programming</li> <li>– Gender theology and using the Bible as a source of liberation in relation to gender</li> <li>– Supporting women to have discussions within their groups about sharing power and resources</li> <li>– Reflective practice for feminists themselves.</li> </ul>
Systemic, informal: Informal norms and exclusionary practices	Systemic, formal: Formal rules and practices
<ul style="list-style-type: none"> <li>– Developing intergenerational leadership</li> <li>– Building space for LGBTIQ women in the broader women's movement</li> <li>– Working with faith communities on ERAW</li> <li>– Supporting collaboration.</li> </ul>	<ul style="list-style-type: none"> <li>– Equal representation of men and women in the Anglican Church senate</li> <li>– Zero tolerance of violence within communities' motion</li> <li>– Reflective practice for feminist organisations.</li> </ul>

## 9 Skills building sessions

Participants chose from the parallel sessions in Table 4 to further build their skills.

**Table 4 Skills building parallel sessions**

Morning session	Afternoon session
Promising WEE practices from the field: Learnings from Ra Naari Parishad, Rise Beyond The Reef and Talanoa Treks.	Innovative communications: how to use communications in programs e.g. photo-taking class, writing captions and social media posts
Adolescent girls and leadership: Working with girls to develop girls programming	Gender and disability: Deaf culture, advocacy for deaf inclusion, and a basic introduction to sign language
Gender Equality and Social Inclusion Programming: How to do transformative gender programming	M&E – Help! I didn't collect a baseline at the start of the project; Developing WEE indicators; and Outcome focused reporting

A summary of each session is provided in the following section.



Participants at the gender and disability skills building session. Photo: Ann Braun

## 9.1 Promising WEE practices from the field

The panel discussion included three of the Fund's grantees that focus on women's economic empowerment: Ra Naari Parishad; Rise Beyond The Reef; and Talanoa Treks. Each organisation explained their approach to WEE, what has driven that approach and what has changed since their work started.

Four key issues emerged from the session:

- the importance of understanding the needs and interests of women
- ensuring women benefit individually as well as in their collective unit
- managing activities around women's commitments
- considering how and where resistance to WEE activities will arise.

Rise Beyond The Reef outlined the baseline study they undertook which helped them identify the best opportunity to increase women's economic empowerment. Talanoa Treks and Naitasiri Women in Dairy shared their experiences in ensuring women benefit individually while building on the tradition of *solesolevaki* to share ideas and knowledge. Each organisation considered the commitments of the women they were working with and the need to find opportunities that provide good returns to investment while being manageable around their other activities. Panellists discussed the different types of resistance their activities faced and the potential for resistance by male leaders, community members including women themselves, to be related to whether work activity is perceived as women's work. For example, there was little resistance to Rise Beyond the Reef's handicrafts activities but more resistance to guiding for Talanoa Treks tourism activities and Naitasiri Women in Dairy farming activities.

## 9.2 Adolescent girls and leadership

FWRM provided an overview of their GIRLS program, which is aimed at adolescent girls. The GIRLS program is interactive and engages participants on patriarchal society structures, utilising participatory weekend activities and capacity strengthening sessions. The program works with adolescent girls between the ages of 10–14 years to explore their issues, including building their agency. The program also has components of active engagement with parents and guardians.

## 9.3 Gender equality and social inclusion programming

The Fund delivered the session which covered the Gender Equality and Social Inclusion Framework, focusing on how change needs to happen at three levels (individual, relations and structures). The session also covered the Gender Continuum which explores gender identity, gender expression, biological sex and

sexual orientation. Participants were prompted to consider where their project lies on this continuum. The session was concluded with participants looking at gender equality in the program/project management cycle. This part of the session explained how gender equality and social inclusion can be incorporated in programming and at what stages of the program cycle gender equality and social inclusion considerations need to be included or incorporated.

## 9.4 Innovative communications

The session provided a brief overview of communications basics (5W1H: What, Who, When, Where, Why and How, as well as the importance of a 'So What' factor in storytelling) and focused on photographic action learning. Participants used smartphones to practice their photo taking after discussing some photo examples. In pairs, the facilitator discussed basics of framing as a factor in taking 'purposeful' photographs. Individuals then developed theoretical 'photo plans' that would provide visual representations of their work/the work of their organisations in action.

During the session and in a feedback circle process, participants reflected that the takeaway from the session was the importance of planning, particularly for those that do not carry out communications activities as their primary role (but are often involved in such activities due to limited staff and resources). Participants also responded well to the practical element of the session.

## 9.5 Gender and disability

The session was led by two members of the Fiji Association of the Deaf and two sign language interpreters. The session began with a discussion of deaf culture, advocacy for deaf inclusion and the associated beginnings of the Fiji Association of the Deaf. This discussion highlighted the importance of having sign interpretation for the inclusion of deaf women in the women's movement, and deaf persons in development spaces. The session provided insights into deaf culture, including how sign names are assigned, the political reclaiming of the deaf identity, and the richness and complexity of sign language. To promote inclusion and dialogue between deaf and non-deaf communities, the session included a basic introduction to sign language. Each non-deaf participant was assigned a sign name by the FAD representatives and were also taught how to spell out their actual names. The participants were taken through handout sheets of how to sign the English alphabet and taught some basic introductory sign words.

## 9.6 M&E

The M&E session engaged with participants on the M&E issues they are currently facing. Participants shared the issues they required support in and this became the focus of the discussion with technical advice provided by the facilitator as well as peers. Support was provided to:

- House of Sarah on how to monitor the relevance of the SASA! Faith program to the Fiji context
- Ra Naari Parishad on developing a baseline instrument
- Rise Beyond The Reef on developing a survey to examine the impact of its program on women.





Touota Rooqera of the Fiji Girl Guides Association during the skills building session. Photo: Sian Rolls

## 10 Grantee feedback on the Fund operations

The Fund grantees were given the opportunity to reflect on the key areas where the Fund has served them as grantees and to consider the positive and negative aspects of working with the Fund, what worked and what has not worked. The areas of reflection included:

- finance support (including grant disbursement)
- M&E support
- support for networking and relationship building
- capacity development.

The Fund team and DFAT left the room to allow the grantees to express their opinions freely.

In general, grantees were grateful for the support the Fund provides and the specific efforts of the Fund's staff. Numerous grantees mentioned the relevance of support and the flexibility of the Fund staff in providing this support. Grantees requested specific changes to operations in order to improve the administration of grants.

Based on the session, the Fund can consider:

- developing another method for receiving receipts due to grantee difficulties with scanning
- removing the requirement for three quotes when items are being sourced from shops in rural areas
- checking on the most efficient payment method (grantee pays with the Fund reimbursing or the Fund pays) for activities with grantees
- discussing with grantees any need for revising workplans
- providing in-person M&E support to grantees, including specific support to Delailasakau Women's Group and House of Sarah
- facilitating additional talanoa sessions and informal meet ups
- ensuring capacity development support is easy for grantees to understand and grantees time is managed well
- following up with Women in Fisheries Network on their capacity development requirements
- following up in-person with Talanoa Treks on reporting and financial reporting requirements.

A more detailed report on participant feedback has been provided directly to the Fund and is available to grantees and DFAT on request.

## 11 Participant responses

The majority of participants found the quality and content of the workshop high, as demonstrated by quantitative survey responses. Additionally, participants found the content highly relevant. Scores from each of the three days are in Table 5<sup>5</sup> and a selection of qualitative comments follow.

**Table 5 Participant quantitative feedback from days 1–3**

	Strongly disagree	Disagree	Agree	Strongly Agree	Undecided	Total
<b>Quality of content and delivery of workshop</b>						
The content of the workshop was easy to follow	0	2	40	45	0	87
The presenters were well prepared	0	1	33	51	2	87
The time allotted to sessions were sufficient	0	2	45	41	0	88
There was enough time left for discussion	0	3	45	39	1	88
<b>Relevance of the training or workshop</b>						
The three workshop objectives of Day 1 were met	0	2	34	40	2	26
The two workshop objectives of Day 2 were met	0	2	30	28	0	30
The two workshop objectives of Day 3 were met	0	0	19	40	1	30
The workshop met my expectations	0	1	41	46	0	88
The topics covered were relevant to me	0	0	41	46	1	88
The knowledge gained will be useful in my work	0	1	38	47	0	86

Participants provided a range of positive comments. Following are a selection of these comments:

‘It was participatory, where we learnt good practices and have an open discussion with the Fund.’

‘I appreciated the sharing of stories / work of the organisations / agencies. I also appreciated the most significant change stories together with the ‘mapping exercise’ – though I would have liked more time to talk about challenges / best practices / progresses.’

‘Practical, good time allocated to skills building sessions.’

Additionally, participants provided feedback on how the workshop could be improved:

‘Some movement and activities to give space of movement a bit to avoid getting bored.’

‘I would have liked a bit more time on the actual reflection of project activities. It would have been good to have a panel with the grantees and for them to talk about their challenges and progresses and then have FWCC / PIFS / Fiji government and Pacific Disability to contribute to the discussions/ respond to the challenges and gaps.’

‘It was a shame not to be able to attend all 3 parallel sessions. Maybe a way to allow everyone to do so.’

## 12 Recommendations and next steps

Workshop facilitators debriefed on the participant feedback as well as their own observations of the workshop over the three-day period. The facilitators made the following recommendations to improve the workshop in 2019.

<sup>5</sup> Approximately 30 participants completed the feedback forms each day. As such, there are approximately 90 responses to each question that was asked every day. The number of responses on whether the workshop objectives were met on each particular day are lower as this question was asked in relation to the objectives of Day 1, 2 and 3.

## 12.1 Venue

Use a different venue from Studio 6 for the next workshop. The space was too large to manage sound easily. Additionally, parallel sessions would be easier to manage with breakout rooms, which were not available at the Studio 6 venue.

## 12.2 Timing and workshop flow

Reduce the session from three days to two days next year. This will make the commitment easier for busy participants.

Consider running the workshop during the week next year, for example on Wednesday and Thursday. This way, partners can conduct other meetings that are useful to them before or after the workshop. Additionally, partners may not need to leave on the afternoon of the second day if the final day is not held on a Friday.

Integrate the Fund and *Pacific Women Fiji* workshop into one, rather than this year's model where the first day was focused on the Fund's grantees and the second and third days included *Pacific Women Fiji* grantees. Including all grantees on both days will improve the workshop flow and increase networking between partners.

## 12.3 Session design and facilitation

**Design:** Need to consider how to more effectively engage grantees in informing the program. A survey may make responses easier.

**Parallel sessions:** The skills building sessions were well received by participants but some participants struggled with maintaining energy and wanting to be part of all the parallel sessions.

**Most significant change stories:** Need to consider how this session can be delivered more systematically next time, including teasing out more information. Need to be clearer on the purpose of identifying these stories, whether just to be shared in the workshop setting or to be shared more broadly across the program.

**Inclusion of larger or more experienced partners:** A number of personnel from larger/ more experienced partners were part of the panels and were useful for catalysing discussions. It may be useful to have some of these partners run one of their trainings in a parallel session. For example, FWCC could be invited to deliver their male advocates training. Additionally, need to consider how annual reports from some of the larger partners feed into the workshop. For example, a number of the findings and case studies from the FWCC report are very useful and would have been good to share but this report was not available before the workshop.

**Networking event:** Need to clarify the aim of the networking event. Depending on the aim, it may be worthwhile to extend the invitations to other sectors and other development partners. Consider having a partner deliver the speech at the networking event rather than DFAT (who are better placed to open to whole workshop).

**Rapporteur and interpreters:** The addition of rapporteur and interpreters this year was very useful.

## 13 Conclusion

The workshop provided a rich environment where grantees were able to share their learnings as well as further develop their skills through peer support and input from experts. The *talanoa* session on gains and setbacks for the women's movement provided the overarching context of each partners work. This session assisted partners to situate the following discussions in a broader understanding of the achievements of the movement they are a part of. The session on grantee strategies and challenges provided space for grantees to learn from peers working towards the same outcome. The *talanoa* session on transformational change provided further evidence of the need to continue to focus on social norm change. The session also provided examples to grantees on how to go about supporting this change.

The workshop provided a forum to better understand the critical issues partners face and the advances they are making. Discussions showed how the hard work of EVAW partners over some thirty years has resulted in improved acknowledgement of the issue of violence, improved services for women and girls, and collaboration between partners and government resulting in the violence against women service delivery protocol. WEE partners shared the strategies they use to advance women economically as well as the challenges they face in developing women's agency in contexts that continue to discriminate against women. WCC partners detailed how they are working to develop their own organisations that represent women who are marginalised as well as connecting to other women's groups and organisations. Women's leadership and decision making partners described their work to develop girls and women as leaders and the challenges they face when working against established views of the position of women in their families and communities.

The workshop also provided a learning environment for *Pacific Women* Support Unit, the Fund's staff and DFAT staff. Staff were able to hear directly from partners about their work as well as consider their own operating strategies based on grantee feedback. The feedback to the Fund on what was working well and what areas could be improved was particularly useful and will be used to further modify grant management processes.

## Annex 1 Detailed workshop agenda

Day	Time	Content	Process	Responsible
Wednesday 24 October Morning	9:00-9:15am	Welcome	Welcome and opening remarks	Michelle Reddy
	9:15-10:00am	Overview of the workshop	Outline of workshop objectives and structure Introductory exercise	Neema Nand
<b>Morning Tea</b>				
Wednesday 24 October Mid-morning	10:30-11:30am	Reflection on grant operations	Feedback session from partners on what worked well and what can be improved in grant disbursement, finance, M&E and capacity development support	Farida Fleming
	11:30am-12:30pm	Reflections and discussion on thematic areas	Facilitated plenary session with partners on progress in thematic areas, challenges and the Fund's support Breakout groups with partners discussing progress, challenges and the Fund's support in thematic areas, and group presentations	Facilitator: Farida Fleming and Neema Nand
<b>Lunch</b>				
Wednesday 24 October Afternoon	1:30-2:00pm	Report back on thematic discussions	Each group to report back on progress and challenges in their thematic areas – differences and similarities between partners work	Farida Fleming
	2:00-3:00pm	Overview of findings from the Fund's six-monthly report	Presentation of report findings, questions and discussion	Farida Fleming
<b>Afternoon Tea</b>				
Wednesday 24 October Late afternoon	3:30-4:15pm	CB Providers engagement with grantees	CB providers and grantees meet and greet each other, looking at what CB support is being provided and how.	Facilitator: Shirleen Ali
	4:15-4.30pm	Feedback on day	Partners fill out feedback form	Neema Nand



Day	Time	Content	Process	Responsible
Thursday 25 October	9:00-9:15am	Welcome	Welcome and opening remarks	DFAT: Christina Munzer <i>Pacific Women</i> : Leonie Whyte
Morning	9:15-10:00am	Overview of the workshop	Outline of workshop objectives and structure and warm up exercise	Laura Holbeck
Morning tea				
Thursday 25 October Mid-morning	10:30-11:30pm	Panel <i>talanoa</i> session on advancing gender equality	<i>Talanoa</i> session on gains and set-backs for the women's movement over the last year - 4 panellists: Shamima (CSO-FWCC), Melania (regional perspective-PIFS), Angeline (PDF Disability rep), Min. of Women (Ameli Nairobi, Department of Women, Principal Research Officer)	Facilitator: Tara Chetty Tara will coordinate the panellists and facilitate the session.
	11:30-12:30pm	Mapping the women's movement	Mapping of relationships between partners and in the broader women's movement: Participatory exercise, mapping one's organisation to other organisations displayed on the wall. Report back networks and relationships.	Facilitator: Tara Chetty
Lunch				
Thursday 25 October Afternoon	1:30-2.10pm	Context of <i>Pacific Women</i> and the Fund	- <i>Pacific Women</i> video and session on contextualising Fiji in the broader program - The Fund in relation to <i>Pacific Women</i>	Amali Shaw
	2.10pm-3:10pm	Mapping of significant change stories	- Most significant change exercise: Partners document their significant change and map this to the four outcome areas on the wall - Report back on the significant change identified, facilitator to draw out similarities and linkages that emerge	Facilitator: Farida Fleming
	3.10pm-3.30pm	Session close	- Evaluation, wrap up and close	Farida Fleming
3.30pm-4.00pm: Afternoon tea and set up for marketplace				
4.00pm-5.30pm: Break				
Thursday 25 October Evening	5:30-7:30pm	Networking function	Function with High Commissioner and Minister for Women invited and grantee marketplace	MC: Tara Chetty

Day	Time	Content	Process	Responsible
Friday 26 October Morning	9:00-9:15am	Recap from Thursday	Recap on learnings and reflections	Tara Chetty
	9:15-10:00am	<i>Talanoa</i> session on Gender transformative programming	<i>Talanoa</i> session on gender transformative programming - 3 panellists: FWRM (work with the adolescent girls), DIVA (DRR work) and House of Sarah (EVAW in faith communities)	Facilitator: Tara Chetty
Morning Tea				
Friday 26 October Mid morning	10:30-12:00pm	Parallel sessions on gender transformative programming for each thematic area	- In-depth gender programming parallel sessions: 1. Promising WEE practices from the field: Talanoa Treks, Ra Naari Parishad, Rise Beyond The Reef 2. Adolescent girls and leadership (FWRM girls programme, Monica to coordinate with FWRM) 3. GESI, how to do gender programming (Shirleen)	Facilitator: Michelle Reddy  Facilitator: Monica Waqanisau  Facilitator: Neema Nand
Lunch				
Friday 26 October Afternoon	1:00-2:30pm	Parallel sessions on the underlying skill sets that support gender transformative programming e.g. interactive skills, monitoring & evaluation etc.	1. Innovative communications – how to use communications in programs e.g. photo-taking class, writing captions and social media posts (Sian) 2. Gender and disability – inclusion by learning sign language: Fiji Association of the Deaf & Sign Interpreters Association Fiji (Tara to coordinate) 3. M&E – Help! I didn't collect a baseline at the start of the project; Developing WEE indicators; and Outcome focused reporting (Laura/Farida)	Facilitator: Monica Waqanisau  Facilitator: Tara Chetty  Facilitator: Neema Nand
Afternoon tea celebration				
Friday 26 October Late afternoon	3:00-4:00pm	Session close	- Reflection on learnings, impact on activity plans - Wrap up, evaluation and closing	Facilitator: Amali Shaw

## Annex 2 Participant List

Name	Organisation
Lorraine Foster	Ageing with Empowerment & Dignity (AWED)
Maraia Likuvono	Delailasakau Women's Group
Adi Koleta	Delailasakau Women's Group
Leaine Robinson	DFAT
Ken Cokanasiga	DFAT
Viva Tatawaqa	Diverse Voices and Action for Equality (DIVA)
Geeta Goundar	FemLINK Pacific
Tina Mareu	Fiji Association of the Deaf (FAD) - Sign Interpreters
Laisa Vulei	Fiji Association of the Deaf (FAD)
Sereima Maria	Fiji Association of the Deaf (FAD)
Elenoa Nailivaliva	Fiji Association of the Deaf - Sign Interpreters
Sera Saladua	Fiji Girl Guides Association
Touota Rooqera	Fiji Girl Guides Association
Kaushal Sharma	Fiji Women Rights Movement (FWRM)
Shamima Ali	Fiji Women's Crisis Center (FWCC)
Michelle Reddy	Fiji Women's Fund (FWF)
Devina Devi	Fiji Women's Fund (FWF)
Kuini Rabo	Fiji Women's Fund (FWF)
Neema Nand	Fiji Women's Fund (FWF)
Shirleen Ali	Fiji Women's Fund (FWF)
Alisi Qaiqaica	House of Sarah
Josefata Waqalala	House of Sarah
Lilika Fusimalohi	International Finance Corporation (IFC)
Elyse McNerney	International Women's Development Agency (IWDA)
Ashna Shaleen	Medical Services Pacific (MSP)
Sereima Senibici	Medical Services Pacific (MSP)
Amelia Nairobi	Ministry of Women, Children and Poverty Alleviation
Semisi Siga	Ministry of Women, Children and Poverty Alleviation
Thomas Martin Singh	Ministry of Women, Children and Poverty Alleviation
Susan Pocock	Naitasiri Women in Dairy
Seruwaia Kabukabu	Naitasiri Women in Dairy

Seema Naidu	Pacific Islands Forum Secretariat (PIFS)
Melania Nawadra	Pacific Islands Forum Secretariat (PIFS)
Isikeli Vulavou	Pacific Sexual Gender Diversity Network (PSGDN)
Gayle Nelson	<i>Pacific Women</i> Gender Panel
Farida Fleming	<i>Pacific Women</i> M&E Panel
Ann Braun	<i>Pacific Women</i> M&E Panel
Tara Chetty	<i>Pacific Women</i> Support Unit
Monica Waqanisau	<i>Pacific Women</i> Support Unit
Leonie Whyte	<i>Pacific Women</i> Support Unit
Laura Holbeck	<i>Pacific Women</i> Support Unit
Amali Shaw	<i>Pacific Women</i> Support Unit
Kesaia Vakaloloma	Partners in Community Development Fiji (PCDF)
Daventry Mudulia	Ra Naari Parishad
Alparti Josephine	Ra Naari Parishad
Matelita Seva-Cadravula	Reproductive Family Health Association of Fiji (RFHAF)
Janet Lotawa	Rise Beyond the Reef
Sereima Maraivalu	Rise Beyond the Reef
Ana Laqereta	SALT (Rapporteur)
Sue Kolivuso	SALT (Rapporteur)
Angeleen	Spa Academy
Elenoa Qica	Survival Advocacy Network (SAN)
Harry Netani	Survival Advocacy Network (SAN)
Ciara Florian	Survival Advocacy Network (SAN)
Nicolette Goulding	Talanoa Consulting
Gina Houn Lee	Talanoa Consulting
Marita Manley	Talanoa Treks
Rachna Kumari	Talanoa Treks
Elina Ranadi	Talanoa Treks - Naga Community Project
Kim Robertson	The Pacific Community - Progressing Gender Equality in the Pacific Project (SPC/PGEP)
Veena Singh	The Pacific Community - Progressing Gender Equality in the Pacific Project (SPC/PGEP)
Luke Uluiburotu	Women in Fisheries Network (WIFN)
Cema Bolabola	Women in Fisheries Network (WIFN)

## Annex 3 EAW Literature Review Summary

This paper provides key findings of the September 2018 literature review on ending violence against women and girls developed by The Equality Institute's Emma Fulu and Xian Warner. The findings presented in this paper are relevant to *Pacific Women* and Fiji Women's Fund grantees and partners. The findings are presented as they provide evidence for current EAW approaches and programs and stimulus for discussion.

### The importance of feminist movements

Empirical analysis of policy changes over time in 70 countries suggests that, of all factors, the presence of autonomous women's movements was the main driver of progressive government action on violence against women, playing a larger role than left-wing parties, the number of women legislators, or even national wealth (Htun and Weldon 2012).

In the Pacific, women's organisations and the women's rights movement have led the work on responding to GBV over the past 30 years and have been largely responsible for getting the issue onto the public agenda. Organisations such as the Fiji Women's Crisis Centre and the Vanuatu Women's Centre started by providing much needed crisis counselling and legal, medical and other practical support services for women and children who experienced violence but have also moved into public advocacy and community education on gender violence. It is important that all work stays accountable to local women's organisations and builds alliances with them because they know that realities of women's experiences better than anyone.

The Coalition of Feminists for Social Change (COFEM 2017) identifies five key recommendations for increased accountability to women and girls in this work:

- Policy makers must promote female-centric and female-led framing of the issue, discourse, strategies and resources. As violence against women and girls is fundamentally an injustice against women and girls, the central protagonists for this cause must be women and girls.
- Funders should invest in women's rights organisations and ensure their work is not being usurped. Funders must ensure that male engagement groups are not usurping the role of women's rights organisations and they must ensure that work engaging men and boys has practical, measurable accountability mechanisms to local women's movements or organisations.
- Researchers should develop better indicators and monitoring systems to assess progress in male engagement work. More emphasis should be placed on supporting social and structural changes, rather than the current dominant focus on shifting the individual attitudes and behaviors of men and boys.
- Male allies must demonstrate good faith and speak out. Accountability should not be a responsibility of women's rights organisations and women's movements.
- The feminist community working on ending violence against women and girls needs to be clear, vocal and united. It is important for feminist communities to frame what they envisage as effective male involvement that will help advance a feminist agenda and accountability.

Feminist network building and opportunities for shared learning across countries and regions for women's rights activists will help build an enabling environment for change to end violence against women and girls (Ellsberg et al., 2008, The Equality Institute, 2017a).

### Social norm change

Social norms and structures related to gender inequality, including lack of economic rights and entitlements for women, also contribute to IPV (UN Women, forthcoming, Heise and Kotsadam, 2015, Fulu and Heise, 2015). When men are accorded value, control and power over women across society, these social gender norms create an environment in which men are more likely to perpetrate violence against women (Jewkes, 2017, Yodanis, 2004, UN Women, forthcoming) (Table 3).



Table 3: Social norms and gender norms that contribute to violence against women and girls

Social norms and gender norms that contribute to violence against women and girls	
<b>Masculinity</b>	<ul style="list-style-type: none"> <li>• Men should be the primary breadwinners within the family.</li> <li>• Real men have strong sexual appetites and need sex all the time.</li> <li>• Real men are tough and should defend their reputation, with force if necessary.</li> <li>• Men hold power in public and private life and are beyond reproach for their harmful behaviours.</li> </ul>
<b>Femininity</b>	<ul style="list-style-type: none"> <li>• Women are typically financially dependent on their husband or partner.</li> <li>• A woman's most important role is to take care of her home and cook for her family.</li> <li>• It is not appropriate for women to make decisions or participate in political spaces.</li> <li>• It is normally a woman's responsibility to avoid getting pregnant.</li> </ul>
<b>Intimate Partner Violence</b>	<ul style="list-style-type: none"> <li>• Physical violence is an acceptable way to resolve conflict in a relationship.</li> <li>• Violence is a private family matter and others should not intervene.</li> <li>• It is not acceptable for women to seek divorce, even if their husband is abusive.</li> <li>• Good mothers tolerate violence in order to keep their family together.</li> <li>• A good wife is docile and obedient.</li> </ul>
<b>Sexual Violence</b>	<ul style="list-style-type: none"> <li>• Girls should be responsible for making sure they don't tempt men's uncontrollable sexual urges.</li> <li>• Men are entitled to sex.</li> <li>• If a woman is raped, she is usually to blame for putting herself in that situation.</li> <li>• If a woman is raped, she should not report it to the police to protect the family dignity.</li> <li>• A sex worker cannot claim she was raped because that is part of her job.</li> </ul>
<b>Violence against girls</b>	<ul style="list-style-type: none"> <li>• Girls' purity or virginity should be protected to ensure the family's and community's honour and reputation.</li> <li>• Women should stay in the home, so it is acceptable not to provide girls with education and employment opportunities.</li> <li>• Physical punishment is an acceptable or normal part of rearing and disciplining a child.</li> </ul>

Source: (The Equality Institute, 2017a)

Promising examples of social norm change through community mobilisation and communication and media initiatives:

- The Safe Homes and Respect for Everyone (SHARE) Project in Uganda, which used community mobilisation to change social norms that uphold intimate partner violence and HIV risk, reduced women's experiences of physical partner violence in the past year by 21 percent (Wagman et al., 2015, Jewkes, 2017).
- The Change Starts at Home program in Nepal, which involves radio edutainment and workshops to change gender social norms and strengthen relationships, is currently being evaluated under the What Works initiative (Jewkes, 2017).

## Annex 4      Key findings from Gender, livelihood capabilities and women's economic empowerment

This paper provides key findings of the September 2018 paper by Naila Kabeer on Gender, livelihood capabilities and women's economic empowerment. The findings presented in this paper are relevant to *Pacific Women* and Fiji Women's Fund grantees and partners. The findings are presented as they provide evidence for current WEE approaches and programs and stimulus for discussion.

### Pathways to change

Following are examples of programs that were able to circumvent, weaken or transform some of the structural constraints on women's capabilities. They demonstrate that these constraints are not immutable, they hold out hope for change and they provide lessons for crafting a more effective agenda for women's economic empowerment.

### Efforts to promote women's human capital and capabilities

These were, not surprisingly, more likely to be effective when they were adapted to women's needs, responsibilities and constraints. At a very simple level, the payment of stipends for transportation and childcare costs increased women's ability to participate in vocational programs in Colombia and Peru. Adolescent girls in the Liberia training program credited the transport allowance and free childcare for facilitating their full participation, while the evaluation of the Haiti Adolescent Girls Initiative attributed their regular attendance to the payment of stipends.

In Kenya, simplifying agricultural training manuals to take account of women's lower literacy levels was credited with a greater increase in women farmers' adoption of soil fertility replenishment technologies compared to men (Place et al., 2007). Elsewhere, efforts to recruit more female extension agents in what remains a male-dominated service paid off in that they were more likely to reach out to women farmers. The move away from traditional, top-down service provision towards more participatory farmer field schools also facilitated reaching women where implementers made active efforts to do so. This approach was also found to have significant impacts on the productivity of women farmers compared to their male counterparts.

In terms of promoting wage employment, vocational training targeted towards young people was found to be most effective when it was demand-led, often because trainers were incentivised to ensure job placements for trainees.

Studies also make clear that training itself is a skill and the professionalism and experience of trainers has a bearing on its effectiveness. A study in India found that NGO-organised training had a far more positive impact on asset creation, with impacts stronger for business training rather than general training, while training organised by government bank officials had a negative impact. In Tanzania, training of microfinance clients carried out by experienced trainers from the local university generated far more positive impacts than the delivery of the same training package by staff of the microfinance organisation.

The increasing integration of 'soft' skills to promote qualities considered essential in the workplace and beyond in a range of vocational, business and livelihoods-centred training is worth noting. These seek to build the cognitive and subjective dimensions of agency: self-confidence, optimism, motivation, teamwork, commitment, and so on. They recognise that patriarchal constraints do not simply deny women and girls equal access to material assets and human capital but also deny them subjective capabilities, a belief in self-worth and a sense of agency.

### Group-based approaches to financial services

These appear to be more effective in reaching poorer women than individual approaches. Take-up of group lending to women was not only higher than individual lending but the loans were more likely to be invested in enterprises managed by women rather than men, as demonstrated by an RCT carried out in Mongolia. Furthermore, group-based approaches that are savings-led (as in the case of self-help groups) rather than credit-led (as in joint liability groups) appear to be associated with better outreach to poor women and a wider range of impacts. A survey of 20 microfinance organisations across India using self-help group, joint liability and individual approaches found that while the group-based approaches performed better than

individual lending in reaching out to marginalised groups (poorer women and lower castes and tribes), the self-help group approach performed better than the joint liability approach (EDA Rural Systems, 2004).

Evaluations of both types of approach anticipate very different kinds of impacts. Evaluations of the credit-led approach associated with joint liability groups generally restrict themselves to economic impacts at the level of households and individuals, although measures of satisfaction are sometimes included. The livelihoods-centred approach associated with self-help groups often seeks to combine savings and lending with broader forms of support. As a result, evaluations of self-help groups often report a wider range of impacts than those of the more minimalist joint liability approach. Studies reviewed report positive economic impacts, impacts on women's empowerment, and a range of political impacts at the individual and collective levels. Some also reported evidence of spillover effects in terms of collective mobilisation among the wider community.

### **Availability of affordable childcare**

In urban contexts in particular, availability of affordable childcare was critical in enabling women with young children to take up employment opportunities. In Guatemala, it allowed young single mothers to take up full-time, formal wage employment that appeared to provide higher returns than the self-employment options available to them. Afterschool and pre-primary childcare in Chile and Argentina also increased employment among women with young children. In China, the expansion of early childcare and education programs increased employment, mainly self-employment, among women with young children. It had a particularly significant impact among mothers who were previously unemployed, who presumably found it difficult to take up paid work because of their childcare responsibilities.

### **Multi-component livelihood programs for adolescent girls**

Finally, multi-component livelihood programs for adolescent girls that sought to address the multiple and overlapping constraints that restrict their current life choices and later life chances have emerged as more effective than single component ones that focus on training or transfers. These combine vocational or business training, life skills training, girls' clubs, peer group facilitation and, in some cases, financial products. Because these programs aimed to empower young girls to exercise agency in both the productive and reproductive spheres, evaluations tended to go beyond the narrow focus on labour market and livelihood outcomes that characterised programs designed for adult women, seeking instead to address changes in the cognitive, subjective and practical aspects of agency.

## Annex 5      The risks to self and others of being stuck in the Man Box

This paper provides key findings of two recent research projects on being a young man, resulting in the October 2018 paper on young men in Australia and the March 2017 paper on young men in Mexico, UK and US. The findings presented in this paper are relevant to *Pacific Women* and Fiji Women's Fund grantees and partners. The findings are presented to provide stimulus for discussion.

### Key findings from 2018 study in Australia

[The Man Box: A study on being a young man in Australia](#) sheds a new light on the social pressures that young Australian men (aged 18 to 30) experience to be a 'real man' and the impact this can have on their wellbeing, behaviours and the safety of our wider community. The study was modelled on research in the United States, United Kingdom and Mexico that was released by Promundo in 2017 (key findings of this research are described further below).

The research involved an online survey of a representative sample of 1,000 young men from across the country, as well as focus group discussions with two groups of young men. The study utilises an internationally developed and applied analytical tool, known as the Man Box, to unpack the set of beliefs within and across society that place pressure on men to act in a certain way.

Participants in the online survey were asked their views on different topics about how a man should behave. The research found that social pressures around what it means to be a 'real man' are well and alive in Australia. Two thirds of young men said that since they were a boy they had been told a 'real man' behaves in a certain way and felt that there was pressure to adhere to these behaviours. Key messages perceived by young men include:

- That a guy who doesn't fight back when others push him around is weak (60% of those surveyed);
- That a guy who doesn't fight back when others push him around is weak (60% of those surveyed);
- That a 'real man' would never say no to sex (56% of those surveyed); and
- That a 'real man' should have as many sexual partners as he can (47% of those surveyed).

The uptake of the Man Box rules is not consistent across all young men, however, with some believing in and adhering to the 'rules' more than others. The research unpack the young men into two distinct groups – those who adhere strongly to the seven pillars of masculinity<sup>6</sup> in the Man Box, and those who don't; or those inside the Man Box and those outside the Man Box.

Consistent with Man Box studies that have been undertaken in the United Kingdom, Mexico and the United States, the Australian research found that men inside the Man Box perform particularly poorly in relation to:

- mental health and wellbeing
- suicide ideation
- risk-taking behaviours (drinking/driving)
- traffic accidents
- being the victim or perpetrator of violence
- being the perpetrator of sexual harassment of women

### Key findings from 2017 study in Mexico, UK, and US

Heilman, Barker and Harrison conducted the research with a representative, random sample of young men aged 18 to 30 in Mexico, the UK, and the US. [The Man Box: A study on being a young man in the US, UK and Mexico](#) reveals that most men still feel pushed to live in the 'Man Box,' a rigid construct of cultural ideas about male identity. In fact, at least 57 percent of men report being told that a 'real man should behave a certain way' at some point in their lives. This includes being self-sufficient, acting tough, looking physically

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<sup>6</sup> 1. Self-sufficiency; 2. Acting tough; 3. Physical attractiveness; 4. Rigid gender roles; 5. Relationships; 6. Risk taking; 7. Violence and bystander behaviour

attractive, sticking to rigid gender roles, being heterosexual, having sexual prowess, and using aggression to resolve conflicts.

The study's findings across several key areas confirm that the Man Box is alive and well, with severe, real, and troubling effects on young men's and young women's lives:

- **Life Satisfaction and Self-Confidence:** About half\* of men surveyed across the UK, US, and Mexico agree or strongly agree with the statement, 'In my opinion guys should act strong even if they feel scared or nervous inside.' \*(48% Mexico, 51% UK, 59% US)
- **Mental Health:** Guys surveyed across the UK, US, and Mexico who are inside the Man Box are about twice\* as likely as those outside the Man Box to report having had suicidal thoughts in the past 2 weeks. \*(1.5 times in Mexico, 2.4 times in the US, and 2.8 times in the UK)
- **Friendship and Support-Seeking:** Young men tend to grapple with emotions with little or no support from others, and fear of appearing vulnerable or gay still has a powerful influence over young men's behaviours, particularly for men in the Man Box.
- **Risky Behaviours:** Young men inside the Man Box are more likely to engage in risky behaviours such as binge drinking than those outside the Man Box, and they are 2 to 3 times more likely to have been in traffic accidents.
- **Attractiveness:** At least 49%\* of guys agree that society tells them a guy who spends a lot of time on his looks isn't very manly. \*(49% in Mexico, 51% in the UK, 55% in the US)
- **Bullying and Violence:** Guys surveyed who are in the Man Box are more likely to be a victim or perpetrator of bullying than those who are outside the Man Box and are at least 3 times\* more likely to make unwanted sexual comments towards women. \*(3.2 times in Mexico, 6 times in the US, 6.7 times in the UK)

As these results show, the harms of living in the Man Box certainly outweigh the sense of comfort that some young men may gain from aligning with social pressures to be a 'real man.' Men who adhere to the rules of the Man Box are more likely to put their health and well-being at risk, to cut themselves off from intimate friendships, to resist seeking help when they need it, to experience depression, and to think frequently about ending their own life. Young men inside the Man Box are more likely to have used violence against other young men – verbally, physically, and online – and to have sexually harassed women.

The dilemmas young men face in navigating society's contradictory ideals of manhood means breaking out of the Man Box is neither linear nor straightforward. In this reality, everyone – young men and young women, parents, educators, the media, teachers, romantic partners, and all members of society – has a role to play in reinforcing positive, equitable, unrestrictive ideas of manhood.