



Fiji Country Reflection and Planning Workshop

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Shaping Pacific Development
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All monetary units are in Australian dollars unless otherwise stated.

Executive Summary

The Pacific Women Shaping Pacific Development (*Pacific Women*) Fiji Country Plan program (the Program) held an annual reflection and planning workshop for partners from 21–23 November 2017. The purpose of the workshop was to share findings from the Fiji Country Plan Review and the *Pacific Women* Year Three Evaluation and consider the implications of findings for future *Pacific Women* programming in Fiji. The workshop was facilitated by the Fiji Country Plan Monitoring, Evaluation and Learning (MEL) adviser, the *Pacific Women* Support Unit and Fiji Women's 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 with each other. The workshop objectives included:

- Fiji government and civil society update partners and stakeholders on progress towards gender equality in Fiji.
- The Department of Foreign Affairs and Trade (DFAT) Fiji update partners on findings from the *Pacific Women* Fiji Country Plan Review and outline DFAT's management response to the review.
- Partners share their expertise and current progress in advancing women's empowerment, including women's economic empowerment, women's leadership and coalition building, and ending violence against women.
- Partners increase their knowledge and understanding of transformative programming¹.
- Partners develop or strengthen relationships with other partners and stakeholders.
- Fiji Women's Fund (FWF) present the draft FWF Monitoring and Evaluation (M&E) plan for partners review.

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. Participants found content on transformative programming useful and plan to use the knowledge gained in their future work. This is an important finding as transformative programming is the first of *Pacific Women's* strategies to ensure program effectiveness.

Recommendations and next steps

- The FWF will follow up with partners on next steps during the planned Orientation Workshop in 2018 and monitoring visits, on lessons regarding transformational change and support for monitoring, evaluation and learning (MEL).
- Workshop outcomes will be incorporated into revisions of the Fiji Country Plan, *Pacific Women* Reflection Workshop Guidance documentation, the Fiji Country Plan Monitoring, Evaluation and Learning Framework and the FWF Monitoring and Evaluation Plan.
- The Fiji Country Plan M&E Adviser will follow up with implementing partners to provide targeted capacity development, based on needs identified during the workshops. Needs identified by partners will inform the Adviser's work plan for the remainder of her contract.
- The 2018 workshop will be developed in consultation with the FWF, who will also conduct the first reflection and learning workshop for partners.

¹ Transformative programming refers to the implementation of transformative approaches that support change, including generational change, of the social norms that underpin gender inequality.

1 Country Context

The Government of Fiji is committed to gender equality and the empowerment of women and girls. The Fiji National Gender Policy² launched in March 2014 reflects this commitment to promote gender equality, social justice and sustainable development in Fiji. The policy has a specific focus on the promotion of women's human rights and gender mainstreaming across development planning and decision-making processes within government as well as addressing structural and social barriers that impede gender equality. A National Women's Plan of Action guides the Government's work on gender equality and women's empowerment. Fiji is also a signatory to several international and regional policies and agreements on gender equality and the empowerment of women and girls.³

The civil society sector in Fiji contributes significantly to the empowerment of women. Examples of such civil society actors include: Fiji Women's Crisis Centre, Fiji Women's Rights Movement, femLINKpacific, Na i Soqosoqo Vakamarama, National Council of Women and faith based organisations such as the House of Sarah and Catholic Women's League.

However, women and girls in Fiji continue to face significant impediments despite government and Civil Society Organisation (CSO) commitment to gender equality. Strong patriarchal practices dominate decision-making structures with little to no participation of women in decision-making and formal planning. High rates of violence against women continue to persist. Analysis of gender inequality in Fiji highlights the need for a multi-pronged approach to address such a complex issue. These approaches include targeted interventions with individuals, families and communities through to strategies that address formal systems and structures at the national level that discriminate against women.

2 Program Context

The *Pacific Women* Fiji Country Plan program (the 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 based on consultations with women's CSOs, 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.

In 2017, the Program established the Fiji Women's Fund which aims to support women's groups, organisations and networks particularly in remote and rural parts of Fiji. A long-term outcome of the Fund is to transition to an independently managed women's fund, with resourcing from other funders.

The Country Plan has an accompanying Monitoring and Evaluation Framework to track progress and learning. The Country Plan was reviewed against this framework in 2017 to evaluate ongoing relevance and contribution to positive change for women in Fiji. Key findings from the review are presented in this workshop report.

2 Ministry for Women, Children and Poverty Alleviation. (2014) Fiji National Gender Policy.

3 For instance the Convention on the Elimination of All Forms of Discrimination Against Women; the Pacific Platform for Action for the Advancement of Women and Gender Equality (and subsequent revisions); the Convention on the Rights of the Child; the Jakarta Declaration for the Advancement of Women in Asia and the Pacific; the Beijing Declaration and Platform for Action; the Millennium Development Goals (and now the Sustainable Development Goals); the Commonwealth Plan for Gender Equality (2005–2015) and the Pacific Plan.

3 Workshop Design

The *Pacific Women* Fiji Annual Reflection and Planning workshop was held on 21–23 November 2017. The workshop was designed as an opportunity for Program partners to consider the implications of the Fiji Country Plan review findings, which outlined the Program’s contribution to change against intended outcomes of the Program and for partners to provide feedback on the FWF MEL Plan.

4 Participants

There were approximately 20 participants at the workshop, with the number varying over the three days. Participants represented implementing partners, the Ministry of Women, Children and Poverty Alleviation’s Department of Women, the Fiji Women’s Fund and the *Pacific Women* Support Unit and DFAT. A detailed list of participants is attached in Annex 1.

5 Program Contribution

The workshop was divided into two parts. The first part of the workshop was focused on reflection, where Partners, Government and *Pacific Women* collaboratively assessed the Program’s contribution to Fiji’s Gender Equality goals and objectives. The second part of the workshop was focused on planning, where Partners and Government considered how they might modify their activities based on learning from the first part of the workshop.

The reflection component of the workshop was designed to develop a shared understanding of government gender equality priorities and the gender equality gains achieved by civil society. The Ministry of Women representative presented on the background, objective and aims of the Fiji National Gender Policy (NGP), other related government policies in other sectors that have integrated gender perspectives/aspects, and the Implementation Plan of the NGP. The Ministry of Women (MoW) representative noted that there was an M&E framework for the NGP and that the periodic four-year evaluation is scheduled for 2018. *Pacific Women* facilitated a collaborative mapping exercise to illustrate key gender equality achievements in Fiji from 2005 to the present and the contribution of key groups to current gender equality progress. Both sessions helped to develop a collective understanding of government’s gender equality plans and the achievements of Partners in achieving gains for women and men in Fiji.

The next workshop sessions were focused on better understanding how *Pacific Women* in Fiji has contributed towards gender equality, taking into account the broader context established in the first sessions and the gains that civil society partners have already won. *Pacific Women* Fiji presented on the reach and scope of the program. The presentation noted that Fiji is the second largest investment of *Pacific Women*, after PNG. Ending Violence Against Women (EVAW) continues to be the major focus of *Pacific Women* Fiji programs. Seventeen activities are planned for Fiji with six completed to date. *Pacific Women* then presented on the 2017 Fiji Country Plan review which assessed progress towards outcomes with a specific focus on women’s economic empowerment (WEE), leadership and decision making and supporting coalitions and advocacy groups. *Pacific Women* Fiji presented key findings from the review which are summarized below.

Women’s leadership and decision making

The review found strong evidence that funded activities are contributing towards each of the five-intended leadership and decision making short-term outcomes, with three showing stronger progress. Aggregate level findings are summarized in Table 1.

Table 1 Program contribution towards leadership and decision-making outcome

Intended short-term outcomes	Program contribution to outcome	Details
1. Increased interest of women in participating in leadership and decision-making roles	Strong evidence of contribution	<ul style="list-style-type: none"> – Strong evidence of progress in all four activities (We Rise Coalition, Markets for Change, FemLINK and House of Sarah). – Further support is needed to enable organisations to collect information on women’s interest in participating in leadership development activities.
2. (Increased) capacity building of women interested in leadership and decision-making roles in Fiji society	Strong evidence of contribution	<ul style="list-style-type: none"> – Good evidence of progress from the We Rise Coalition, Markets for Change and FemLINK. – House of Sarah has shown moderate progress. – Another partner is working informally with rural networks to increase women’s capacity and interest to take on leadership on a small scale. – The Women in Fisheries Network offers potential for progress in this area.
3. (Increased) support for the inclusion of women’s views	Strong evidence of contribution	<ul style="list-style-type: none"> – Five of the seven partners working towards this outcome show strong evidence of progress in including women’s views in new areas such as disaster risk reduction (e.g. Cyclone Winston response supported activities). – Another two partners have shown strong progress towards the inclusion of women’s views in market governance structures (Markets for Change (UN Women)) and national democratic processes (We Rise Coalition). – There is a gap in relation to the inclusion of views of women living with a disability across the activities.
4. More women are visible and influencing decision-making	Moderate evidence of contribution	<ul style="list-style-type: none"> – Three of four activities working towards this outcome are showing good evidence of progress (We Rise Coalition, FemLINK and Markets for Change). – An additional activity by House of Sarah, that has recently commenced, has the potential for progress towards this outcome.
5. Advocacy for policy change and legal reform for women’s equality and empowerment is underway	Moderate evidence of contribution	<ul style="list-style-type: none"> – The activities of the We Rise Coalition show the strongest evidence of progress as the Coalition is working at multiple levels (international, regional and national) for policy reform. These activities are also demonstrating good inclusion and reach working with lesbian, gay, bisexual and transgender (LGBT) women and rural women. – Activities by the House of Sarah and Markets for Change show moderate progress.

Women’s economic empowerment

There is moderate to strong evidence that funded activities are contributing towards three of the five intended WEE short-term outcomes. There is limited evidence of progress towards two of the intended short-term WEE outcomes. Key findings are summarized in Table 2.

Table 2 Program contribution towards women’s economic empowerment outcome

Intended short-term outcomes	Program contribution to outcome	Details
1. Increased capacity of women to access income generating business and employment opportunity	Little evidence of contribution	<ul style="list-style-type: none"> – The strongest evidence exists for Spa Academy, which can demonstrate tangible increases in women’s employment opportunities and income (out of the four activities contributing to this short-term outcome including Fiji Muslim Women’s League, Markets for Change, Spa Academy and Ra Naari Parishad)
2. Public and private sector promote gender equality through policies and practice	Little evidence of contribution	<ul style="list-style-type: none"> – There is limited activity and progress towards this outcome through the Fiji Country program.
3. Increased safety and working conditions for women	Moderate evidence of contribution	<ul style="list-style-type: none"> – The Markets for Change program has strong evidence of change towards this short-term outcome. – Activities by Spa Academy and through the We Rise Coalition show potential to improve safety and working conditions for women.

4. Increasing numbers of women employed and generating income	Moderate evidence of contribution	– The two projects that are contributing to this outcome (SPA Academy and Fiji Muslim Women’s League) are showing good progress.
5. Women have greater access to information as to how to manage their income	Moderate evidence of contribution	– The partners/projects contributing to this short-term outcome include Spa Academy, Fiji Women’s Muslim League, Markets for Change, Ra Naari Parishad and, potentially, the Women in Fisheries Network.

Strengthening WEE – leadership and decision-making linkages

A key finding from across the areas of leadership and decision-making and WEE is to strengthen links between the two outcome areas.

- For the program to continue to progress towards short (and intermediate) outcomes over the next phase, some strategising is required to ensure that funded activities realise economic gains at the individual level, as well as addressing issues around women’s control and use of resources.
- The foundations for this work exist as several of the Fijian implementing partners, while operating in the WEE space, are making inroads into building the capacity of women (leaders) and encouraging women to input into community level fora or other processes.
- This will be supported by more integrated approaches to identifying changes pathways and tracking and measuring progress towards multiple outcome areas.

DFAT outlined its management response to the review findings noting that DFAT accepts all of the review recommendations. The management response represents DFAT’s commitment to program improvement for the next phase of the Fiji country plan (2017- 2020). Areas for improvement include monitoring and evaluation, increasing program reach to vulnerable groups such as women and girls with a disability and those in rural and remote areas and developing a clearer strategy to address WEE in Fiji.

The other main challenge for the program is the issue of program identity and the extent to which ownership of the program, as opposed to the existing ownership for the issues of gender equality advancement, at the level of government, implementing partner or beneficiary level, is considered important. The program will invest in processes that promote learning, information sharing and create an enabling environment to build greater ownership of the program.

6 Transformational change

One of the findings from the Year Three Evaluation of *Pacific Women* is that the program and partners can benefit from clearer articulation of how men and women’s behaviours change in support of gender equality. In preparation for the Fiji Country Reflection and Planning Workshop, the Fiji Country Plan MEL Adviser developed a summary of transformational programming drawn from the *Pacific Women* Roadmap and three key background papers (EVAW, WEE, and leadership and decision-making) to support partners to refine or develop their understanding of this concept.

The following section, which includes content from the summary paper and defines transformational change, outlines two strategies for supporting social norms change (working with adolescents and strengthening the enabling environment and institutions) and ends with identifying specific social norms to be addressed in each outcome area. Annex 3 provides the transcript of the Transformational Change Panel, from Day 2 of the workshop.

6.1 Definition of transformational change

Global evidence shows that countries with improved gender equality have better social and economic development outcomes.⁴ Gender equality creates transformational change by involving more people with diverse views, skills and experiences in decision-making, economic activity and maintenance of positive social relations. There is less likelihood of violence against women and children where men and women share decision-making in the home. Children and adolescents who witness men and women sharing care-giving tasks and decision-making are more likely to carry values of equality into their own adult lives. This in turn has a positive influence on belief systems, attitudes and behaviours.

6.2 Social norms change

Changing harmful social norms, such as those that reinforce gender inequality, is complex. In the Pacific, this is partly due to: diverse cultural and religious influences; variations in rate, type and extent of development; distinct differences in quality and levels of education; and variations in the reach and influence of different types of media. Harmful social norms can negatively impact girls, boys, men, and women by limiting their potential and locking them into restrictive or destructive patterns of interaction.

Social norms are maintained by expectations from all sides of relationships. For example, in a family, community or country, if male control of decision-making and economic power at the household level is considered normal and desirable, women who challenge men's power are likely to be sanctioned. If girls are raised to doubt their own abilities and self-worth, they may not recognise discrimination against them or be able to speak out against unfair treatment. Dynamics that hold norms in place and sanctions for challenging them can come in different forms and from different levels. This includes violent behaviours witnessed in families and communities, social exclusion and stigma enforced by both men and women, sermons in church, biased legislation and justice systems, and media portrayals of unequal gender relations. Harmful social norms exist everywhere but can be more resistant to change in small or isolated societies or communities, or in groups that are tightly governed by political, cultural or religious beliefs. Globally and in the Pacific, it is recognised that social norms linked to discriminatory stereotypes reinforce harmful practices such as violence against women and girls, early marriage, bride price and placing a large care burden on women and girls.

Social norms are grounded in a complex web of power and generationally entrenched beliefs. Changing them requires strategic harmonised interventions at multiple levels with multiple groups.⁵ This multi-entry point approach strives to ensure that awareness about the benefits of gender equality exists among a critical mass of individuals – across sectors – who can influence opinion and develop alternative norms to replace those that are discriminatory.

6.3 Supporting adolescents to accelerate changes in gender relations

In Pacific societies, older people have more social, economic and political power and more overall influence than younger people. Adolescents in many areas of the Pacific are increasingly alienated and marginalised by changes in the economy, social and cultural expectations, population growth, climate change and a lack of appropriate education and employment opportunities. This can be exacerbated by gender power imbalances, which makes adolescent girls particularly vulnerable to being excluded from development processes and reinforcing risks of early pregnancy, physical or sexual violence, depression and low self-esteem.

⁴ World Economic Forum, 2016, The Case for Gender Equality, <http://reports.weforum.org/global-gender-gap-report-2015/the-case-for-gender-equality/>

⁵ DFAT, 2014, Pacific Women Shaping Pacific Development: Design Document, pp 21 and 112

Girls' and boys' views of their gender roles, and older men's and women's views about giving girls more opportunities, may also change at different rates. Men and boys may resist change due to existing advantages perceived in historical patterns of men's dominance over women. They may also be inhibited by social stigma targeted at young men who express interest in sharing household work, care-giving and decision-making with young women. Older women may resist change if they fear direct or indirect reprisal against themselves or their daughters, if they feel threatened by giving up knowledge and power to younger women, or if they fear marginalisation by the younger generation. Consequently, working with adolescents for generational change in gender relations requires involvement of local partners, inclusive community-driven approaches, careful planning, and tailoring of interventions to each cultural setting.

When done well, work with adolescent girls and boys within and outside of education systems has immense potential. Initiatives currently supported by *Pacific Women* are demonstrating how young women can contribute to family and community well-being and how development of mutual respect between men and women in different age groups can reduce violence and build social capital. Adapting and expanding this work in a coordinated way, with attention to the growing influence of social media in the Pacific, can provide major benefits to the region and generate new fields of evidence on changing discriminatory social norms.

6.4 Strengthening enabling environments and institutions

Strengthening institutional environments to be more effective in promoting gender equality is complex.⁶ However, evidence is demonstrating that sustainable progress depends on:

- i. interventions across sectors and at multiple levels to change attitudes and behaviours;
- ii. establishment of mutually reinforcing frameworks for good practice⁷;
- iii. commitment and ability of individuals within institutions to integrate gender considerations into, for example, planning, implementation and monitoring of infrastructure, education, health and rural development investments;
- iv. accountability mechanisms that can be objectively and independently monitored; and
- v. senior-level commitment to implementation of gender responsive legislation, policy and guidelines.⁸

Analysis of national and regional enabling environments for gender equality has been ongoing in the Pacific for nearly a decade.⁹ Initiatives are in place to share information across the region, build capacity and strengthen government agencies. Effective implementation of gender responsive policies and legislation also requires engagement with civil society and communities.

Civil society and faith-based organisations, and their constituents at all levels, are key players because they have the potential to generate and maintain demand for gender equitable development. CSOs in the Pacific include activist groups, service organisations and religious bodies, as well as private sector groups. Many of these organisations have experience working in regional settings and implementing development initiatives at the national and local level. Their history, reach and status enable them to influence a variety of social cohorts. This in turn creates potential to build a deeper

6 Institutional environments include social institutions such as: religious organisations, community groups and universities; political institutions of government and the public service; and economic institutions such as the private sector, banks and media.

7 Examples of such frameworks include multi-agency essential services agreements for ending violence against women, or coordination between environmental and women's economic empowerment investments to ensure women are involved in decision-making and management of natural resources.

8 The Pacific Women Design Document recognises this complexity and incorporates analytical models that consider dynamics involved in social change. See DFAT, 2014, *Pacific Women Shaping Pacific Development: Design Document*, pp 3237

9 DFAT and Pacific Women, in collaboration with the Pacific Community and Asian Development Bank, have supported stocktakes and analysis of national government gender mainstreaming capacity across the region. See <http://www.pacificwomen.org/projects/spc-gender-stocktakes/>

base of understanding for changing social norms about gender equitable power relations in both private and public spheres.

Strengthening CSOs that have feminist, activist and/or disability mandates is key to promoting women's agency. Support for coalition building among these groups is showing positive results in terms of awareness about and action on gender equality. Continuing and expanding this work with other partners will contribute to transformational social change.

6.5 Social norms effecting EVAW work

The key underlying cause of violence against women is gender inequality and unequal power relations between men and women perpetuated by social norms related to the gendered roles of men and women.¹⁰ Gender norms are typically socialised during childhood, adolescence and adulthood.¹¹ They are unquestioned within communities and are often reinforced by social institutions including households, markets, the media, religious and education institutions (Marcus and Harper, 2014). Violent behaviour can be a social norm where there is shared belief that violence is typical or appropriate, especially around gender roles and power, particularly in the case of intimate partner violence (DFID, 2016).

Fiji Women's Crisis Centre (FWCC) research indicates that social and gender norms in the Pacific influence perceptions about men's rights to assert power over women and the acceptability of violence against women where women do not adhere to prescribed gender roles (FWCC, 2012). Physical violence is often normalised as an acceptable way to resolve conflict and intimate partner violence viewed as a 'taboo' subject. Sexual activity, including rape, is often seen as a marker of masculinity. As a result, violence against women (VAW) has been socialised as 'justified and culturally accepted' and is not necessarily viewed as a crime, despite legal frameworks that criminalise it (FWCC, 2012; DFAT, 2016). DFAT research demonstrates that high percentages of men and women consider that VAW is often justified and, in some cases, women are more accepting than men of intimate partner violence (DFAT, 2016). This can be reinforced by institutions and traditional and religious leaders, such as the church teaching women to submit to their husbands as the heads of households.¹² VAW can also be further exacerbated by cultural practices such as traditional reconciliation, arranged marriages, bride price, forced marriages as part of dispute settlement, and sorcery accusations.

6.6 Social norms effecting WEE work

Most communities across the Pacific are governed by patriarchal norms. Elder men are the decision makers and there is a clearly visible division of labour between women and men in the household and community, with women primarily responsible for unpaid work such as domestic chores, caring and subsistence activities. This is changing generationally, particularly in urban areas. Inheritance largely passes through male lineages. Even in matrilineal societies (for example, in some parts of Solomon Islands, Vanuatu and the North Pacific) where land titles are passed down through the female line, this does not necessarily translate into decision-making power for women (McLeod, 2015). These social norms have a significant impact upon women's ability to engage in productive and income-earning work, and to make decisions over use of individual and family resources and assets.

The particular impact of gender-based violence on women's economic security and potential for economic advancement and empowerment is pervasive across the Pacific. Few studies have comprehensively addressed the inter-relationship between women's increasing command over

10 Defined by Heise, 2011 as: 'A pattern of behaviour motivated by a desire to conform to the shared social expectations of an important reference group'.

11 A category of social norms that refers to 'widely held beliefs about what is typical and appropriate behaviour for men and women, and boys' and girls', DFID 2016.

12 Pacific Women Advisory Board consultations, October 2016.

financial resources and the risk of increasing household conflict and violence. Research in semi-subsistence communities in Solomon Islands and Fiji has indicated that any cash in the hands of women can expose them to risk of violence by men, often in association with resource-depleting activities such as gambling and drinking (Carnegie et al, 2013, cited in Crawford and Eves, 2014). Another study on strengthening women's financial inclusion in the Pacific noted that: 'the relationship between gender-based violence and the provision of financial services is not yet fully understood' (Bantia et al, 2013:66, cited in Crawford and Eves, 2014). Forthcoming research in this area is being undertaken by the Australian National University (ANU) in partnership with the International Women's Development Agency (IWDA). It is envisaged that findings will be incorporated in the design and implementation of economic empowerment initiatives, and in organisational policies, in order to minimise possible harm, maximise positive gender equality outcomes and assist them to meet their minimum ethical responsibility to 'do no harm' (Crawford and Eves, 2014).

Another significant hurdle for women's economic empowerment is tackling discrimination against people with disabilities who face cultural prejudice and discriminatory barriers to education, vocational training and employment opportunities, as well as poor access to social services like housing and health. People with disabilities represent a significant group in the Pacific region, totalling an estimated 800,000, with numbers rising due to the high incidence of diabetes and increasing workplace and traffic accidents (ILO, 2012; PIFS 2013b). Women with disabilities are especially at risk of gender-based violence because they are assumed to be incapable of fulfilling their culture-assigned roles as mothers, wives and unpaid community workers (ILO, 2012). Young women with disabilities face additional discrimination on the job market because of their gender and youth (ILO, 2014a; PIFS 2013b).

6.7 Social norms effecting leadership and decision-making work

Across the structural and institutional issues constraining women's ability to engage in leadership and decision-making is an intersecting set of social/cultural and economic issues that are relatively common across the region (while also recognising the diversity between countries). Considerable research undertaken in this area was brought together in a seminal 2016 report by Hayley and Zubrinich on women's political and administrative leadership in the Pacific.¹³ In summary, they found that:

- Pacific scholars have attributed the enduring under-representation of women in politics in the region to a multitude of factors, most notably: culture or *kastom* (Kofe and Taomia, 2006:211; Huffer, 2006; Whittington, Ospina and Pollard, 2006; Whittington, 2008; Korare, 2002); the pervasiveness of masculine political cultures (McLeod, 2002); male prejudice (Douglas, 2002); the perceived incompatibility between traditional societal values and modern state structures (Whittington, 2008); the view that politics is men's work (Pollard, 2003); the view that electoral systems are not gender neutral (Whittington, 2008; AusAID, 2012); the lack of a level playing field in relation to campaign financing (McLeod, 2002; Whittington, Ospina and Pollard, 2006); women's limited involvement in local or village governance (Meleisea, et.al. 2015:15-16). Factionalism and divisiveness within women's organisations have also been identified as contributing to women's ongoing under-representation (Brouwer, Harris and Tanaka, 1998; Whittington 2008). (2016a: 6).
- Women's control over, and access to, financial and other resources impacts their ability to engage in leadership in the Pacific (Women's Economic Empowerment, Synthesis Roadmap Report, *Pacific Women*, 2017). It can also impact their ability to engage in decision-making at a number of levels from the household to politics. In the formal political sphere, Haley and Zubrinich found that 'material resources are also key to enabling women's political voice ... particularly given the centrality of political gifting and money politics to formal politics in the Pacific.' (2016a: 3). The

¹³ This paper was updated in August 2016 to focus on Solomon Islands: Hayley and Zubrinich, 2016b.

Overseas Development Institute (ODI) specifically looked at the connection between women's economic empowerment and women's leadership outcomes (2014: 23-6). It found that: 'As well as access to political networks, money is a critical factor for women wanting to enter politics...personal skills and capacity are not the only factors, but clan-based exchange and material accumulation are critical for anyone entering politics in Melanesia. In this way, economic status and access to wealth can be seen as preconditions for involvement in politics in some contexts' (p.23).

- In the informal and personal sphere, the data around women's economic empowerment and leadership is less clear. ODI found that the evidence was less persuasive in linking women's economic empowerment and women's leadership outcomes (ibid). It demonstrated that access to microfinance could result in participation in new economic activities, as well as a relationship between women's engagement in paid work and household decision-making. However, unless a woman could control the income she earned, her economic empowerment would be limited. ODI drew on the World Bank's analysis that found that: 'Economic growth can improve the material conditions for exercising agency...[but] what matters are a woman's own income and assets as well as her ability to leave the household; all of which increase her bargaining power and ability to influence household choices' (p.25).

7 Fiji Women's Fund MEL Plan

The *Fiji Women's Fund* presented their draft MEL plan to gain feedback from partners. Partners provided useful feedback on the logic model as well as the key evaluation questions. In summary, partners advised the Fund to:

Revise the logic model in the following ways:

- Make the program logic simpler to read (user-friendly) – reword and redesign
- Movement building strand to also address policy changes
- Scoping to also cover cultural practices and social norms
- Connect the technical and project management capacity building strands
- Articulate the 'movement building' strand in the logic model
- Include more reference to the four outcome areas in the logic model
- Outcome 1 and 2 to also capture sustainability for implementing partners
- Annual review of program logic
- Program logic to focus more on thematic areas, to give grantees an entry into the M&E system.
- Movement building strand to look at establishment of identity of the Fund, and Fund governance system.
- Include an activity where the Fund provides / creates a platform for women's groups, organisations and networks to coalesce around common consensus and priority areas

Revise the evaluation questions in the following ways:

- Tailor the Fiji Country Program level questions to the needs of partners.
- Provide closer integration between outcome areas through evaluation questions.
- Use clear and simple language.

- Ensure a focus on outcomes, rather than outputs, in the questions.
- Design a way to capture negative impacts too.
- Questions were too high-level for community level implementation.
- For every thematic area, include learning based questions, effective strategies and learnings.
- Questions around how the coalition holds duty bearers accountable.
- Add a few women’s leadership and decision-making questions in the women’s economic empowerment questions that link to decision making and control over assets, resources and income.
- Key terms such as agency and duty bearers to be replaced with simpler and more tangible words to assist partners to understand them better, especially community based partners.

8 Participant feedback

The feedback from participants who attended the workshop was consistently good. A summary of the percentage of participants who agreed or disagreed with statements on the quality and relevance of the workshop is included in Table 3 followed by key quotes.

Table 3 Participant feedback

Pacific Women Fiji Annual Reflection and Planning Workshop - Participant Feedback: All three days					
	Stongly disagree	Disagree	Undecided	Agree	Strongly Agree
Quality of content and delivery of workshop					
The content of the workshop was easy to follow				52	48
The presenters were well prepared				50	50
The time allotted to sessions were sufficient				57	43
There was enough time left for discussion			2	50	48
Relevance of the training or workshop					
The workshop objectives were met			5	64	31
The workshop met my expectations			2	57	41
The topics covered were relevant to me			2	50	48
The knowledge gained will be useful in my work				48	52

Key quotes

- *I feel the ways discussions are facilitated is really done well – everyone is getting an opportunity to talk and really share their ideas and experiences.*
- *Loved the analysis of what transformative change looks like and its application. So useful.*
- *Getting to hear again from FW Fund critically examine the program logic. Gives me the opportunity to evaluate my understanding of the framework and how this will apply to my work. Reflection workshops as such is really important and thank you for the opportunity.*
- *(I liked) ... networking amongst other CSOs, Govt., and NGOs*

Most feedback was positive but there were some negative comments, as included below. Where possible, the facilitators used these comments to improve the workshop.

- *Better venue which is arranged for day two.*
- *Would have appreciated government's actual progress in key areas outlined in National Gender Policy.*

- *Content at the beginning of the day was very heavy. Might be good to split up heavy content with the more workshop style segments. Keeps the energy in the room.*

9 Conclusion

The Fiji Country Reflection Workshop confirmed the utility of the *Pacific Women* workshop methodology. Feedback from participants, observations and stakeholder comments show that the workshop methodology was useful in achieving the workshop objectives. The collaborative design, content flow, and facilitation methods helped to ensure participants were engaged and learning through each session. The Fiji Country Plan MEL Adviser has provided learning from the workshop design and delivery into suggested revisions to the workshop methodology document.

The workshop supported the sustainability of the Fiji Country Plan program outcomes in two ways. Firstly, the workshop supported ongoing capacity development of partners to sustain gender equality in Fiji. Feedback shows the content was useful to partners and they plan to use the knowledge gained in their future work. This is an important finding particularly regarding the Day 2 content on transformative programming. Transformative programming is the first of *Pacific Women's* strategies to ensure program effectiveness.¹⁴ It is positive that partners responded well to this content, found the content useful, shared knowledge, and plan to use the content in their future work. These workshop gains will need to be followed up and supported as part of the longer-term effort to continue to develop capacity in Fiji to sustain gender equality.

Secondly, the workshop supported the development and deepening of relationships and networks within the women's movement in Fiji. For example, three participants singled out networking and sharing of lessons amongst different CSOs, FBOs, and government representatives as the thing they most liked from Day 1 of the workshop. Observations of participant interaction showed partners meeting new partners, sharing useful information, and committing to ongoing communication and connection. Strengthening of relationships between women's organisations is an important workshop outcome as these relationships are necessary for the program to provide ongoing benefit.

10 Recommendations and Next Steps

- The FWF to follow up with partners on next steps, on lessons regarding transformational change, and support for monitoring, evaluation and learning during the Orientation Workshop and monitoring visits.
- Workshop outcomes will feed into revisions of the Fiji Country Plan, *Pacific Women* Reflection Workshop Guidance documentation, the Fiji Country Monitoring, Evaluation and Learning Framework and the FWF Monitoring and Evaluation Plan. Timelines and responsibilities for revisions are included in Table 4.
- The workshop design can be considered for next year. FWF will be the lead organisation to bring Fiji partners together for a reflection and learning workshop.

¹⁴ The other strategies are: The other strategies are: adoption of a complexity lens, support to national governments, Pacific ownership and leadership, engaging with a wide range of women's organisations, engaging with a diversity of partners, and working with DFAT to mainstream gender.

Table 4 Timelines and responsibilities for document revision

Document	Responsible	Timeline
Fiji Country Plan	<i>Pacific Women</i> programs team based on input from Pacific Women Fiji MEL Adviser DFAT Fiji	January – March 2018
<i>Pacific Women</i> Reflection Workshop Guidance documentation	<i>Pacific Women</i> MEL adviser, based on input from <i>Pacific Women</i> Fiji MEL adviser	Complete
FWF Monitoring and Evaluation Plan	FWF M&E officer with technical backstopping from <i>Pacific Women</i> Fiji MEL adviser	January 2018
Updated Fiji Country Monitoring, Evaluation and Learning Framework	<i>Pacific Women</i> Fiji MEL adviser drawing from FWF monitoring and evaluation plan revision	February 2018

Annex 1 Participant list

Name	Organisation	Designation
Raijeli Mawa	Ministry of Women, Children and Poverty Alleviation	Senior Women's Interest Officer
Anareta Apole	Ministry of Women, Children and Poverty Alleviation	Senior Women's Interest Officer
Kereleyani Rokoderea	Ministry of Women, Children and Poverty Alleviation	Project Officer – CEDAW
Salote Niki	Ministry of Women, Children and Poverty Alleviation	WIO GBV Trainer
Mashnil Shinoy	Fiji Women's Crisis Centre	Research Officer
Tupou Vere	House of Sarah	Gender – ERAW Specialist
Tiriseyani Naulivou	Partners in Community Development Fiji	Monitoring and Development Manager
Greta Whyte	Ra Naari Parishad	Australian Volunteer
Aishna Nisha	Ra Naari Parishad	Program Officer
Debra Sadranu	South Pacific Academy of Beauty Therapy- Essence of Fiji	Managing Director
Mouna Peters	UN Women Markets for Change	National Project Coordinator
Loata Leweni	Women in Fisheries Network – Fiji	National Coordinator
Jiokapeci Baledrokadroka	Medical Services Pacific – Fiji	Senior Counsellor
Jennifer Poole	Medical Services Pacific – Fiji	Executive Director
Leaine Robinson	DFAT	Senior Program Manager – Gender Equality and Inclusive Growth
Michelle Reddy	Fiji Women's Fund	Fund Manager
Devina Devi	Fiji Women's Fund	Program Officer
Neema Nand	Fiji Women's Fund	MEL Officer
Shirleen Ali	Fiji Women's Fund	Capacity Building Specialist
Tara Chetty	<i>Pacific Women</i> Support Unit	Senior Program Officer Gender
Marica Tabualevu	<i>Pacific Women</i> M&E Panel	Consultant
Farida Fleming	<i>Pacific Women</i> M&E Panel	Fiji Country Plan MEL Adviser

Annex 2 Workshop program

Day	Time	Content	Process	Responsible
Tuesday 21 st November Morning	9:00-9:05am	Welcome	Welcome and opening remarks	DFAT – Deputy High Commissioner Amy Crago
	9:05-9:15am	Overview of the workshop	Outline of workshop objectives and structure	Emily Miller
	9:15-9:45am	Government perspective on progress against Gender Equality plan	Fiji Government to present	Ministry of Women, Children and Poverty Alleviation Facilitator: Tara Chetty
	9:45-10:30am	Mapping exercise of contribution of each group to current gender equality progress	Group exercise	Facilitator: Tara Chetty
Morning Tea				
Tuesday 21 st November Mid-morning	11:00-11:20am	Gallery viewing of outcomes of mapping exercise	Group exercise	Facilitator: Tara Chetty and Monica Waqanisau
	11:20-11:25pm	Pacific Women	Video	Emily Miller
	11:25-12:00pm	<i>Pacific Women</i> Fiji – Reach and Scope	Presentation on reach and scope from Knowledge Management System Database	Amali Shaw
	12:00-12:30pm	Overview of findings from the Fiji country plan review	Presentation of review findings plus questions	Farida Fleming
Lunch				
Tuesday 21 st Nov Afternoon	1:30-2pm	DFAT's management response to the Fiji country plan review	DFAT to outline management response and questions	Leaine Robinson
	2pm-2:45pm	Partner responses to country review	Breakout groups with partners to work through specific findings in their area	Facilitator: Farida Fleming
Afternoon Tea				
Tuesday 21 st Nov Late afternoon	3:15-4:30pm	Partner responses to country review	Report back from groups on relevant findings for each outcome and plenary discussion	Facilitator: Farida Fleming

Day	Time	Content	Process	Responsible
Wednesday 22 nd Nov Morning	9:00 - 9.15am	Findings from 3 Year Evaluation, specifically related to transformative programming	Presentation	Emily Miller
	9:15 - 10.15am	What transformative programming looks like	Panel and questions	Facilitator: Tara Chetty
	10.15 - 11:00am		Exercise – examination of elements of programming that clearly support gender norm transformation and those that do not through case studies	Sandra Bernkalu (UN Women) Tupou Vere (House of Sarah) Peni Tawake (Pacific Leadership Program).
Morning Tea				

Wednesday 22 nd Nov Mid-morning	11:30-12:30pm	Applicability of ideas on transformative programming for partners	Breakout groups in three streams: <ul style="list-style-type: none"> Stream 1: EVAW Stream 2: WEE Stream 3: WLDM 	Facilitator: Farida Fleming Group Facilitators: Emily Miller, Monica Waqanisau, Tara Chetty, Marica Tabualevu, Michelle Reddy
Lunch				
Wednesday 22 nd Nov Afternoon	1:30pm-1:50pm 1:50pm-2:30pm	Potential MEL frameworks and ideas to better understand progress Considering current MEL approaches and tools and applicability of the MEL frameworks and ideas presented to better understand progress towards outcomes	Presentation Breakout groups in three streams: <ul style="list-style-type: none"> Stream 1: EVAW Stream 2: WEE Stream 3: WLDM 	Farida Fleming Group Facilitators: Emily Miller, Neema Nand
Afternoon tea				
Wednesday 22 nd Nov Late afternoon	3pm-3:45pm 3:45-4:30pm	Reflection on outcomes from Day 1 and 2 of workshop and identification of potential next steps	Partner reflection and planning Gallery and plenary discussion	Facilitator: Farida Fleming Facilitator: Farida Fleming

Day	Time	Content	Process	Responsible
Thursday 23 rd November	9:00-10:15am	UN Women presentation and information sharing	UN Women presentation and information sharing session on future EVAW programming and questions	Abby Erickson
	10:15-10:45am	Introduction of the session Background of the Fund	PowerPoint presentation	Michelle Reddy
Morning Tea				
Thursday 23 rd November	11:15-12:15am	Fund MEL and Program Logic	Use the MEL Plan PowerPoint presentation (slides before the inquiry questions). Spend time going over the program logic: encourage group feedback.	Neema Nand
Lunch				
Thursday 23 rd November	1.15-2:45pm	Activity Level Inquiry Questions	Divide participants into 3 thematic groups (i.e. WEE, WLDM, EVAW). Each group is to: <ol style="list-style-type: none"> Investigate if the questions are applicable to their organisation and their project Outline new activity level questions that the Fund may consider 	Facilitator: Michelle Reddy and Neema Nand

	2.45-3.15pm	Next steps in MEL support for PW and FWF partners	<p>3. Identify what information they would be collecting to answer the activity level questions</p> <p>Group presentations <i>Facilitate to capture any question that is not already discussed.</i></p> <ul style="list-style-type: none"> ▪ Get each organisation to list ideas on sticky notes to be displayed on flip chart. ▪ Arrange/Organise these into groups. Summarise the areas of support identified. <p>Take in any questions or follow-up with any queries raised during the session</p>	Facilitator: Farida Fleming and Neema Nand
Afternoon tea celebration and program close				

Annex 3 Transcript of Transformative Change Panel

What transformative programming looks like

Facilitator: Tara Chetty

Panellists: Sandra Bernkalu (UN Women), Tupou Vere (House of Sarah) and Peni Tawake (Pacific Leadership Program).

Overall questions posed to panellists

- What do we mean by a transformative approach to programming, to advancing gender equality?
- What would gender justice in this regard look like? What are some examples of transformative programming that could illustrate this?

Sandra Bernkalu
UN Women

Transformative change means change of power, shifts in power. The UN Women Markets for Change is a complex project that works in women's economic empowerment, ultimately one of the goals is improving women's economic status but the ramifications around that and how complex that is has been an interesting piece for Markets for Change.

When I think of transformation, transformative change or transformative approaches to gender equality, for me there is always the focus on changes in power. You have to change power structures.

Moving towards gender equality means power is going to have to shift, and shift towards women more generally. Bear in mind that a lot of people feel very threatened when power shifts but equality is not a pie. If you give away a portion of power, it does not mean that you will end up with much less. Equality is not a pie and what is innovative about Markets for Change is working with men who are part of market management who we refer to as the 'duty bearers', they are responsible to the women. They are responsible for ensuring that the women in the market context, have rights, a safe work environment and reassuring them that they benefit from women's economic empowerment. While this has been a big learning, there has been a lot of work going into it as well in terms of managing relationships and supporting both sides. While we work with women's market vendors' associations who are also strong and complex organisations that have a lot of women in leadership positions, we equally have to work with the male dominated market management- to reassure them that women's equality in that space benefits everybody. So that for us has been a transformation. So, the issues around politics and power sharing have transitioned towards greater equality, which is the transformative change.

Tara Chetty

Feminist organisations have done transformative work conducting power analysis but as highlighted by Emily in the evaluation presentation – thinking about power and power shifts is something that we all do in our work and we might not always recognise it because it's not in the language of gender equality or rights and feminism. That brings us to Peni and his work around transformation and power

Peni Tawake
Pacific Leadership Program

The Pacific Leadership Program is a DFAT-funded program that's been in operation for the last nine years. Our focus is around supporting coalitions, organisations, and individuals who are working on making broad development change happen. One of the approaches that we find useful in terms of the work that we are doing is the adaptive leadership framework or

the adaptive leadership approach. For us its recognising that we are working in changing beliefs and values and for gender transformation its around changing people's behaviours as well as their beliefs and values.

Drawing an example from one of the projects that we are working on in Solomon Islands – we are supporting a coalition on the Safe Families program, which is a program on non-violence. What we realised in working with coalitions of provincial councils and stakeholders is to change attitudes in communities needed a joint approach at the provincial level around responding to preventing gender based violence. One of the things that we found out when we were conducting the trainings at one of the provinces is that a lot of the stakeholders who were primarily men and who hold positions of authority is that we had to really challenge their own basic attitudes on the roles of women. We found that utilising the framework we saw challenged men's gender views. They often paid lip service to gender policies for example around the Family Protection Act but did not practice the same in their own offices or homes and not realising that gender equality needed to be operationalised from that level.

We found out very quickly that when we utilised the adaptive leadership framework we really challenged people's (men) beliefs on the roles of women and what gender equality should look like. This approach to working with coalitions, organisations and individuals has then transpired to policy change – this is how we have defined transformative change.

Tara Chetty

Using an adaptive leadership framework approach would challenge mindsets and set beliefs. So Tupou, speaking on identifying challenges, your work would be deemed challenging in working in a space that has strong set beliefs particularly with faith-based leaders. Can you tell us a little bit more about that?

Tupou Vere
House of Sarah

For the faith based organisation that I currently work on through the Anglican Diocese of Polynesia our work is centred on identifying the oppressive structures and behaviours that lead to violence against women. In doing this, to get the community of faith-believers on board we realised very early on that we had to take these discussions to the decision-making forums.

The organising began with a development of ideas and a resolution by the Church to take a stand on addressing violence and discriminatory behaviours towards women.

The House of Sarah has dioceses who are women and who sit in decision-making structures in the church, which is like its own local parliament. This is the committee that the priest in charge refers to.

House of Sarah has used the formal structures of power and decision-making spaces within the Anglican Church to open the church to advocating on the elimination of all forms of violence against women. We recognised that the advocacy could not be pitched at only one level, it had to be multi-level in its approach to be successful and sustainable. So, in terms of initiating a transformative approach we have recognised that everyone must be willing to play a part.

Tara

Transformative Change is not simple, it's not one dimensional and going only in one direction to tackle a problem. We have to analyse the context in which we work.

Sandra how does a multi-level approach look when initiating transformative change for women in terms of economic empowerment? Particularly

considering criticism that women's economic empowerment initiatives while well intentioned often fail to take into account other aspects of a women's life. How does Markets for Change (M4C) take into consideration violence against women in the home and how that can potentially impact on women's economic empowerment?

Sandra

M4C is innovative in the sense that it was designed with the full consideration of the complexities of women's lives. The design has:

- Infrastructure components.
- Safety and discrimination segments where we're working with local crisis centres.
- We're working on climate change resilience assessments i.e. as far as being economically sustainable means preparing for disaster as well as making sure that market places are safe in the event of a natural disaster;
- We have financial literacy and access to services – there are many moving parts in that- it's not just training at record keeping and filing, it's also training in financial services and developing products that are suitable for women working in the informal sector. For example, we also provided training for the service providers (banks & financial services) on how to cater their products and services to the women vendors needs and challenges.
- There's also training on improving their productivity (i.e. agriculture etc. Including a gendered analysis of the value chain; what it means for women to get their produce from the ground to the stall and understanding that at a household, community level and this initiates decision-making which intersects into leadership and communications which is another component).

Our approach is multi-level as we target their communities, the market space, the women, the service providers etc. We are different from WEE initiatives that work in silo, who often do fail because they do not consider the various components. We're different in that we're trying to target all these components in one project.

In targeting the various components, we have worked with various partners to implement different elements but one of the things that we are honestly struggling with is that when women's economic opportunities do increase and they are getting more money and accessing financial services it has often put them at significant risk of harm and violence within the household. We're training strong women and leaders but the economic upscale for them has made them more vulnerable to violence – one recurring story that women often share, is how they started an account but then could not sustain it because they would get bullied, pressured or sometimes even experience violence from a family member or someone else close to them. And so often they go on to being part of a Savings Club (with other women vendors) and continue to save in secret. This story highlights the prevailing problem M4C is experiencing and are looking at ways of resolving especially by changing the entrenched gender norms in the communities, particularly by men over women especially when we talk about women's agency with finance and financial independence.

**Mouna Peters
UN Women**

The Market Vendors Associations also play a key role in helping women vendors. They have undergone training in conflict resolution as well as

training with PLP on adaptive leadership. These trainings have helped them generate their own programs to empower the women. Also accessing the Ministry of Health services, Ministry of Agriculture and other services has enabled the women to cultivate their own agency as well. The women leaders in the association have taken on the information from the trainings to empower the women vendors and enabled a power shift for women to benefit. They've come up with innovative business-making schemes amongst themselves to generate more income e.g. internal trade routes, lobby for shipping subsidies making it easier to transport their produce to the market spaces.

Tara

Peni can you share more on the Women's Coalition work in Tonga? Tonga being a context that is particularly challenging, we have similar challenges here in Fiji but Tonga is more compounded for example with CEDAW being seen as evil. So, in a place where something like gender equality may be deemed radical, how do you work to advance gender equality work in a context like that?

Peni

Our work with supporting the Women's Coalition in Tonga advocating for the ratification of CEDAW is complicated by the fact that the Country officer is also Tongan so she also has that internal conflict going on as well. What we've found useful is having them frame the issue as separate from the people that are in opposition. This has helped them and primarily those that have been victims of the anti-CEDAW movement, which is led by the church and the National Conservative party. Their first instinct was to fight back but we advised them that it was important to think more politically and reframe the whole conversation for example rather than combating those against CEDAW they should rather keep the emphasis on talking about the benefits of CEDAW i.e. myth busting. It also helped that they got women from across government society to talk and work with them.

**Greta Whyte,
RaaNari Prashad**

Question to Peni, reflecting on your work in disaster response and working with others what are your thoughts on the benefits of working in Coalitions?

Peni

They will work if they have a common enough purpose and that is what we have experienced from our work in facilitating the process often keeps them grounded in accomplishing the collective goal. When you talk about things like disaster response what we found from these exact coalitions was framing → you need to show the people that you are working towards a positive future.

Question from the floor to Sandra (M4C)- How does M4C take into consideration the double burden of work that women often do and support them in balancing those dual roles?

M4C tries to be conscious of that in their interventions. Trainings for example are offered at flexible times – it is receptive to the slow and peak times at the market so these trainings are never set at a fixed time. Hours are flexible but recognising too that these women are entrepreneurs. They are resourceful and are businesswomen foremost. M4C from now till the end of the year there are no activities because it's coming close to Xmas and while it is business generating time we are also cognisant of the fact that there are a lot of female led households amongst the market vendors and that they have family commitments around this time.