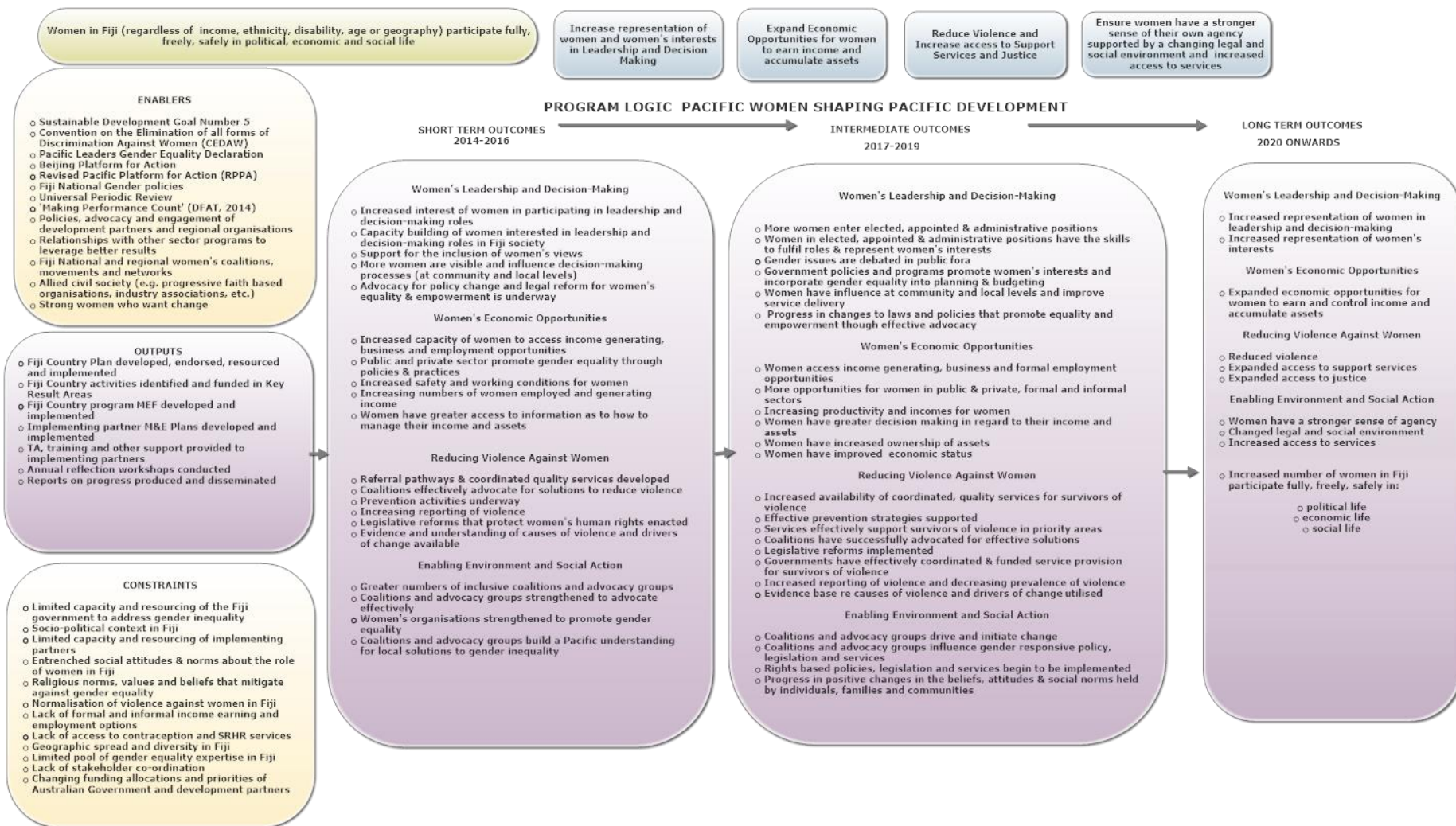


Fiji Country Plan Review – Appendices

Appendix 1 – Fiji Program M&E and learning framework



Appendix 2 – Fiji MEF Evaluation Questions¹

Relevance

- To what extent was the Fiji Country program suitable for assisting Fiji to meet its national, regional and international gender equality commitments?
- To what extent was the Fiji Country program suitable for meeting the needs of implementing partners to deliver their programs?
- To what extent was the Fiji Country program suitable for meeting the needs of Fijian women, particularly those who are disadvantaged and vulnerable?
- To what extent has the Fiji Country program been able to support informal and formal transformative change in individual / family community and organisational / societal and systemic domains?
- To what extent was the Fiji Country program able to learn and adapt?

Effectiveness

- To what extent has the Fiji Country program been able to contribute to transformative change in the inter-connected objective areas of:
 - Increasing representation of women and women’s interests in leadership and decision making?
 - Expanding women’s economic opportunities to earn an income and accumulate assets?
 - Reducing violence against women and increasing access to support services and justice?
 - Strengthening the enabling environment and social action to support women’s agency?
- To what extent did the Fiji Country program contribute to improved co-ordination and address gaps in gender equality initiatives in Fiji?

Subsidiary Evaluation Questions

Women’s Leadership and Decision-Making

1. To what extent could women in Fiji be effectively encouraged to undertake leadership roles? If not, what were the barriers?
2. To what extent was there increased participation by women in Fiji in public and private sector, elected, appointed and administrative positions? If so why and how? If not, why not?
3. To what extent are women in Fiji visible and influencing decision-making processes at local and community levels?
4. To what extent were women in Fiji able to operate effectively in leadership and decision-making roles, increase the voice of women and achieve improved development outcomes for women and families?
5. To what extent was there increased debate of gender issues in public for in Fiji?
6. To what extent did leaders and decision-makers in Fiji effectively represent women’s interests?
7. To what extent did an increase in women’s leadership and decision-making influence gender responsive policies, resourcing and service delivery? If so why and how? If not, why not?

¹ Highlight evaluation questions were investigated in the review.

Women's Economic Opportunities

1. To what extent were women in Fiji able to achieve increased access to income generating, business and employment opportunities?
2. To what extent did an increase in incomes, assets and savings lead to an increase in agency for women in Fiji?
3. To what extent did public and private sector entities in Fiji promote gender equality through their business and employment legislation, policies and practices, and did this lead to an increase in women's economic opportunities?

Reducing Violence against Women

1. To what extent did communities in Fiji want to address high rates of violence against women?
2. To what extent did prevention activities influence positive changes in social norms, attitudes and behaviours in Fiji towards reducing violence against women?
3. To what extent did women survivors of violence in Fiji have increased access to safe, accessible, quality and co-ordinated support services?
4. To what extent did women survivors of violence in Fiji have increased access to accessible, quality and co-ordinated justice services?
5. To what extent were women accessing services and justice empowered and resourced to take action to improve their lives?
6. To what extent were duty bearers in Fiji motivated and resourced to implement and strengthen relevant laws for protecting women?
7. To what extent were coalitions in Fiji supported to be effective in their advocacy roles in increasing awareness and improving services for reducing violence against women?
8. To what extent did the Fiji government increase resourcing, support and co-ordination of violence against women services?
9. To what extent was robust data available in Fiji to assess trends in violence against women?
10. To what extent has the program contributed to an increase in reporting of violence against women in Fiji?

Enabling Environment and Social Action

1. To what extent did coalitions and advocacy groups in Fiji advocate effectively for women's rights?
2. To what extent was civil society strengthened to promote and sustain gains in gender equality and women's human rights?
3. To what extent did coalitions and advocacy groups in Fiji drive and initiate transformative change in gender equality?
4. To what extent did coalitions and advocacy groups in Fiji build a locally relevant understanding of and solutions to gender equality?
5. To what extent was there progress towards women's human rights addressed through the effective implementation of policies, legislation and services in Fiji?

Research and Learning

1. To what extent was it possible to undertake gender research, accumulate knowledge and document positive strategies to improve programs, policies and strategies in Fiji?

2. To what extent was innovation in Fiji able to be identified, supported and tested?
3. To what extent were knowledge gaps in Fiji identified and addressed?

Efficiency

- To what extent was the program delivered on-time and on-budget?
- To what extent were the costs of the program justifiable against its results?
- To what extent was the Fiji Country program considered well-governed, well managed and accountable?

Impact

- To what extent was the program able to reach the most vulnerable women in Fiji?
- To what extent has the program contributed to decreasing rates of incidence and prevalence of violence against women over time in Fiji?
- To what extent were greater numbers of women in Fiji able to participate fully, freely and safely in political, economic and social life?
- To what extent has change across one outcome area contributed to or worked against change in another outcome area?
- What results, expected and unexpected, direct and indirect, were produced by the program?

Sustainability

- To what extent did the Fiji Country program contribute toward shifts in social norms, beliefs and attitudes toward women? If so, who contributed to these shifts?
- To what extent did the Fiji government increase ownership through increased responsibility for gender policies and practices and incorporate gender equity into planning and budgeting?
- To what extent did investments in strengthening implementing partner organisations lead to positive sustainable outcomes?
- To what extent were implementing partners able to embed gender equality commitments into the policies, procedures, budgets, practices, norms and values of the organisation?
- To what extent were gender sensitive policies, laws and service delivery improvements maintained?
- To what extent was the Australian Government able to make a sustainable difference to gender equality and better outcomes for women in Fiji?
- To what extent was sufficient capacity built in Fiji to sustain gender equality?
- To what degree was there an indication of ongoing benefits attributable to the program and what factors contributed to or prevented the achievement of on-going benefits?

Appendix 3 – Terms of Reference, Fiji Country Plan Review

Background

Pacific Women Shaping Pacific Development (*Pacific Women*) was announced by the Australian Government at the Pacific Island Leaders' Forum meeting in August 2012. It commits up to \$320 million over 10 years in the 14 Pacific Islands Forum members.

Pacific Women aims to improve opportunities for the political, economic and social advancement of Pacific women. The outcomes sought by *Pacific Women* include:

1. Women, and women's interests, are increasingly and effectively represented and visible through leadership at all levels of decision-making.
2. Women have expanded economic opportunities to earn an income and accumulate economic assets.
3. Violence against women is reduced and survivors of violence have access to support services and to justice.
4. 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.

Through *Pacific Women*, the Australian Government will spend approximately \$26 million over 10 years on initiatives supporting women's empowerment in Fiji. The first Fiji *Pacific Women* country plan (2013- 2017) valued at 16 million, focused on four outcome areas: increasing women's leadership and decision making; women's economic empowerment; eliminating violence against women and enabling change through coalition building. Country plan activities have been delivered through a mix of support to women's civil society organisations, multilateral, regional and Australian organisations and the Government of Fiji, specifically supporting the Fiji Ministry of Women, Children and Poverty Alleviation's Department of Women.

Purpose and Objectives

The purpose of the review is to undertake an independent assessment of the Fiji country plan. The review will establish the extent to which the program is tracking towards intended outcomes of the Fiji country plan as well as the short term outcomes identified in the Fiji *Pacific Women* Monitoring and Evaluation Framework. The review will take a whole of program view for evaluation questions of relevance and efficiency. Evaluation questions of effectiveness will have a focus on women's economic empowerment and women's leadership and decision making. The review will develop recommendations for program improvement and for future program development.

The review report will be used for learning and improvement (by DFAT, the Support Unit and implementing partners); for accountability (to DFAT and in-country partners); and to inform and influence stakeholders in relation to gender equality commitments.

The review provides an opportunity to reflect on recent regional gender equality research (such as the *Pacific Women* Roadmap and the *Pacific Women* 3 year evaluation) and gather information about partners' (and where possible beneficiaries') perspectives on *Pacific Women* in Fiji, including the country plan's relevance, effectiveness and efficiency. Specifically, the review will make an assessment of:

Relevance:

- To what extent is the Fiji country plan (2013-2017) suitable for meeting the needs of implementing partners?
- To what extent is the Fiji country plan aligned with the Fiji government’s gender equality priorities, namely, the Fiji national gender policy
- To what extent is the Fiji country plan suitable for meeting the needs of Fijian women, particularly the most vulnerable?

Effectiveness:

- To what extent has the Fiji country plan (2013-2017) been able to contribute to transformative change in the *Pacific Women* outcome areas: women’s economic empowerment and women’s leadership and decision making?
- To what extent did coalitions and advocacy groups in Fiji build a locally relevant understanding of and solutions to gender equality?
- What were effective strategies that the Fiji country plan used to overcome barriers and challenges to progress in women’s economic empowerment and women’s leadership and decision making?

Efficiency:

- To what extent has the Fiji country program been delivered on time and on budget?
- To what extent was the Fiji country plan considered well-governed, well managed and accountable?

The review will not require assessment of all individual activities funded by *Pacific Women*. This is the responsibility of individual implementing partners and future project evaluations. It will rather focus on undertaking a review of a selection of activities to inform broader analysis of the program.

Scope of Services

The Fiji M&E Advisor will be the Team Leader for the review and is responsible for producing the review methodology and all written review outputs. In-country data collection will take place over the February – March 2017 period. In addition to the Team Leader, the Review team will consist of:

Review team member	Role
Tara Chetty, Senior Program Officer- Gender, <i>Pacific Women</i> Support Unit	Responsible for data collection over the period February- March 2017 and will be involved in carrying out collaborative interpretation and analysis of review findings.
Amali Shaw, Research and Knowledge Management Officer, <i>Pacific Women</i> Support Unit	Responsible for data collection over the period February- March 2017 and will be involved in carrying out collaborative interpretation and analysis of review findings.
Michelle Reddy, Acting Senior Program Officer, <i>Pacific Women</i> Support Unit	Responsible for data collection over the period February- March 2017 and will be involved in carrying out collaborative interpretation and analysis of review findings.

There will also be a Review Reference Group for the review, which will include:

Reference Group Member	Role
Leaine Robinson, Senior Program Manager DFAT	Commenting on review deliverables, including review methodology and review report. Involvement in the collaborative interpretation and analysis of review findings.
Emily Miller, M&E Manager, <i>Pacific Women Support Unit</i>	Commenting on review deliverables, including review methodology and review report. Involvement in the collaborative interpretation and analysis of review findings.
Regional <i>Pacific Women</i> Representative (Suzanne, Nilesh)	Commenting on review deliverables, including review methodology and review report. Involvement in the collaborative interpretation and analysis of review findings.
Reverend Sereima Lomaloma, <i>Pacific Women</i> Advisory Board Member	Commenting on review deliverables, including review methodology and review report. Involvement in the collaborative interpretation and analysis of review findings.
CSO Representative	Commenting on review deliverables, including review methodology and review report. Involvement in the collaborative interpretation and analysis of review findings.

Outputs and Timeframes

Output	Description / Means of Verification	Due Date
<ul style="list-style-type: none"> Set up review team and review reference group 	<ul style="list-style-type: none"> Agreement in writing by review team and reference group members 	3 rd February, 2017
<ul style="list-style-type: none"> Desk review and synthesis of gender equality information 	<ul style="list-style-type: none"> The initial synthesis will inform the review methodology and will form a section within the Review Report 	To be included in final review report
<ul style="list-style-type: none"> Develop methodology and approach for the review 	<ul style="list-style-type: none"> The review plan will further articulate the review scope, methodology, sub themes and issues and including a sampling strategy, data collection tools and a communication strategy. 	10 th February, 2017
<ul style="list-style-type: none"> Data Collection 	<ul style="list-style-type: none"> Interviews and focus group discussions conducted 	15 th February – 15 th March 2017
<ul style="list-style-type: none"> In country collaborative analysis session 	<ul style="list-style-type: none"> Presentation of preliminary data for collaborative analysis by the review team and review reference group. 	17 th March, 2017
<ul style="list-style-type: none"> Draft country plan Review report 	<ul style="list-style-type: none"> Review Report (maximum of 15 pages) submitted to DFAT that provides review findings; context information based on the four outcome areas of the country plan and recommendations on future directions of the country plan 	Mid-April, 2017
<ul style="list-style-type: none"> Final country plan review report 	<ul style="list-style-type: none"> Final review report after receiving feedback from DFAT 	April 2017

Appendix 4 – Review Framework²

Theme	Code	Evaluation Questions / Inquiry Areas	Additional emerging areas	Sources of evidence			
				Documentation	Partner consultations	Beneficiary FGDs	Other
Relevance	R1	To what extent is the Fiji country plan (2013-2017) suitable for meeting the needs of implementing partners?					
	R1a	Partner perspectives on Pacific Women program and model		Year 3 evaluation; Other country plan reviews	All respondents		
	R1b	Appropriateness of model for responding to partner needs	Appropriateness of model for responding to partner capacity needs	Year 3 evaluation, Support Unit 6 month reports, activity reports	All respondents		DFAT Staff, Support Unit
	R1c	Extent to which program is strengthening partner organisations and existing activities	Extent to which program has extended the depth or scale of existing activities	Partner proposals, activity reports	All partners		
	R2	To what extent is the Fiji country plan aligned with the Fiji government’s gender equality priorities, namely, the Fiji national gender policy					
	R2a	Extent of alignment with Government's gender equality priorities	Extent to which the program is building technical capacity within the Department	Fiji Gender Policy, SPC mainstreaming research, Gender Advisor reports	Ministry staff		Gender Advisor
	R2b	Enablers and constraints in relation to program alignment		Year 3 evaluation, gender equality research, Advisor reports, We Rise reports			DFAT staff, Gender Advisor
	R3	To what extent is the Fiji country plan suitable for meeting the needs of Fijian women, particularly the most vulnerable?					

² In the framework, inquiry areas for which there was substantial data available from two or more sources, are highlighted in green. Some data was available for inquiry areas highlighted in orange, with some gaps in the information. Limited data was available for inquiry areas highlighted in pink.

R3a	Extent to which Program is reaching a wide range of women, and women's organisations targeting vulnerable women	Numbers of beneficiaries in terms of geography; as well as the range of vulnerabilities being addressed	Partner proposals, KMS data, Support Unit 6 month reports, change stories	M4C, MSP	RNP, SPA, DIVA, FMWL	
R3b	Enablers and constraints in relation to program reach	Extent to which enablers and constraints are influencing program reach	Partner proposals, activity reports, change stories	As relevant	As relevant	
E1	To what extent has the Fiji country plan (2013-2017) been able to contribute to transformative change in the Pacific Women outcome areas: women's economic empowerment and women's leadership and decision making?					
E1a	Extent to which program activities are encouraging women to increase their influence at a community level and/or undertake leadership roles ; how? (working with men, other pathways)?	Extent to which program is changing social norms around women's leadership and decision-making influence	ODE Study, Year 3 evaluation, Support Unit 6 month reports, KMS database, activity reports	M4C, WRC/IWDA	FemLINK	
E1b	Extent to which program activities are building capacity of women leaders ; in what ways?	Extent to which women's leaders are contributing to debate on gender issues in Fiji	Year 3 evaluation, Support Unit 6 month reports, activity reports; partner strategic plans	WRC/IWDA	FemLINK, HOS	
E1c	Extent to which program activities have expanded women's capacity to access economic opportunities	Extent to which program has contributed to improved working conditions for women	Year 3 evaluation, Support Unit 6 month reports, KMS database, activity reports	M4C, FMWL, SPA	RNP, SPA	
E1d	Extent to which program activities (e.g. financial literacy training) are increasing womens' income		Roadmap Synthesis Study, activity reports	M4C, FMWL, SPA	RNP, SPA	

Effectiveness	E2	To what extent did coalitions and advocacy groups in Fiji build a locally relevant understanding of and solutions to gender equality?				
	E2a	Extent to which the program activities have expanded the influence and/or built the capacity of coalition and advocacy groups; in what ways?	Extent to which program is contributing to new forms of coalition building and alliances	DFAT Aus-Fiji CS strategy, Support Unit 6-month report, activity reports, Women's Forum documentation	FWCC, WRD/IWDA	
	E2b	Extent to which coalitions and groups supported by the program, are driving and initiating transformative change ?	Extent to which program is engaging with Faith-based organisations	Support Unit 6-month report, activity reports, Partner strategic plans	FWCC, WRD/IWDA	
	E2c	Extent to which the program has contributed to building locally relevant understanding and solutions ; role of coalitions and groups supported by the program?	Extent to which program is contributing to women defining and valuing their political participation	IDM study, Pacific Feminist Forum documentation, gender research scoping study, LGBTi study documentation	IWDA (Research), HoS, PCC MSP	
	E2d	Constraints and enablers in relation to building an enabling environment and social action		SPC study, various	FWCC, WRD/IWDA	DFAT, Support Unit
	E3	What were effective strategies that the Fiji country plan used to overcome barriers and challenges to progress in women's economic empowerment and women's leadership and decision making?				
E3a	Constraints and enablers for women in Fiji to take on leadership roles	Extent to which program is working with men and boys	Roadmap synthesis, ODE women's leadership study, year 3 evaluation, SPC study	IWDA, M4C	FemLINK, HOS, PCC, WIF	

Efficiency	E3b	Constraints and enablers in relation to women's economic empowerment	Extent to which program is contributing to women defining and valuing their economic empowerment	Roadmap synthesis, ODE women's leadership study, year 3 evaluation, IWDA WEE study, WEE Feasibility Study	M4C, FMWL	RNP, SPA, FMWL	
	T1	To what extent has the Fiji country program been delivered on time and on budget?					
	T1a	Extent to which program component has been delivered on time ; what factors contributed or prevented this?	Impact of Cyclone Winston on activity delivery	KMS database	All respondents		DFAT, Support Unit
	T2	To what extent was the Fiji country plan considered well-governed, well managed and accountable?					
	T2a	Extent of program implementers satisfaction with model and delivery mechanisms		Year 3 evaluation, Support Unit 6 month report, DFAT accountability reporting	All respondents		Support Unit, Advisors
	T2b	Extent of progress with communication, learning and accountability mechanisms	Extent of progress with Fiji MEF	Year 3 evaluation, Support Unit 6 month report, PW communication strategy, DFAT reporting			Support Unit
	T2c	Extent to which program is able to learn and adapt	Extent to which program adapted at the time of Cyclone Winston	Year 3 evaluation, Support Unit 6 month report, DFAT accountability reporting, partners MEF, MEF review			DFAT, Support Unit

Appendix 5 - List of Documents

Source/Author	Title
DFAT (Fiji, Other)	Australia-Fiji Civil Society Engagement Strategy 2016-2019
	The Fiji Women's Fund Design, July 2016
	Aid Investment Plan – Fiji, 2015/16 – 2018-19
	Gender Research in the Pacific 1994-2014: Beginnings
DFAT (Pacific Women)	Pacific Women Program Progress Report, September 2016 – February 2017
	Pacific Women – Roadmap Synthesis Report Women's Economic Empowerment, November 2016
	Pacific Women – Roadmap Synthesis Report Ending Violence Against Women, November 2016
	Pacific Women – Roadmap Synthesis Report Women's Leadership and Decision-making, November 2016
	Pacific Women Program Progress Report, March 2016 – August 2016
	Pacific Women – The Fiji Women's Fund
	Pacific Women Annual Program Report 2015 -2016
	Pacific Women Fiji Country Plan 2013/14 – 2016/17, May 2016
	Pacific Women – Monitoring and Evaluation Framework, May 2016
	Feasibility Study on Women's Economic Empowerment in Fiji, October 2015
	Pacific Women – Fiji Country Plan Summary, April 2014
	Pacific Women Shaping Pacific Development – Design Document, April 2014
Empower Pacific	Pacific Women Activity Performance Report – July 2015 – January 2016
	Pacific Women Activity Performance Report – January 2015 – June 2015
FemLINK Pacific	Support for women's participation and leadership in disaster response and recovery, Activity Report, April – October 2016
	FemLINK Pacific Monitoring, Evaluation, Learning and Impact Toolkit, October 2016
	Enhancing Women's Participation in Decision Making through Strengthened Community Radio Transmission (Activity Report), May 2015 – November 2015
	Program Strategy Implementation Report, January – June 2015
Fiji Women's Crises Centre	Draft Monitoring and Evaluation Framework, October 2016
House of Sarah	Support for Ecumenical Approaches to Ending Violence Against Women, Activity Progress Report, February 2017

	Support for Ecumenical Approaches to Ending Violence Against Women, Activity Progress Report, June 2015 – June 2016
ITAD	Pacific Women Shaping Pacific Development – 3 Year Evaluation Fina (Draft) Report, April 2017
	Pacific Women Shaping Pacific Development – 3 Year Evaluation Fina (Draft) Report, Progress Report Country Case Study Fiji, January 2017
International Women’s Development Agency	Findings from initial analysis of data in Fiji using the Individual Deprivation Measure, 2015, July 2016
Medical Services Pacific	Support for sexual reproductive health services for women and youth (Fiji), Activity Report, January 2017
	Support for sexual reproductive health services for women and youth (Fiji), February 2016
	Support for sexual reproductive health services for women and youth (Fiji) June 2015 – June 2016
Ministry for Social Welfare, Women and Poverty Alleviation	Fiji National Gender Policy, 2014
Office of Development Effectiveness	Women’s leadership evidence review, March 2014
Pacific Council of Churches	Elimination of Violence Against Women, Activity Report, October – December, 2016
	Elimination of Violence Against Women, Activity Report, May – July 2016
Ra Naari Parishad	Activity Progress Report, April 2016
Secretariat of the Pacific Community	Progressing Gender Equality in the Pacific (PGEP) Project Mid-term Evaluation report
UN Women	Markets for Change, Monitoring and Evaluation Framework
	Markets for Change Six Month Progress Report, July – December 2015
Women in Fisheries Network	Activity Report, August – November, 2016
	Activity Report, May – July 2016
We Rise Coalition	We Rise Coalition – Year 2 Progress Report, February 2017
	We Rise Coalition Monitoring, Evaluation and Learning Toolkit, August 2016
	We Rise Coalition – Year 1 Progress Report, August 2016

Annex 6 – List of stakeholders consulted

Title	Name
DFAT Pacific Women Program Director	Tracey Newbury
DFAT Counsellor Development Cooperation	Christina Munzer
DFAT Post Gender Focal Point	Leaine Robinson
DFAT Pacific Women Specialist M&E Advisor	Anne Markeiwicz
DFAT Pacific Women M&E Advisor	Emily Miller
DFAT Pacific Women Adviser	Glenn Davies
DIVA	Noelene Nabulivou
DIVA	Shirly Tagy
International Women’s Development Agency Program Manager	Meghan Cooper
Empower Pacific Chief Executive Officer	Patrick Morgan
Fiji Muslim Women’s League	Shahana Didar
Fiji Women’s Crises Centre Coordinator	Coordinator
Fiji Women’s Crises Centre	Shirleen Aziza
Fiji Women’s Crises Centre M&E Officer	Mashnil Shinoy
Fiji Women’s Rights Movement	Nalini Singh
FemLINK Pacific	Sharon Bhagwan Rolls
House of Sarah Trustee	Reverend Sereima Lomaloma
House of Sarah Program Coordinator	Tupou Vere
Medical Services Pacific	Jennifer Poole
Ministry of Women, Children and Poverty Alleviation	Raijeli
Ministry of Women, Children and Poverty Alleviation	Anareta Apole
Ra Naari Parishad	Anand Pillary
Ra Naari Parishad	Aishna Nisha
Ra Naari Parishad	Josephine Mani
SPA Academy Director	Debra Sadranu
SPA Academy	Ashlyn
SPATS	Kaliti Mate
Pacific Council of Churches	Ethel Suri
UN Women	Anna Parini

UN Women	Sandra Bernklau
Women in Fisheries Network	Ileisa Lutu

