

FWCC EVALUATION MANAGEMENT RESPONSE

Criteria	Recommendation	Combined Management Response
<p><b>Relevance</b></p>	<p>1) FWCC to widely communicate its approach to prevention so that stakeholders understand its experience and expertise in this area, particularly given the changed context and emphasis on prevention.</p> <p>2) FWCC to implement the next prevalence study in 2021 as planned, including experiences of women with disabilities.</p> <p>3) FWCC to continue to engage communities through community mobilisation and workshop processes taking a more strategic approach. For iTaukei communities, progress the planned approach through the iTaukei Affairs Board which involves taking a geographically focused approach working with adjacent villages in a progressive way which FWCC has started with the Ba Provincial Office.</p> <p>4) FWCC to consider further how best to strategically engage with Indo-Fijian communities to conduct community education workshops.</p>	<p>1) It is our preference that FWCC develop a communication strategy that is inclusive of increased visibility on the prevention approach that is aligned with the priorities of the <b>National Action Plan to Prevent Violence against Women and Girls</b>. We understand that FWCC works closely with the Fiji Ministry of Women and Poverty Alleviation (MWCPA) for the development of this national action plan.</p> <p>2) We support the delivery of the next prevalence study in 2021 as planned. We see value in the development of FWCC's plans to integrate research findings into its delivery approaches, if they do not currently exist.</p> <p>3) We support the development of a strategic plan that will be inclusive of a review of capacity development approaches. We would like to understand how these will include cross learning exchanges, mentoring and increased collaborations with partners in the new design.</p> <p>4) It is our understanding that FWCC will continue to deliver key trainings and work with I-Taukei and Indo-Fijian communities.</p>
<p><b>Effectiveness</b></p>	<p>1) FWCC would require further resourcing to grow. If resources are available FWCC could deliver more workshops and training to additional communities and organisations to expand the scope of the existing effective primary prevention work. FWCC can consider developing a long-term strategic plan for expansion with targets inclusive of potential partnerships for pooling of resources and funding sources.</p> <p>2) FWCC would require additional capacity to deliver more workshops and training, specifically adequately trained counsellor-advocates who are able to navigate and direct sensitive discussions when conducting community education and training.</p> <p>3) FWCC to provide ongoing training to counsellors in specific areas such as child abuse and working with clients with particular backgrounds (drug and alcohol affected and psychosocial issues),</p>	<p>1) We will work with FWCC to develop a long-term strategic plan contextualised to the diverse and changing environment and the emerging risks associated with the COVID-19 pandemic.</p> <p>2) We recommend strengthening the human resource management plan to include a needs analysis of key gaps of areas for FWCC staff that could be strengthened.</p> <p>3) We support FWCC's ongoing training programme to the counsellors and understand that follow ups are part of the current program. We support FWCC to continue to provide drug and alcohol referral services to partners.</p> <p>4) We support the Training of Trainers program and recommend strengthening the reporting around the impact of the training.</p> <p>5) We agree on supporting the continued provision of this core service.</p>

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	<p>women and children with disabilities and from the LGBTQI community. FWCC to follow up with Counsellors to track the effectiveness of training.</p> <p>4) FWCC to progress plans to deliver regional Training-of-Trainers so that there is a larger network available to deliver training to members in their own languages and in other countries.</p> <p>5) FWCC to continue to provide counselling, legal and other services to women and advocate to government on behalf of women, with a focus on reaching women in remote and rural locations.</p> <p>6) FWCC to continue to deliver mass awareness and advocacy campaigns through media and explore potential collaborations with media partners for community messaging in the next phase.</p> <p>7) FWCC to continue capacity building with government stakeholders in order that they engage in changes in their workplace and in their own lives and uphold the rights of women through their work. FWCC to consider collaborating with other partners, for example FPDF, DIVA, FWRM, where those partners are also working with the same government stakeholders.</p> <p>8) Donors to consider funding for additional regional engagement by FWCC and PWNAAVAV requested by stakeholders.</p>	<p>6) We recommend the development of a communication strategy with clear targeted objectives aligned to the programme goals and to include visibility of donor agencies as part of the Strategic Plan.</p> <p>7) We are supportive of FWCC's increased engagement with government stakeholders through the Fiji National Domestic Violence (DV) Helpline (1560) and the Gender – Based Violence (GBV) Working Group and note FWCC has long term partnerships with partners in the EAW space. We understand that FWCC has had an existing long-term partnership with FWRM, FDPF and in the recent years with DIVA.</p> <p>8) We are agreed that FWCC reflect this in their new strategic plan.</p>
<p><b>Efficiency</b></p>	<p>1) FWCC to engage the Regional Advisory Collective in a new round of discussions on governance systems as part of the NoVo Foundation grant design process.</p> <p>2) FWCC to continue to maintain primary accountability to women experiencing violence and the women's movement. As part of this, continue to advocate that other stakeholders and actors be accountable to women and the women's movement.</p>	<p>1) Noted.</p> <p>2) We agree to continue to support FWCC in its core role as part of maintaining accountability to survivors of violence and encourage as part of a due diligence, the updating of a collective model management plan for key roles within the FWCC.</p> <p>3) As above, we would like to further understand through the due diligence, what the resource gaps areas are, and the plans in place to increase organisation and delivery efficiency.</p>

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	<p>3) FWCC to consider recruiting for an additional monitoring and evaluation officer to support data collection and tracking of changes over time and or make other collaboration with a feminist research organisation or external feminist researchers, or support provided through Pacific Women’s panel of M&amp;E specialists.</p> <p>4) FWCC to consider undertaking longitudinal studies of communities and/ or key individuals to further illustrate the impact of FWCC’s work.</p> <p>5) FWCC to continue to search for the best fit for communications expertise – whether recruited or contracted to FWCC.</p> <p>6) Donors to consider providing financial support for recruitment of key positions.</p>	<p>4) We agree. We would suggest the longitudinal studies be considered as part of monitoring efforts, integrated into the delivery of services.</p> <p>5) Agree. The due diligence should be inclusive of an analysis of gaps and priorities for the centre and the branches, and recommendations reflected in the human resources development plan</p> <p>6) Noted. We strongly recommend that a due diligence is conducted which will assist with developing the Human Resource Plan.</p>
<b>Impact</b>	<p>1) FWCC to provide further workshops and follow up to further support and trace impact, that is behavioural change in communities where community mobilisation has already been initiated.</p> <p>2) FWCC to continue to engage with and training critical staff and leadership in government partner agencies, given turnover of staff and changes in leadership.</p> <p>3) FWCC to progress its plans for key staff to undertake Feminist Leadership training to ensure back up in the ability of FWCC to undertake high level advocacy and lobbying.</p>	<p>1)The Evaluation notes that there is a lack of emphasis in FWCC’s MEF to track impact in communities or with individuals. We recommend for the revision of the existing Monitoring Evaluation Framework (MEF) to reflect this. We also recommend that FWCC’s work plan should include how FWCC will pursue a coordinated approach to work with and pool resources with MWCPA and partners working in the Gender and GBV spaces for a more sustainable impact.</p> <p>2) We agree. With regards to reporting on organisational capacity and ability to leverage resources and sustainability, we would encourage that the approach is inclusive of follow-through process and mentoring support. Indicators can be better captured and presented through the Centre’s reporting systems.</p> <p>3) We agree and request FWCC to include this in the Human Resource Plan.</p>
<b>Sustainability</b>	<p>1) FWCC to continue to advocate that MoWCPA, EVAWG donors and stakeholders remain accountable to the women’s movement in Fiji and the Pacific more broadly.</p>	<p>1) It is our understanding that FWCC is already doing this.</p> <p>2) As above.</p>

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	<p>2) FWCC to continue to deliver women-centred and human rights-based prevention and response interventions across Fiji, in collaboration with other partners and stakeholders where relevant.</p> <p>3) FWCC to continue to educate and engage people and organisations as well as advocate for changes in laws, systems, policies and procedures, and their effective implementation.</p> <p>4) FWCC to continue to advocate at the broader level on issues of democracy, human rights, and police accountability.</p> <p>5) FWCC to share its strategy for supporting other FWCC staff, in addition to the FWCC Coordinator, to develop networks and undertake high-level advocacy with donors, government and other stakeholders.</p> <p>6) FWCC to work with donors to build on what already exists and is working in EVAWG to ensure any new investments and initiatives draw on established and locally grounded EVAWG practice, as with the practice under the Pacific Partnership.</p> <p>7) FWCC to consider a more systematic way of engaging with EVAW Committees established in communities.</p>	<p>3) We suggest that FWCC develop a long term Strategic Plan that is aligned to the National Action Plan to Prevent Violence Against Women and Girls that includes an updated collective model management plan, a risk management register, a communications strategy and a human resource plan. This will be developed following a due diligence assessment.</p> <p>4) Noted</p> <p>5) We are supportive of FWCC's collective management model and plans for development of a human resource development plan which will be reflective of FWCC strategy for sustainability.</p> <p>6) Noted</p> <p>7) We are supportive of FWCC branches maintaining relationships and monitoring the EVAW committees established in communities.</p>
<b>Agreed Action Plan</b>		We will work together with FWCC to progress the reflection of recommendations in the new design, acknowledging that FWCC has initiated progress through the evaluation period.