

Pacific Women Fiji Country Plan Review

Review Plan

1. Background

The Pacific Women Shaping Pacific Development (*Pacific Women*) program aims to support women – regardless of their income, location, disability, age or ethnic group, to participate fully, freely and safely in political, economic and social life. The Program involves an Australian Government commitment of \$320 million, over 10 years, to the 14 Pacific Island Forum member countries.

In Fiji, *Pacific Women* will spend approximately \$26 million over ten years, on initiatives to: increase women’s leadership and decision-making; increase women’s economic empowerment; eliminate violence against women; and enable change through coalition-building. A draft Fiji Country Plan was developed in 2014 and finalized in 2016.

Activities during the first phase of the Fiji Country Plan (2013/14-2016/17), 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). The Pacific Women Fiji Program (*Fiji Program*) has also supported research and learning activities during this period.

2. Purpose and objectives

The purpose of this review is to undertake an independent assessment of the first phase of the Fiji Country Plan. As outlined in the Terms of Reference (TOR) for the review, the objectives are:

- i. to establish the extent to which the Program is tracking towards the intended outcomes in the Fiji Country Plan;
- ii. to establish the extent to which the Program is tracking towards the intended short-term outcomes in the Fiji Pacific Women Monitoring and Evaluation Framework; and
- iii. to develop recommendations for program development and improvement.

3. Review overview

3.1. Principles

The *Fiji Program* Monitoring and Evaluation Framework (MEF) outlines important guiding principles and approaches for monitoring and evaluation, which have been incorporated in the review methodology. An emphasis will be placed on the following three principles, as these are particularly relevant to the review scope and methodology.

- i. Adopting a participatory approach
- ii. Using local expertise where possible
- iii. Adopting a principle of ‘do no harm’ to vulnerable people and groups

3.2. Methodology

The review will utilize a theory-based, iterative approach, drawing on both quantitative and qualitative data to inform the analysis. The theory-based aspect of the review has been framed by the *Fiji Program* Theory of Change and the key evaluation questions (EQs) identified in the review TOR. The review will respond to these questions, by honing in on a set of inquiry areas, and using these as a lens to uncover evidence of change at the program, partner, and beneficiary level.

The iterative aspect of the review involves a series of four phases, which build on each other and continually refine the inquiry process. Existing regional and Fiji-specific research and evaluative work will inform selection of inquiry areas. These will then be refined through inter-related data collection processes at the stakeholder, partner and beneficiary level. The emerging evidence will be synthesized against the review framework - identifying patterns and lessons. Finally, collaborative analysis will be used to develop recommendation for the next phase of the Program.

In this way, the review will test out assumptions embedded in the program design as well as provide further analysis or evidence on findings from other research and evaluative processes relevant to the Fijian, gender quality context.

3.3. Framework

The table below presents the review framework, which includes a set of evaluation questions (EQs), inquiry areas and four main sources of evidence: document analysis, focus group discussions, interviews with *Fiji Program* partners, and interviews with other stakeholders.

As indicated above, the EQs were defined in the review TOR. These EQs link to questions already in the *Pacific Women* MEF and/ or the *Fiji Program* MEF. Many of inquiry areas are also covered in the regional and Fiji MEF and others have emerged from a rapid review of the documentation. These inquiry areas will be refined further through: the input and feedback of the review reference group; initial data collection activities; and continued reflection on the lessons from other research and evaluative outputs.

3.4. Sources of evidence

Data will be drawn from four main sources.

- i. **Document analysis:** A number of strategic, research and evaluative initiatives have taken place at a regional, Pacific-level and in the Fijian context, which are pertinent to review. Key issues, trends and lessons pertinent to the EQs will be synthesized from these documents as well as the *Pacific Women* Knowledge Management System (KMS).
- ii. **Partner consultations:** A select number of consultations will be held with *Fiji Program* partners particularly in relation to formative activities and for partners working in the outcome areas of 'women's economic empowerment' and 'women's leadership and decision-making'.
- iii. **Beneficiary focus group discussions (FGDs):** A small number of beneficiary FGDs will be held to provide further analysis or narrative on findings from other sources.
- iv. **Other stakeholder consultations:** A few consultations will be scheduled with the Pacific Women Support Unit and DFAT.

Table 1 – Pacific Women Fiji Country Plan Review Framework

No.	Evaluation Questions / Inquiry Areas	Sources of evidence			
		Docs/ KMS database	Partner consultations	Beneficiary FGDs	Other
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				
R1b	Appropriateness of model for responding to partner needs				
R1c	Extent to which program is strengthening partner organisations and existing activities				
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				
R2b	Enablers and constraints in relation to program alignment				
R3	To what extent is the Fiji country plan suitable for meeting the needs of Fijian women, particularly the most vulnerable?				
R3a	Extent to which Program is reaching a wide range of vulnerable women				
R3b	Enablers and constraints in relation to program reach				
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/take on leadership roles				
E1b	Extent to which program activities are building leadership capacity of women?				
E1c	Extent to which program activities have expanded women's capacity to access economic opportunities				
E1d	Extent to which program activities (e.g. financial literacy training) are increasing women’s income				
E1e	Extent to which women's economic empowerment impacts on women's leadership and agency				

No.	Evaluation Questions / Inquiry Areas	Sources of evidence			
		Docs/ KMS database	Partner consultations	Beneficiary FGDs	Other
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 program has expanded the influence and/or built the capacity of coalitions/groups				
E2b	Extent to which supported coalitions/ groups are driving and initiating transformative change				
E2c	Extent to which the program is contributing to locally relevant understanding and solutions				
E2d	Constraints and enablers in relation to building an enabling environment and social action				
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				
E3b	Constraints and enablers in relation to women's economic empowerment				
E3c	Extent to which program innovation in these outcome areas was identified and supported				
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 and budget				
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				
T2b	Extent of progress with communication, learning and accountability mechanisms				
T2c	Extent to which program is able to learn and adapt				

4. Limitations

It is important to note the scope as well as the process limitations of this review. In terms of scope, the review is not assessing the functioning of the delivery mechanisms such as the existence and functioning of the Support Unit. Additionally, it will focus on two of the Pacific Women outcome areas: ‘women’s economic empowerment’ and ‘women’s leadership and decision-making’. In terms of process, consultations will not be held with all partners - given the start-up nature of some of the work funded in this first phase of the *Fiji Program*.

5. Review implementation

5.1. Review team and reference group

As noted in the TOR, the review will be led by Maya Cordeiro (Fiji Short Term M&E Advisor) and review team members include:

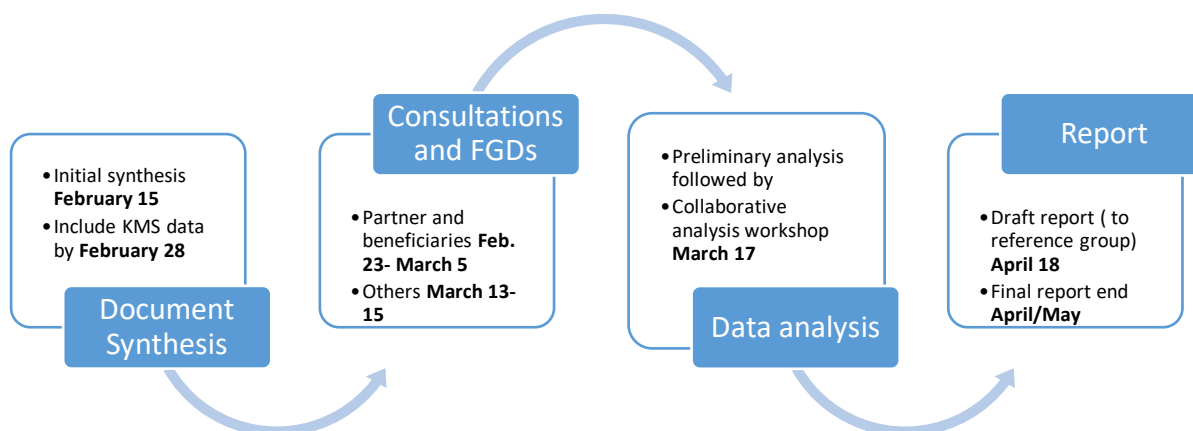
- i. Tara Chetty – *Pacific Women* Support Unit
- ii. Amali Shaw - *Pacific Women* Support Unit
- iii. Michelle Reddy - *Pacific Women* Support Unit

In addition, the review will be guided by a reference group. The role of the reference group is to provide feedback on the review plan; and participate in a collaborative analysis workshop with the review team to finalize review findings and recommendations. Reference group members include:

- i. Emily Miller, M&E Manager *Pacific Women* Support Unit
- ii. Leaine Robinson – DFAT Senior Program Manager, Fiji
- iii. Suzanne Bent – DFAT Regional Program Representative
- iv. Reverend Sereima Lomaloma – *Pacific Women* Advisory Board Member
- v. Virisila Buadromo – Women’s movement representative.

5.2. Timeline and key steps

As noted, the data collection and analytical steps are iterative and build on each other through inter-related processes and products.



5.3. *Communication and outputs*

The review team will communicate via email and skype prior to the in-country visit by the team lead. The reference group feedback on the review plan as well as the draft report will also be accepted by email.

It is anticipated that the review report will be structured in four parts along with an executive summary, acronyms list, and relevant appendices.

- i. Background: introduction to Pacific Women, the review and Fiji Program
- ii. Methodology: including principles, methodology and finalized review framework
- iii. Findings: organized in sub-sections around the EQs
- iv. Lessons learnt and recommendations: also including discussion and output from the collaborative analysis workshop