

# **VANUATU WOMEN'S CENTRE**

**(Program Against Violence Against Women)**



## **PROGRAM DESIGN DOCUMENT**

### **JULY 2016 – JUNE 2021**

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March, 2016

## Acronyms

AusAID	Australian Agency for International Development (now absorbed into DFAT)
<b>CAVAWs</b>	<b>Committees Against Violence Against Women, based in remote island communities in Vanuatu, part of VWC's National Network</b>
CE	Community Educator
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CRC	Convention on the Rights of the Child
CSO	Civil society organisation
DEVAW	United Nations Declaration on the Elimination of Violence Against Women
DFAT	Australian Government Department of Foreign Affairs and Trade
DOWA	Department of Women's Affairs in the Vanuatu Ministry of Justice and Community Services
EOPO	End of Program Outcome
FBO	Faith based organisation
FPA	Family Protection Act
FPO	Family Protection Order, issued under the Family Protection Act
FPU	Family Protection Unit of the Vanuatu Police Force
FWCC	Fiji Women's Crisis Centre, Secretariat of the Pacific Network Against Violence Against Women
Malvatumauri	Vanuatu National Council of Chiefs
<b>MCC</b>	<b>Malampa Counselling Centre, a new Branch of VWC on Malekula island</b>
MOH	Ministry of Health, Vanuatu Government
PAA	Priorities Action Agenda 2006-2015 of the Vanuatu Government
PDD	Program Design Document
PO	VWC Branch Project Officer
PPDVP	Pacific Prevention of Domestic Violence Project, funded by the New Zealand Aid Programme
RRRT	Regional Rights and Resources Team
RTP	Regional Training Program of FWCC, held in Suva, Fiji
<b>SCC</b>	<b>Sanma Counselling Centre, a Branch of VWC on Santo island</b>
SCF	Save the Children Fund
<b>TCC</b>	<b>Tafea Counselling Centre, a Branch of VWC on Tanna island</b>
<b>TOCC</b>	<b>Torba Counselling Centre, a Branch of VWC on Vanua Lava island</b>
TVET	Technical and Vocational Education and Training Centres
UDHR	Universal Declaration of Human Rights
Vatu, Vt	Unit of currency in Vanuatu
VANWODS	Vanuatu Women Development Scheme, a women's microfinance scheme
VAW	Violence against women
VAWC/VAWG	Violence against women and children/violence against women and girls
VCC	Vanuatu Council of Churches
VITE	Vanuatu Institute of Teacher Education
VRDTCA	Vanuatu Rural Development Training Centres Association
<b>VWC</b>	<b>Vanuatu Women's Centre</b>
<b>VWC Network</b>	<b>The headquarters of VWC, all Branches, the CAVAWs and trained male advocates</b>

Exchange rate used in the PDD: Vatu 78 = AUD 1.00
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## List of Staff and Other Positions at March, 2016

### VWC Staff

Coordinator	Merilyn Tahi	Counselling Supervisor	Fridah Butu
Lawyer 1/Deputy	Tatavola Matas	CAVAW Officer	Lynne Tule
Coordinator	Kelekele	Mobile Counsellor	Kristine Keasi
Lawyer 2	Jelinda Emleo Toa	Counsellor	Serah Garae
Finance/Office Manager	Lisa Ishmael Laban	Counsellor	Charlotte Wai
Finance/Admin Assistant	Sharlene Sarai	Counsellor	Juliet Buleko
Community Educator	Vacant	Volunteer Counsellor	Meriam Bule
Research/Branch Officer	Leikita Mael	Office Assistant	Genista Twomey
Cleaner	Lily Binihi	Volunteers	La Tanya Bice, Trisha
Gardener	Kerry Phillip		Leodoro

### Tafea Counselling Centre Staff

TCC Project Officer	Dorinda Uguna	Counsellor	Beatrice Yapus
Office Assistant	Lilian Tasseru	Counsellor	Priscilla Kausiama
Volunteer	Rita Whyte	Volunteer	Noelline Yawa

### Torba Counselling Centre Staff

TOCC Project Officer	Grace Ralph	Counsellor	Ann Joy Sikir
Office Assistant	Bensalyn Wogale	Counsellor	Folin Joy
Volunteer	Winnie Fred		

### Sanma Counselling Centre Staff

SCC Project Officer	Kathy Bani	Counsellor	Nadia Eric
Office Assistant	Edwina George	Counsellor	Viran Molisa
Community Educator/	Shana Ligo	Counsellor	Melika Vocor
Counsellor		Volunteers	Eltini Pakoro

### Malampa Counselling Centre Staff

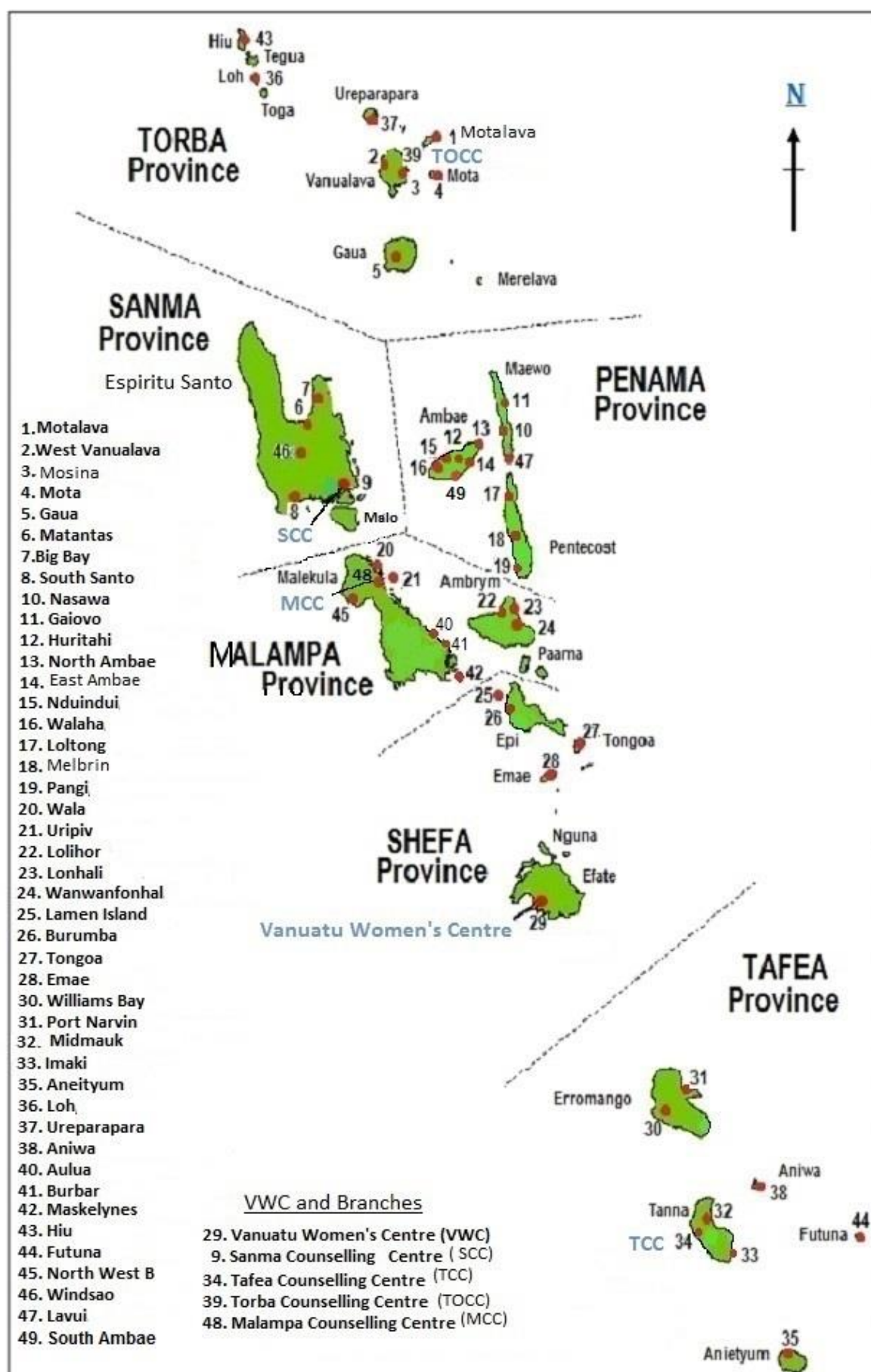
MCC Project Officer	Aureline Konkon	Counsellor	Eva Rowsy
Office Assistant	Caroline Natnaur	Counsellor	Vacant
Volunteer	Jenny Donald	Volunteer	Monique Tuasu

### VWC Management Committee

VWC Coordinator	Merilyn Tahi	Trustee	John Liu
SCC Project Officer	Kathy Bani	Trustee	Moses Stephens
TOCC Project Officer	Grace Ralph	Trustee	Jocelyn Mete
TCC Project Officer	Dorinda Uguna	Trustee	Miriam Abel
MCC Project Officer	Aureline Konkon		
Lawyer 1/Deputy	Tatavola Matas Kelekele		

### Technical Assistance

FWCC Coordinator	Shamima Ali	Consultant in planning,	Dr. Juliet Hunt
Male Advocacy	Vacant	M&E, risk assessment	
Consultant		Research Consultant	



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## 1. EXECUTIVE SUMMARY

The Vanuatu Women's Centre (VWC) is an independent civil society organisation which coordinates a national program of prevention and response services from its main centre in Port Vila. This includes 4 Branches – Sanma Counselling Centre (SCC), Tafea Counselling Centre (TCC), Torba Counselling Centre (TOCC); and the Malampa Counselling Centre (MCC) – a rural volunteer network of 44 Committees Against Violence Against Women (CAVAWs) which undertake local community awareness/prevention activities and assist women and children living with violence in remote communities (see Annex 13), and a national network of trained male advocates (also volunteers) who work closely with VWC, the Branches and CAVAWs and who apply a women's human rights perspective to their work within various sectors, organisations and communities.

This Program Design Document (PDD) describes an ongoing program that has been funded by the Australian Government aid program. The design encompasses all areas of VWC's national program including the activities of the VWC national network described above.

### *Summary of the Design: Development Goal, Outcomes and Key Outputs*

VWC's program goal is the elimination of violence against women and children throughout Vanuatu. The over-arching program outcome needed to achieve this is effective prevention and response to violence against women and children. There are 5 end-of-program outcomes:

1. Survivors are empowered to claim their rights and access justice
2. Women, children and community members throughout Vanuatu are accessing effective services on violence against women and children
3. Increased community acceptance that violence against women and children is a violation of human rights
4. Government policy-makers, legislators and targeted organisations and male advocates reduce discrimination and promote gender equality
5. VWC and Branch staff are effectively managing and coordinating the VWC Network's prevention and response services

There are 5 components, each with an end-of-program outcome (see above). The design is highly integrated with pathways of change linking outputs within and across components, and linking short and medium-term and end-of-program outcomes (Annex 1, and 1A to 1D). This is based on VWC's long experience of EAW work. The components and outputs are as follows (section 4.1):

1. **VWC Counselling, Legal Assistance and Support Service** – including
  - 1.1. Effective and confidential crisis counselling and support services provided by VWC;
  - 1.2. Legal information, assistance and representation for clients throughout the country; and
  - 1.3. Enhanced counselling and advocacy skills delivered through counsellor training.
2. **Branches and CAVAWs** – including
  - 2.1 Accessible counselling and prevention services provided by the branches;
  - 2.2 Increased branch capacity to deliver effective prevention and response services;
  - 2.3 Community awareness/prevention and counselling services provided by CAVAWs in remote island communities; and
  - 2.4 Strengthened capacity of CAVAWs to undertake community awareness/prevention, counselling and local networking.
3. **VWC Community Education and Awareness/Prevention** – including
  - 3.1 Greater awareness of the dynamics and impact of violence against women and children; and
  - 3.2 Comprehensive information on and analysis of violence against women and children.
4. **Human and Legal Rights Lobbying and Training and Male Advocacy** – including
  - 4.1. Increased awareness of gender equality and human rights in key agencies, delivered through training provided to other agencies by VWC; and



- 4.2. Increased participation and support of men in efforts to eliminate violence against women and children (VAWC) delivered through male advocacy training (a 3-staged approach).

## 5. Management and Institutional Strengthening – including

- 5.1. Organisational and personnel management and capacity building; and
- 5.2. Program planning, management, monitoring and risk management.

The design is based on a robust logic, demonstrated by the achievement of outcomes in previous phases. Lessons learned about effectiveness are integrated into the design. The evidence base regarding the effectiveness of VWC's prevention strategies was established by VWC's national prevalence study that compared rates of VAW in areas where VWC has been most active since its establishment, with those where there had been few inputs by VWC. The international evidence base for VWC's strategies and integrated approach is also well-established (section 3.3). The promotion of gender equality and human rights are foundational strategies that underpin the theory of change. VWC has a comprehensive and integrated approach to addressing VAW, using a range of complementary strategies that target multiple stakeholders over the long-term to increase the likelihood of sustained changes in attitudes, individual behaviours and organisational practices.

This is a partner-led design that has been based on a thorough participatory review by VWC staff. Taking into account financial limitations, there are very few new design features, and some activities have been reduced compared with earlier phases in order to keep to the core budget limit identified by Australian aid. One new design feature is the establishment of EVAW taskforces by VWC and the Branches at national and provincial level, in recognition of the importance of VWC's collaboration with all key stakeholders to achieve its aims.

**VWC has aspirations and capacity to undertake additional activities, over and above those that are essential to achieve the outputs and outcomes outlined in this design and included in the core budget.** A clear distinction is made in the budget and implementation schedules between those outputs and activities that are included in the core budget (Annex 5A and Table 1.1 below), which is within Australian aid financial limitations, and those which are aspirational and included in the additional/supplementary budget (Annex 5G and Table 1.2). The additional budget is included in this PDD because VWC is committed to exploring supplementary sources of support, to respond to the significantly increased demand for counselling and prevention, and increase the pace of attitudinal change, and to consolidate the behavioural changes already made. A scaled-up investment in VWC's program would significantly increase the momentum for change, given the indications that a critical mass or "tipping point" for achieving substantial sustainable change is now within reach.

VWC has had a great deal of interest from local stakeholders in **Penama Province for the establishment of a new Branch** – including provincial authorities, police, chiefs and women's leaders. The groundwork for the establishment of the Branch has already been done in the last phase, **but establishment will be delayed until additional funding is available to support the ongoing recurrent costs of Branch staff, activities and VWC's support.** With a prevalence rate of 69% for physical and/or sexual intimate partner violence, 77% for emotional partner violence, 54% for non-partner physical abuse, and 38% for child sexual assault, **Penama province significantly exceeds the national, global and Pacific regional prevalence rates for all these forms of violence** (even though it has slightly lower rates of VAWC than Malampa province).

### *Rationale for Australian Government Support*

VWC's program is aligned with the Australian government's aid policy objective of promoting gender equality and the empowerment of women and girls. Reduced VAW and expanded support services is identified as one of seven key result areas in the Pacific Women Shaping Pacific Development (PWSDP) strategy. VWC's program meets the 3 key PWSDP funding criteria: congruence with Partner

Government policy and evidence of need; a demonstrated capacity to make a difference; and the ability to make an immediate and sustainable impact. VWC's program also meets the criteria that guide Australia's investment priorities:

- Pursuing Australia's national interest and influence – VWC has demonstrated a strong commitment to the promotion of human rights and the rule of law. Australia's core support to VWC over the years demonstrates that Australia is good regional citizen, interested in the well-being of communities. The VWC program is held in high regard in Vanuatu.
- Promoting growth and reducing poverty – The VWC program will reduce vulnerability and poverty, by tackling women's exclusion from political, social and economic life, since VAW and the threat of violence is a serious impediment to women's participation in all aspects of development. VWC's prevalence study shows that women living with violence are more likely to experience financial abuse and have their work disrupted.
- Value adding and leverage – VWC's program assists the Vanuatu Government to implement its commitments to promote gender equality and end VAW. VWC works closely with government at all levels, particularly Law and Justice sector agencies and Provincial and Area Councils.
- Making performance count – VWC has demonstrated that it is a highly effective partner which delivers its outcomes, with robust performance assessment systems and reporting standards. VWC has always taken efficiency and value for money seriously and keeps all costs to a minimum. VWC's prevalence study identified many direct and indirect costs of VAWC. These costs are enormous compared with the investment in VWC's program. A value-for-money assessment of prevention efforts undertaken by the UK Department for International Development (DFID) identified participatory group-based interventions, large-scale social norm and community mobilisation efforts, and structural level changes as showing the most promise for gaining value for money in prevention work. VWC's program meets all these criteria.

#### *Duration and Resources for the Core Budget*

The duration of the program is 5 years, from July 2016 to June 2021. **The total cost of the core budget over the 5 years is Vatu 469,000,000 (A\$6,000,000 - \$1,200,000 annually, see Table 1.1).**

**Table 1.1: Summary of CORE Program Costs by Year and Component, July 2016 – June 2021**

Component	Year 1 2016/2017	Year 2 2017/2018	Year 3 2018/2019	Year 4 2019/2020	Year 5 2020/2021	Total Yrs 1-5 (Vatu)
1. VWC Counselling, Legal Assistance & Support Services	12,933,814	14,014,642	12,420,977	12,639,635	12,226,572	<b>64,235,640</b>
2a. Branches (TCC, TOCC, MCC) & CAVAWs	30,720,830	31,340,642	31,267,606	31,474,568	31,686,705	<b>156,490,350</b>
2b. SCC	12,101,259	12,046,855	12,607,084	12,528,269	12,652,484	<b>61,935,951</b>
3. VWC Community Education & Awareness Prevention	8,895,010	8,726,010	9,305,035	9,097,086	9,102,188	<b>45,125,328</b>
4. Human & Legal Rights Lobbying & Training & Male Advocacy	3,484,550	3,395,450	3,484,550	3,395,450	3,395,450	<b>17,155,450</b>
5. Management & Institutional Strengthening	25,464,537	24,076,402	24,514,748	24,464,991	24,536,601	<b>123,057,280</b>
<b>Total Vatu</b>	<b>93,600,000</b>	<b>93,600,000</b>	<b>93,600,000</b>	<b>93,600,000</b>	<b>93,600,000</b>	<b>468,000,000</b>
<b>Total Australian \$</b>	<b>1,200,000</b>	<b>1,200,000</b>	<b>1,200,000</b>	<b>1,200,000</b>	<b>1,200,000</b>	<b>6,000,000</b>

Exchange rate: Vatu 78 = AUD 1.00. Some totals are rounded due to formulas used in the budget schedules.

Taking into account the integrated nature of the program, the total proportion of the core budget devoted to counselling and legal assistance is estimated at 37%, and at least 35% is dedicated to primary prevention. The proportion of the core budget focused in rural areas and islands is over 50%, including both primary and secondary prevention/response.

#### *Duration and Resources for the Supplementary/Aspirational Budget*

The cost of the supplementary/aspirational budget referred to above is Vatu 150,340,281 (A\$1,927,439) over 5 years, including costs spread over each of the 5 components, and over the duration of the program (Table 1.2).

**Table 1.2: Summary of ADDITIONAL/SUPPLEMENTARY Program Costs by Year and Component, July 2016 – June 2021 (Vatu and Australian Dollars)**

Component	Year 1 2016/2017	Year 2 2017/2018	Year 3 2018/2019	Year 4 2019/2020	Year 5 2020/2021	Total Yrs 1-5 (Vatu)
1. VWC Counselling, Legal Assistance & Support Services	2,295,900	2,597,900	3,882,400	3,882,400	3,882,400	<b>16,541,000</b>
2. Branches (SCC, TCC, TOCC, MCC, <b>PECC</b> ) & CAVAWs	5,968,000	9,631,157	10,555,567	10,636,891	11,573,308	<b>48,364,923</b>
3. VWC Community Education & Awareness Prevention	9,549,119	11,783,247	18,312,712	7,427,617	9,383,462	<b>56,456,158</b>
4. Human & Legal Rights Lobbying & Training & Male Advocacy	2,117,450	2,117,450	2,117,450	2,117,450	2,117,450	<b>10,587,250</b>
5. Management & Institutional Strengthening	5,294,000	2,959,450	2,538,000	2,959,450	4,640,050	<b>18,390,950</b>
<b>Total Vatu</b>	<b>25,224,469</b>	<b>29,089,204</b>	<b>37,406,129</b>	<b>27,023,808</b>	<b>31,596,671</b>	<b>150,340,281</b>
<b>Total Australian \$</b>	<b>323,391</b>	<b>372,939</b>	<b>479,566</b>	<b>346,459</b>	<b>405,086</b>	<b>1,927,439</b>

Exchange rate: Vatu 78 = AUD 1.00. Some totals are rounded due to formulas used in Annex 5G.

**Note: Component 2 includes a new Branch in Penama Province (PECC).**

#### *Delivery Approach and Key Partnerships*

The modality for Australian assistance is core support using accountable cash grants. VWC will be accountable to DFAT for the achievement of outcomes, outputs, financial management, monitoring, risk management, and reporting. It is proposed that funds be provided in one tranche per year, with one annual progress report and an annual plan triggering the annual tranches. Two program coordination committee (PCC) meetings will be held annually (see section 5.1), including VWC, DFAT and key Vanuatu Government representatives. No funds will be used by the Vanuatu Governments. As a civil society organisation, VWC's program will not utilise partner government systems. However, VWC works in close partnership and collaboration with a range of government agencies to implement their international and national commitments.

With a growing number of local, national and international organisations interested in EVAW, VWC's over-arching strategy is to respond positively and co-operate with any agency that seeks advice, information and collaboration on eliminating VAWC. The details of this will vary depending on several factors, including the type of request from the agencies concerned (section 3.4.3 and Annex 11). Within this broad commitment to cooperate with all agencies, VWC's priorities for developing and

consolidating partnerships remain very similar to those identified in the last phase. These are based on the evidence from VWC's national research and other learning, regarding the community leaders who have the most potential influence over changing attitudes and behaviours to prevent violence, and who are in the front line of dealing with VAWC, particularly in remote areas. The following sectors and agencies will be the priority focus for VWC during this phase:

- Provincial Government and Area Councils, building on significant gains made in the last phase;
- community leaders including chiefs/councils of chiefs, provincial/local councils of women, youth leaders and other community leaders, based on their effectiveness at promoting and reinforcing change in their own communities;
- faith based organisations (FBOs) – VWC has worked hard to achieve successes within some FBOs who are beginning to institutionalise their commitments to EVAW over the last phase, and to hold them to account for their public commitments to EVAW;
- law and justice sector agencies, where VWC is a well-recognised partner and will build on the substantial gains towards institutionalisation that have already been made;
- the health sector, where VWC will work towards institutionalising referral protocols and priority pathways for women and children to access medical services, and will target health professionals to receive training from VWC;
- the education sector, where VWC will continue to target primary and secondary schools, as well as provincial authorities such as the Provincial Education Officers and Zone Curriculum Advisors, and the Vanuatu Institute of Teacher Education (VITE) with the aim of having annual sessions with teacher trainees, to increase the reach of VWC's impact; and
- youth, where VWC will trial a new strategy of spending an additional day with young women following other intensive community based prevention activities.

### ***Risk Assessment and Management***

Low impact ratings are given to risks in the operating environment; appropriate safeguards are in place regarding child protection; there are well-established and strict financial controls in place to address fraud and fiduciary risks; and there is a low likelihood of reputational risks, or risks to Australia's relationships with key partners. VWC has identified the need to enhance links (many are already established) with disabled people's organisations, is currently trialling new data collection methods to collect data on their access services, and has identified the need to provide refresher training to all staff on the links between disability and VAW. There are no direct or indirect environmental impacts from this program.

Most risks to the achievement of outcomes and their sustainability arise from the social, cultural and institutional context which normalises VAWC, and which perpetuates gender inequality and discrimination and its expressions in customary and religious practices and in the implementation of law. Therefore, most of the risks to outcomes are a fundamental part of the overall problem that VWC is seeking to address through the program. Consequently, **all risk management strategies are integrated into the program design as either outputs, activities or foundational strategies.**

Most risks to the achievement of outcomes were identified in previous phases, and the majority are risks to all end-of-program outcomes. In some cases, the potential consequences of these risks occurring – and hence their overall ratings – have been downgraded compared with previous phases. Although some of these risks are still rated as certain, possible or likely to occur, in most cases the consequences are rated as minor or negligible, and the overall risk ratings are therefore moderate or low. This is a reflection of the progress that has been made in recent years; VWC has learned from experience that its risk management strategies are effective, and good progress has been made towards outcomes despite these risks in the social and cultural context.

Only one risk has been given an overall rating of high: this is inadequate legal and institutional responses to VAWC. This disempowers women and is a disincentive for them to report violence to the Police, other government agencies and CSOs, and undermines their access to justice through the courts. It also undermines the community's faith in the law and justice system, particularly when low or inconsistent sentences are given for violent physical and sexual crimes, when customary settlements are seen as mitigating factors, and when perpetrators are given early parole. All these impacts slow down primary and secondary prevention and thus delay progress towards the elimination of VAWC. Risk management strategies are integrated across all components of VWC's design and include: advocacy and lobbying of government agencies; ongoing community education with key community leaders; ongoing dissemination of the findings from VWC's research on the causes and consequences of violence; developing and strengthening partnerships and advocacy for policies and practices to protect and promote women's and children's rights; and establishing EVAW task forces in Port Vila and at each of the Branches to improve accountability to the law and human rights standards, and to challenge impunity for crimes of VAWC.

### ***Monitoring and Evaluation Plan***

VWC has demonstrated its capacity to develop and implement a robust M&E approach that is able to demonstrate progress towards outcomes and identify challenges and implementation issues. VWC's 2012 M&E Plan is in the process of being updated and this will be finalised in August 2016. The program design meets the M&E standards identified by the Australian aid program, and an evaluability assessment has been undertaken by VWC's design and M&E consultant.

## 2. PREPARATION OF THE PROGRAM DESIGN DOCUMENT

### 2.1 Vanuatu Women's Centre and its National Network

The Vanuatu Women's Centre (VWC) is an independent civil society organisation (CSO) which was established in 1992. VWC's mission (and program goal) is to eliminate violence against women and children throughout Vanuatu by both preventing and responding to violence against women (VAW).

VWC coordinates a national network of prevention and response services from its main centre in Port Vila. This includes 4 Branches – Sanma Counselling Centre (SCC) established in 1995, Tafea Counselling Centre (TCC) established in 2001, Torba Counselling Centre (TOCC) established in 2011; and the Malampa Counselling Centre (MCC) established in March 2015 – a rural network of 44 Committees Against Violence Against Women (CAVAWs, volunteers) which undertake local community awareness/prevention activities and assist women and children living with violence in remote communities (see Annex 13), and a national network of male advocates (volunteers) trained over previous phases of VWC's program who work closely with VWC, the Branches and CAVAWs and who apply a women's human rights perspective to their work within various sectors, organisations and communities.

This Program Design Document (PDD) describes an ongoing program that has been funded by the Australian Government aid program. The design encompasses all areas of VWC's national program including the activities of the VWC national network.

### 2.2 The Design Process

Although this PDD describes an ongoing program, all aspects of the design were reviewed during a series of workshops over several weeks. The design process was led by VWC. Design workshops included senior staff based in Port Vila representing all aspects of VWC's work, the 4 Branch Project Officers, and 2 representatives of the Australian Department of Foreign Affairs and Trade who attended some sessions. Some preparatory workshops were facilitated by VWC's Coordinator, and others by VWC's consultant in strategic planning, program design, monitoring and evaluation.

Several stakeholders were consulted about strategic priorities over the last year to feed into the design process. Primary stakeholders consulted included all VWC staff (during a staff retreat), CAVAW members and male advocates (during several trainings and meetings), and VWC trustees. Most consultation with key partner agencies has been on a one-to-one basis, including those who VWC has worked closely with over the previous phase, and new potential partners. These include Save the Children, World Vision, the National Disaster Management Office (NDMO), Oxfam, Provincial Government staff in Shefa and Penama, VANWODS, the Vanuatu Society for Disabled People (VSDP), and the Women's Desk of Vanuatu Council of Churches (VCC). Consultations will continue as the program is appraised. VWC has ongoing communication with the Gender and Protection Cluster of the Department of Women's Affairs (DOWA) and is a member of the Heads of Agency Group of the Ministry of Justice and Community Services. VWC's most recent annual public meeting was also an opportunity for a brief consultation on VWC's ongoing work; 80 people attended. Participants called for cooperation among local groups, and for people to mobilise their communities and families to stop VAWC.



### 3. STRATEGIC AND CONTEXT ANALYSIS

#### 3.1 Gender, Social and Economic Analysis of the Problem of Violence against Women and Children

##### 3.1.1 What is Violence Against Women?

The United Nations (UN) Declaration on the Elimination Violence Against Women (DEVAW) defines violence against women (VAW) as any act of gender-based violence that “results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including the threat of violence, coercion, or arbitrary deprivations of liberty. Violence against women includes:

- (a) physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, and violence related to exploitation;
- (b) physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution; and
- (c) physical, sexual and psychological violence perpetrated or condoned by the state, wherever it occurs.”<sup>1</sup>

##### 3.1.2 Prevalence of Violence Against Women and Children (VAWC)

VWC’s baseline national research on the prevalence of and attitudes to VAW outlines the major forms of VAW and details the alarming scope of the problem: 60% of ever-partnered women have experienced physical and/or sexual violence in their lifetime, 68% have experienced emotional violence, 28% were subjected to several forms of control by their husband or partner, 69% have experienced at least one form of coercive control, and most of these were living with physical and sexual violence. Most women who are subjected to violence by husbands/partners experience multiple forms of violence.<sup>2</sup>

Almost half of the women surveyed (48%) had experienced non-partner physical or sexual violence or both since they turned 15. The prevalence of sexual abuse against girls is one of the very highest in the world; 30% were sexually abused before the age of 15 years, and the majority of perpetrators were male family members and boyfriends. For 28% of women, their first sexual experience was forced.<sup>3</sup> **(See Annex 2B for an extract from the VWC survey research report, which provides a detailed description of the problem of VAW in Vanuatu, and its impacts, including impacts on children).** Since the VWC research was published in 2011, VWC’s Counsellors and community education facilitators have noted an alarming increase in the use of mobile phones and the internet as instruments of violence and controlling behaviour by partners/husbands, and an increase in transactional sexual relationships.<sup>4</sup>

VWC’s research found that 15% of ever-pregnant women had been hit during pregnancy. Furthermore, **57% of children** whose mothers experienced physical violence **either saw or heard their mother being assaulted, and 17% of children were also beaten during a violent incident.** Very high

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<sup>1</sup> UN General Assembly 1993.

<sup>2</sup> VWC 2011: 16.

<sup>3</sup> VWC 2011: 17.

<sup>4</sup> Transactional relationships involve the giving of gifts or services in return for sex and/or companionship. This should not be confused with commercial sex work (prostitution). Although transactional sex implies greater power and wealth by the male partner, and a need or desire for finance or other resources by the female partner, participants usually see themselves as boyfriends/girlfriends, or sugar daddies/girlfriends. The girlfriend may or may not feel affection for her partner, and may only have one partner.

levels of physical, sexual and emotional abuse against children were also found in the most recent survey on child protection undertaken by Save the Children Vanuatu.<sup>5</sup>

### 3.1.3 Causes and Consequences of Violence Against Women and Children

**Annex 2A summarises the causes and consequences of VAW in a problem tree.** This was developed in a participatory workshop by VWC and Branch staff and illustrates VWC's gender, power and social analysis of the problem.

Lack of knowledge of and belief in human rights is identified as the fundamental and root cause of VAWC. Various religious and customary beliefs and practices that undermine equal rights for women and girls (including bride price) are an outcome of the lack of understanding of human rights, as well as reinforcing the rejection of equal rights for women and gender inequality. The pervasive discrimination against women in political, economic, governance and other social structures in all areas of life is also an outcome of the lack of knowledge of and belief in human rights; this contributes both directly and indirectly to VAWC, and is also a consequence of VAW.

VWC distinguishes between fundamental causes and contributing factors and triggers, including alcohol and other substance abuse, unemployment, clubbing and the rise of new telecommunications technologies. Kava drinking, which holds a special place in Vanuatu custom, is seen as a more complex factor because the abuse of kava and its customary uses contributes to men neglecting their responsibilities for their families and children and for other peoples' rights, and can contribute directly and indirectly to the perpetration of violence, particularly where it fuels arguments over money.

VWC's analysis identifies three broad types of consequences of VAWC, which include both direct and indirect effects and short-term and long-term impacts. These include the individual and direct health impacts on women (physical, reproductive and mental health), a broad range of social impacts (at individual, family, community, and national levels), and both short-term and long-term economic impacts (on individuals, communities and the national economy). VWC's analysis of the consequences of VAWC is informed by its own experiences through counselling and community education, as well as by the national baseline study that collected data on and analysed these types of impacts.

For example, the survey found that **girls who witness their mother's physical violence, or who experience it themselves, are more likely to experience violence in their own adult intimate relationships; and boys who witness or experience family violence are more likely to perpetrate violence against their wives or partners.** While it is evident that not all boys growing up in violent homes will repeat these damaging patterns, the likelihood that they will do so is higher. Children living in families where their mothers are subjected to physical and/or sexual abuse are also significantly more likely to have a range of emotional and behavioural problems including aggressive behaviour towards their mothers and other children. The survey showed that they are twice as likely as other children to repeat years of schooling, and to drop out of school. These long-term consequences for children are part of the overall economic costs of violence against women.<sup>6</sup> **They also demonstrate clearly that stopping the violence against mothers now is an important primary prevention strategy for daughters and sons.**

VWC's research was one of the first in the world to demonstrate a statistically significant association between **emotional violence and suicidality**. The research also demonstrated that **VAW is a cause of disability**, with 21% of all women who have been injured due to intimate partner violence now living with a permanent disability. The data showed that more than 2 women per week in Vanuatu are hurt

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<sup>5</sup> Save the Children Vanuatu 2015: 39-41.

<sup>6</sup> VWC 2011: 18.



badly enough to need health care, and between 1 and 2 per week are knocked unconscious, but less than half of those injured have ever told a health worker the cause of their injuries.<sup>7</sup>

**VWC's problem tree shows that the combined effect of the health, social and economic impacts of VAWC is more violence against women and children,** which further reinforces the low status of women. The causal pathways and evidence base for the impact of VAW on **increased poverty and reduced economic and social development at community and national level** are also demonstrated in VWC's national research report. The survey found that 80% of the women surveyed worked to earn money, and that women living with violence are more likely to have their work disrupted, and their savings/earnings taken by their husband/partner. More than half said they could not support themselves for 4 weeks if they needed to leave temporarily to escape the violence, and almost 80% said they could not raise enough money by themselves to pay back the bride price.<sup>8</sup>

**Women living with physical and/or sexual violence are significantly more likely to have restrictions placed on their mobility and their participation in organisations, and they are more likely to be prevented from continuing their education.** For those living with violence, control by husbands/partners over basic activities is extremely high – such as needing permission before she gets health care and before she participates in any organisation or activity. This type of control is bad for women's and children's health; it prevents women from taking opportunities and seriously undermines their capacity to participate in social and economic development. All these impacts – including the long-term impacts on children noted above – have a negative effect on national economic and social development, as do the direct costs of health care and of responding to violence through the law and justice system.<sup>9</sup>

### 3.1.4 Attitudes to Violence Against Women and Women's Rights

The high rates of all forms of violence against women show that the use of violence as a form of punishment and “discipline” of women is accepted and condoned as a “normal” part of behaviour within many families and communities. Many women agree with a range of statements that seriously undermine women's rights – such as the notion that a good wife must obey her husband even if she disagrees with him (50%); that the man should be the boss (40%); that she becomes his property after bride price is paid (53%); or that he should choose her friends (50%). More than 1 in 3 women (36%) agree that it is all right for a woman or girl to be swapped or exchanged for marriage; and more than half (58%) believe that a woman should not touch food when she is menstruating. Three in 5 women (60%) agree with at least 1 justification for a man to beat his wife: 34% believe that violence is justified if a wife is disobedient to her husband; 28% think it is all right for him to beat her to discipline her or teach her a lesson; and 32% believe that a man is justified in beating his wife if bride price has been paid. While most women have a strong sense of their sexual autonomy, between 12% and 23% do not think they have the right to refuse sex in some situations, and 40% of women are unclear if they have the right to refuse sex if bride price has been paid. These attitudes demonstrate extraordinary control and power over women by men; they both reflect and serve to perpetuate grossly unequal gender power relations in Vanuatu society.<sup>10</sup>

VWC's national research also explored the situations that trigger violence and risk factors for women. The situations most commonly mentioned by women as triggers are directly related to unequal gender power relations. Women most commonly report that their husbands/partners hit them for no reason; because they were disobedient or to discipline them; or because he was jealous of her. These triggers

<sup>7</sup> VWC 2011: 17.

<sup>8</sup> VWC 2011: 18.

<sup>9</sup> VWC 2011: 18.

<sup>10</sup> VWC 2011: 16.

underline the fact that many men believe they have a right to treat women in this degrading way. Women who believe that a man has a “good reason” to beat his wife are more likely to be beaten, as are women who were sexually abused as children or physically abused by other people. Women who are subjected to controlling behaviours by their husbands/partners have a greater likelihood of being physically or sexually abused by them; and men who have multiple partners are more likely to physically or sexually abuse their wives/partners. Other triggers and risk factors are directly linked to women stepping outside traditional roles or expectations, such as by refusing sex, having no food at home, or earning an income.<sup>11</sup>

## 3.2 Vanuatu Policy, Legal and Institutional Context

Despite the entrenched attitudes that oppose women’s rights, VWC’s national survey showed that there are high levels of social cohesion in Vanuatu<sup>12</sup>, **with much and trust given to chiefs and church leaders**, and an important support base within the community in favour of women’s rights and non-violent approaches to resolving conflict in families. These factors put Vanuatu in a good position to prevent and respond to all forms of violence against women, by building on the positive work that has already been done by VWC and its national network of branches, CAVAWs and male advocates, and by other stakeholders. There are several enabling features in the policy, legal and institutional context, and the last 4 years have seen breakthroughs in some key areas by VWC.

### 3.2.1 Vanuatu Government Policy and Legal Context

Vanuatu’s Constitution guarantees men and women equal treatment under the law. Vanuatu has ratified the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Convention on the Rights of the Child (CRC), and the CEDAW Optional Protocol. Commitments to gender equality have featured in Vanuatu Government plans over the years, including the Comprehensive Reform Program, and the Priorities and Action Agenda for 2006-2015,<sup>13</sup> and several policy initiatives of the Department of Women’s Affairs (DOWA).

**VWC’s program closely aligns with Vanuatu Government policy and commitments. VWC has been recognised as a key partner agency in the Justice and Community Services Sector Strategy, and is the only NGO member of the Ministry of Justice and Community Services Heads of Agencies Group.** Several policies, strategies and initiatives have emerged over the last 4 years that provide an enabling environment of the achievement of VWC’s outcomes over this phase. These include the following:

- The National Gender Equality Policy, 2015-2019 – this identifies reducing domestic and gender based violence as its first key strategic area, with both prevention and response/support services identified as key strategies, and a several areas of alignment with VWC’s indicators.<sup>14</sup>
- The Justice and Community Services Sector (JCSS) Strategy 2014-2017 – this includes several strategies that are designed to have a direct impact on preventing and responding to VAW and explicitly **acknowledges VWC’s key role in achieving objectives in these areas**, including improving the response of the law and justice sector to protect and support victims, implementing a comprehensive crime prevention strategy, and reducing delays in case management. VWC’s key role is also acknowledged in the JCSS Monitoring and Evaluation Plan.<sup>15</sup>
- The establishment of the Gender and Protection Cluster following Tropical Cyclone Pam in March 2015, which includes the National Disaster Management Office (NDMO), the Ministry of Justice and Community Services, and several international non-government organisations

<sup>11</sup> VWC 2011: 19-20.

<sup>12</sup> VWC 2011: 15.

<sup>13</sup> The Priorities and Action Agenda is the most recent national government plan, and is expected to be replaced by a National Sustainable Development Plan for 2016-2030.

<sup>14</sup> DOWA 2015.

<sup>15</sup> JCSS 2015.

(INGOs) as well as VWC and other local stakeholders – however, despite the focus of the cluster on gender based violence, no referrals were received from any Gender and Protection Cluster agencies to VWC, the Branches or CAVAWs following Tropical Cyclone Pam.

- The establishment of a national Human Rights Committee in 2014 – VWC actively lobbied for this during previous phases. This is a significant achievement, although the extent to which it will focus on VAWC is not yet demonstrated.
- The Family Violence Policy and Standard Operating Procedures (SOPs) of the Vanuatu Police Force were introduced in 2015 – these are partly due to VWC’s lobbying and training, and have been incorporated into VWC’s training of the police since their publication. Both outline the criminal nature of family violence incidents, the fact that charges cannot be dropped, the quality of evidence and the quality of response expected, including the inappropriateness of responding with roundtable reconciliation meetings.<sup>16</sup>
- During 2015 VWC was invited to deliver short training sessions to the judiciary for the very first time – this underscores the strength of VWC’s partnership with various key stakeholders in the law and justice sector.
- Technical and Vocational Education and Training Centres (TVET) – this has been funded by Australian Aid and aims to reduce TVET participants’ vulnerability to violence, and provide support to survivors of violence.<sup>17</sup>
- Vanuatu Council of Churches Gender Policy – which acknowledges the problem of VAWC, and which has been used by VWC in its training of various church groups/faith based organisations (FBOs).

Another notable change is that in the recent elections in January 2016, several political platforms mentioned VAW for the very first time. Two of the candidates who had made commitments about EVAW were voted into office.

### ***Sectoral Policy Gaps***

Education and health policies and strategies were reviewed by VWC in the national research report in 2011 and none have been updated since the research report was published. Although education and mental health policies acknowledge gender inequality, there is no specific attention to the serious impacts of VAWC in current policies or strategies. Similarly, although violence is mentioned in the National Disability Policy and Plan of Action, this does not acknowledge the extent to which VAW is a cause of permanent disability among women.<sup>18</sup> The time-frames for these policy statements and strategies have expired and thus can be expected to be updated during this phase; this would present an important lobbying opportunity for VWC to further consolidate the policy framework and enabling environment for preventing and responding appropriately to VAWC.

The National Children’s Policy has also expired. Although child abuse is specified as an offence under the Family Protection Act, there is currently no specific legal or policy framework dedicated to child protection.<sup>19</sup>

### ***Positive Changes in the Law and Justice Sector due to VWC’s Work***

There have been several other improvements in the law and justice sector responses, and all of these are partly or wholly due to VWC’s impacts. For example, police who have been trained by VWC are more diligent in following up cases compared with those who have not yet been trained. Behavioural

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<sup>16</sup> Vanuatu Police Force 2015a and 2015b.

<sup>17</sup> TVET no date.

<sup>18</sup> Ministry of Health 2009; Ministry of Education 2005 (no date); and Ministry of Justice and Social Welfare and the National Disability Committee (no date).

<sup>19</sup> Save the Children Vanuatu 2015: 14.

changes observed include more police making referrals to the VWC Network, following through with arrests of perpetrators, and in some cases making follow-up requests for workshops or community education talks from VWC in their own villages or areas of work. VWC's Progress Reports over the past phase have provided many specific examples of these changes. One improvement that appears to have been institutionalised following the VWC trainings is proper filing and labelling of Family Protection Order (FPO) applications, which has addressed some issues of bias and delays due to police being unable to locate copies of the applications for FPOs.

Following VWC's talks to the judiciary in 2015 (due to good relations with Stretem Rod Blong Jastis and VWC's participation in the Law and Justice Sector Strategy activities and good relationship with the Chief Justice), some members of the judiciary have followed up by inviting VWC and SCC into court to assist children to give evidence. In some cases, changes in behaviour are due to one-to-one lobbying by VWC staff such as the Counsellor Supervisor or Senior Lawyer. For example, the Island Court Clerk in Port Vila is now cooperating with VWC by sending out the lists of child maintenance cases in advance so that VWC Counsellors can help to prepare women for court and ensure that they appear. In other cases, VWC's facilitation of selected law and justice sector officials to attend the month-long Regional Training Program (RTP) in Suva (run by the Fiji Women's Crisis Centre) has resulted in changes in behaviour that have improved women's access to justice and the outcomes of cases. For example, State Prosecutors in Sanma and Penama who have attended the RTP as well as VWC's trainings are now more assertive regarding ensuring that charges are laid, progressing and prosecuting cases, and in their liaison with Branches and CAVAWs about cases.

Although most of these changes are not yet institutionalised, they are nevertheless important developments that can be built upon and consolidated over this phase in the law and justice sector. They also **demonstrate the effectiveness of VWC's strategies**.

### *Challenges and VWC Priorities in the Law and Justice Sector*

#### Police

Despite the positive outcomes following VWC's training of police officers over the last 2-3 years, there remain **many problems with Police responses to victims/survivors**, particularly by those who have not received VWC training, and who are not implementing the Family Protection Act (FPA) and SOPs. Nationally, including in Port Vila and Santo, Police need to respond more assertively to cases of VAWC. VWC Counsellors report that the CID section continue to blame women who have been sexually assaulted, and some of them also blame child victims of sexual abuse.

While it is true that the Police as a whole are under-resourced to fulfil their policing roles, the **lack of institutionalised commitment to implementing the FPA** is most stark in their failure to take responsibility to serve Family Protection Orders (FPOs) in a timely fashion. This significantly increases the risk of women being exposed to more (and sometimes very severe) violence, in addition to undermining the intent of the FPA and its preventative potential. To date, the data does not indicate that women are losing faith in the FPOs, because VWC has provided funds to police for petrol to ensure that orders are served as soon as possible. However, with funding constraints and ever-increasing demand, VWC has recently been exploring other ways to ensure that orders are served (other than paying for police petrol from VWC's own funds) – and this has highlighted some serious problems in attitudes to the problem of VAWC. For example, some police have refused to complete Vanuatu Australia Police Project (VAPP) forms in order to access petrol to serve FPOs. Some do not see it as their duty to serve FPOs and other orders for women's cases, and have told VWC that "these are your orders". In other cases, the police do not have the capacity to complete the VAPP forms, which they claim are too complex.

Other examples of failure to implement the SOPs include police in both Port Vila and Luganville continuing to hold round-table meetings in response to domestic violence cases. Despite having received training from VWC, the Luganville Family Protection Unit (FPU) will only assist clients to apply for FPOs on 3 days per week, due to their workload and the need to process cases on other days.

### **Box 3.1: Priorities with Police**

Due to all these issues, **VWC will give priority to monitoring the implementation of SOPs during this phase, including through the establishment of local VAW Task Forces including Police and other stakeholders at Branch level and in Port Vila.** (Family Protection Task Forces established by DOWA to oversee implementation of the FPA nationally and provincially have not met for several years; this has been one of several challenges in advocating for implementation of the FPA throughout the country.)

**Another strategy that VWC will explore and trial during this phase to address some of the issues above is having a police officer stationed at VWC and each Branch for a number of days each week, in order to improve the way cases are handled and progressed. This practice is already in place at TCC** and is working very well. Although it is not formalised, it has been agreed by the officer-in-charge, and has come about partly due to the very strong working relationship with trained male advocate police in Tanna, as well as the impacts on police infrastructure due to Tropical Cyclone Pam.

### The Courts and Other Aspects of the Law

There are several ongoing problems with the way women's cases are managed in the courts, particularly in the Island Courts which deal with child maintenance cases. These point to **the need for VWC to target court clerks and magistrates in the islands during this phase**, to enhance women's access to justice. There are many cases where claims for child maintenance are outstanding since 2013 and 2014, in addition to ongoing problems with the enforcement of child maintenance orders. Often, villagers are not aware of the role that Island Court clerks can play in progressing and following up of cases. Another ongoing issue is the need for women to travel to the place of residence of her former de facto partner where cases for child maintenance are heard. This is a "gender-neutral" policy that has a highly detrimental impact on very poor women, many of whom have been abused or neglected, because it undermines their ability to pursue and progress their claims. When cases are transferred to another island, usually because the perpetrator has moved, this results in even greater delays in women's cases being listed and heard, and most women do not have the funds to travel to appear at hearings.

The responses of Port Vila magistrates to cases of VAWC have improved significantly since the VWC Coordinator provided a short training session, although there are ongoing lengthy delays in the issuing of judgements after cases are heard, and difficulties with enforcement of rulings. However, some magistrates throughout the rest of the country continue to respond in sometimes highly inappropriate ways to cases of VAW. Recent examples include a magistrate who called a conference between the perpetrator and a Branch client, rather than issuing an FPO (which contravenes the law), and another in a different province who supported the perpetrator when the FPO came up for review.

One relatively recent phenomenon has been an increase in requests for early hearing for review of FPOs. These requests have mainly been made by men, and further investigation is needed by VWC to establish who has advised men to make these requests (for example, private lawyers, police, court clerks or chiefs, some of whom have been trained in the details of the FPA by VWC). The outcome of such requests to date has tended to favour perpetrators, by resulting in the removal of some of the conditions initially attached to the FPO and requested by the survivor/client (for example, allowing men to stay in the house with the survivor for the duration of the FPO, when a client has requested the opposite). The initial decision regarding whether to allow an early hearing is made by the court

clerk in liaison with the magistrate, which underlines the importance of training for these officials to understand the dynamics, causes and consequences of VAWC.

The biggest challenge by far is the **ongoing delay by the State to implement the FPA nationally**, particularly in remote rural areas, by failing to appoint authorised persons empowered to issue Temporary Protection Orders (TPOs). With no authorised persons in remote and rural areas, VWC has been the only organisation ensuring that FPOs are available in rural and remote areas, through its liaison with Branches and CAVAWs, and through the use of VWC's client support fund which has ensured that FPOs are served by Police and that some perpetrators of very serious crimes of sexual and physical abuse of children and women have been arrested (see Annex 12, a summary of VWC's impacts, for more details on actions taken by VWC to ensure that the FPA is implemented nationally).

### **Box 3.2: Priorities with the Courts and Law Reform**

An assessment of the compliance of Vanuatu law with CEDAW was undertaken under DOWA auspices in 2010 but unfortunately the findings have never been published.<sup>20</sup> VWC will continue to lobby for full legislative compliance with CEDAW over this phase. Priorities are:

- A review of family law to bring all aspects of law under one Act, including the elimination of discrimination against the high number of women living in de facto relationships.
- A review of adoption law, including advocacy for legal adoption of children, with procedures in place for ensuring that adoption is not forced on women. (VWC and the Branches have had some recent cases where this has occurred.)
- Removal of discrepancies regarding the legal age of marriage – which is currently 16 for girls and 18 for boys.
- A review of the Penal Code regarding the sentencing of cases of sexual assault, including disallowing the consideration of custom reconciliation payments in sentencing. VWC made recommendations on these matters to the Law Reform Commission (LRC) review of the Penal Code during 2014. The LRC had developed an issues paper on these matters, but this has not been finalised yet.

Various other aspects of the implementation of the law will also be a focus of VWC's advocacy over this phase. One will be advocacy and collaboration with the judiciary to make the **court system more child-friendly**, particularly for children who need to give evidence of abuse. VWC has been advocating for **more consistent sentencing for sexual assault and other types of cases of VAWC**, and this will continue, building on recent requests for data from the Ministry of Justice on this issue. **Family maintenance** cases are subject to even longer delays than child maintenance cases, due to the fact that these are criminal proceedings, and VWC will continue to advocate for an improvement in these systems. **Collaboration with the National Human Rights Committee** on human rights priorities will also be a focus of VWC's work during this phase.

### **3.2.2 Institutional Context<sup>21</sup>**

There have been 2 major changes in the institutional/organisational context over the last 4 years:

- a **significantly increased interest by local and international organisations taking up the issue of VAWC**, and
- a **reduction in hostility to VWC's work**.

Despite the reduction in hostility, **there is still strong resistance among some organisations, leaders and communities to respecting women's and children's rights**, addressing VAWC, and in some cases

<sup>20</sup> Committee on the Elimination of Discrimination against Women 2014: 7.

<sup>21</sup> The previous section discusses policy commitments in the health, education and law and justice sectors.

there is even resistance to talking about women's and children's rights. This is expressed in various ways and is covered in section 3.1 above, and in detail in the risk management matrix in Annex 3A and discussion of key risks in section 5.6. At the organisational and community level, one of the major ways that this resistance is expressed is by a refusal to accept the community education/prevention activities of VWC, the Branches and CAVAWs, including organisations and communities that have been strategically targeted by the VWC Network. For this reason, one of the short-term behavioural changes identified for community members, leaders, and government and non-government organisations is to accept and request VWC Network prevention activities (see Annex 1B and 1D).

**Annex 11 provides a list of 26 organisations** who have undertaken some activities to **contribute to the elimination of violence against women and children (EVAWC)**, including local civil society organisations (CSOs), international non-government organisations (INGOs) and some churches. Many of these organisations are relatively "new players" in the work to prevent and respond to VAWC, and had little or no activities of this nature at the beginning of the previous phase in 2012. The list also provides information on some of the activities that they are undertaking, and the types of engagements that VWC has had with them to date. Many of these agencies – and others such as international donors – have drawn heavily on VWC's national research report on prevalence, which has motivated many organisations to tackle the issue of VAWC. The list does not include other important partnerships that VWC has established or consolidated with local agencies during the previous phase, including the police and other law and justice sector agencies, Chiefs, the health sector, schools, and **local government bodies, including provincial, municipal and area councils**. VWC has a strong and growing partnership with local government, through all levels of the VWC Network.

One of the services listed in Annex 11 is an individual counsellor who charges Vt2,500 per hour, with whom VWC has shared information about services. To VWC's knowledge, this is the only other professional counselling service operating in Vanuatu. Her service is not specifically focused on VAWC, and is highly unlikely to have any impact on the increasing number of new clients seen by the VWC Network, and particularly by VWC in Port Vila.

Following Tropical Cyclone Pam in March 2015, there was an increase in organisations actively trying to address gender issues and gender based violence. This raised the risk of duplication of effort in a very small country, and the possibility of confusion regarding messaging around women's human rights, custom and VAWC. As noted above, there is no evidence to date that any clients have been referred to VWC or TCC following Tropical Cyclone Pam from INGOs involved in the Gender and Protection Cluster. VWC has asked for data on the number of women who presented with problems of VAW, but this is not available. There have been a few anecdotal examples of confused messages on women's rights in relation to VAW that have been shared with or observed by VWC and Branch staff over the past year, as well as one of a CAVAW being approached to provide counsellor training to another agency (when no CAVAW members have this capacity, and are not expected to achieve this). To date, these examples have not been significant enough to warrant being identified as a risk, but this is certainly something that VWC will need to monitor. If funding resources are constrained for VWC, preventing VWC from responding to the recent and significant increased demand for knowledge about VWC and the law, the risk may increase considerably.

To date, most INGOs have requested VWC or the Branches to provide a one-off short talk to their staff, although VWC always advocates for a more intensive 5-day input that significantly increases the likelihood of achieving attitudinal and behavioural change. This runs the risk of INGO local staff being poorly equipped to understand VAWC and its dynamics, increases the risk that they will censor or dilute their messages to defer to damaging aspects of culture, and decreases the likelihood of them building on the effective approaches already taken over many years by VWC. The only exception so



far is Oxfam, which has agreed to have VWC train its staff for 5 days to provide a comprehensive and foundational training on the issue and appropriate responses.

In addition to the organisations listed in Annex 11, there are several organisations undertaking activities to address **violence against women living with disabilities**, including the Vanuatu Society for Disabled People and the Disabled People's Association at national level. Each of the Branches is reaching out to local organisations and committees and have either undertaken joint activities, or plan to do so. For example, SCC has worked with Frangipani and Disability Promotion and Advocacy on prevention, and is in discussion with Frangipani regarding referral pathways and the sharing of data. In Torba, TOCC is on the Board of the local TVET and is on the disabilities committee, and TCC collaborates with disabled people's groups for special event campaigns. Wan Smol Bag has the Rainbow Theatre Group which focuses on discrimination against people with disability, but there has been no collaboration with the VWC Network to date.

### 3.3 Evidence Base and Lessons Learned

#### 3.3.1: Summary of VWC's Approach

##### Box 3.3: Summary of VWC's Approach

Even though VWC's program is ongoing, evidence-based reviews of EVAW prevention strategies<sup>22</sup> demonstrate that its approach **remains highly innovative**, and that its key strategies are aligned with those that show promising evidence of effectiveness evaluation methods. **VWC has an integrated and comprehensive approach to preventing and responding to VAWC which is based on the following principles and strategies:**

- It is designed to **change the fundamental and underlying causes of VAWC**. It does this by explicitly **promoting women's and children's human rights** through all its strategies and activities.
- The program is **integrated**, meaning that it aims **to both prevent and respond to VAWC**, with multiple and reinforcing strategies designed to achieve both of these aims. VWC's approach is grounded in women's and girls' day-to-day experiences of all forms of violence. **VWC's counselling experience informs and strengthens all its prevention activities.**
- The program is **comprehensive** because of its **national** focus on both prevention and response, and because **several different strategies are used simultaneously to target multiple stakeholders** over the long-term, and to **hold them to account** for their responses to survivors, and the messages that they convey about the causes and consequences of VAWC.
- The program is **evidence-based** because VWC's national prevalence study has been used to target the **major duty-bearers** who have the greatest influence over preventing violence and responding to women in communities. The survey found that 43% had never told anyone about the violence, and 57% had never asked for help. **When women do seek help from outside their family, they go mainly to chiefs (24%), church leaders (23%), health agencies (15%) and police (10%).**<sup>23</sup> Based on this data, VWC has made concerted efforts over the last phase to **form and consolidate partnerships** with these key stakeholders and duty-bearers and to **work in collaboration** with them to extend the reach of prevention messages and improve their responses to survivors.
- VWC's approach to **prevention is multi-faceted because it uses a menu of different types of community awareness-raising and education activities** that enables it to reach and collaborate with a variety of different groups, and which reinforce each other over the long-term. This ranges from special events, campaigns, radio programs, television advertising, newsletters, information-based community education materials, and short talks that primarily aim to increase awareness and knowledge of the problem, to intensive 5-day community education workshops and trainings that result in changed behaviours. **This approach enables VWC to: match prevention approaches**

<sup>22</sup> See section 3.3.4 below.

<sup>23</sup> VWC 2011: 19.



to the readiness of target groups to receive them; achieve both national coverage for the main key messages, as well as intensive targeting of key stakeholders and communities; and use different types of prevention activities to follow up with communities and organisations to reinforce behavioural and attitudinal change.

- VWC's **crisis counselling** is based on a solid human rights framework and underpinned by a strong code of ethics, in addition to legal advocacy on individual cases to increase access to justice.

### 3.3.2 What is the Evidence Base for VWC's Approach?

The evidence based for VWC's approach is drawn from the following sources:

- VWC's learning over many years about the most effective prevention and response strategies were discussed during the program design workshop, and have informed the design. VWC has drawn on findings from the national prevalence study to test and refine strategies. Lessons are also drawn from the Pacific Regional Network Against Violence Against Women, which periodically reviews strategies, effectiveness and challenges. VWC is a founding member of the Pacific Network and has successfully modified strategies over the years to suit the local context, while maintaining a strong rights-based focus.
- International lessons learned from recent "reviews of reviews" of EVAW interventions, including from those that have used experimental and quasi experimental designs to test the effectiveness of strategies and the achievement of prevention and response outcomes.

### 3.3.3 What is the Evidence of VWC's Impact from Research, Monitoring and Evaluation?

#### *Evidence from VWC's National Prevalence Study*

**VWC's national research survey found that the combined effect of VWC's prevention activities has been effective.** The survey was not specifically designed to explore the effectiveness of VWC's prevention strategies. However, one of its aims was to develop a valid evidence base on the risk and protective factors for women and girls subjected to violence in Vanuatu. Multivariable statistical analysis of risk and protective factors demonstrated that **places where VWC has been most active have statistically significantly lower rates of physical and sexual violence by husbands/partners than places where VWC has been far less active** since its establishment. This was evident when comparing prevalence rates at municipal, provincial and national levels.<sup>24</sup> Given the high quality of the design, implementation and statistical analysis employed for the survey, **this provides robust evidence of VWC's impact on primary prevention** (see Box 3.4 for a typology of approaches to prevention).

**This is a very important piece of evidence,** because evaluations that try to measure **reductions in VAWC as an outcome** are both extremely difficult to design to yield valid findings (because this requires an exploration of counterfactuals – or in other words, it requires proof that something has NOT happened), and because there are very few such studies.<sup>25</sup> **Prevalence studies are the most robust way to demonstrate a reduction in VAW.** Although the Vanuatu prevalence study was not designed as a randomised control trial, by including all 6 provinces and the 2 urban areas in a 2-stage sample designed by the Vanuatu National Statistics Office, the survey covered around 8% of the population and enabled robust comparisons to be made of risk and protective factors between these 8 study sites – in particular, between sites with very high levels of exposure to all of VWC's prevention and response activities over many years, and those with little or no exposure.<sup>26</sup>

<sup>24</sup> VWC 2011: 174-180.

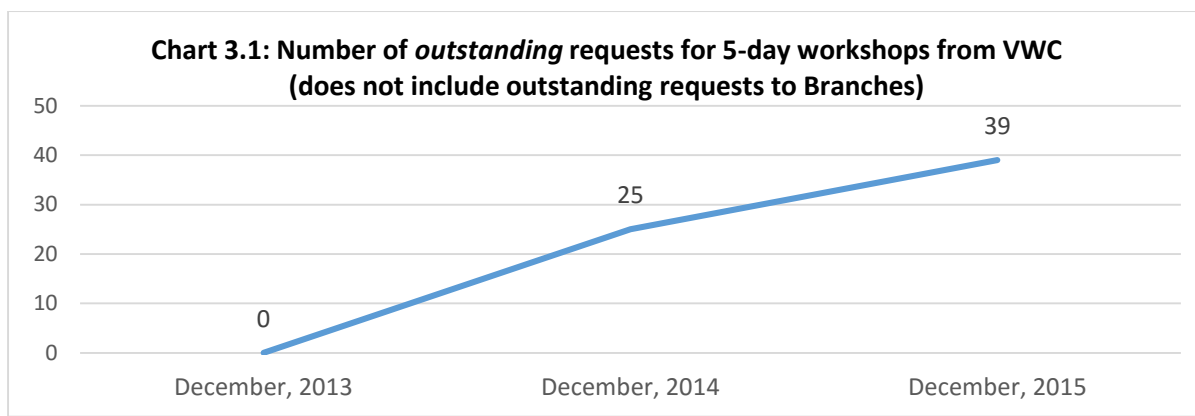
<sup>25</sup> Fulu, Wilson and Lang 2014.

<sup>26</sup> VWC 2011: 37-38.

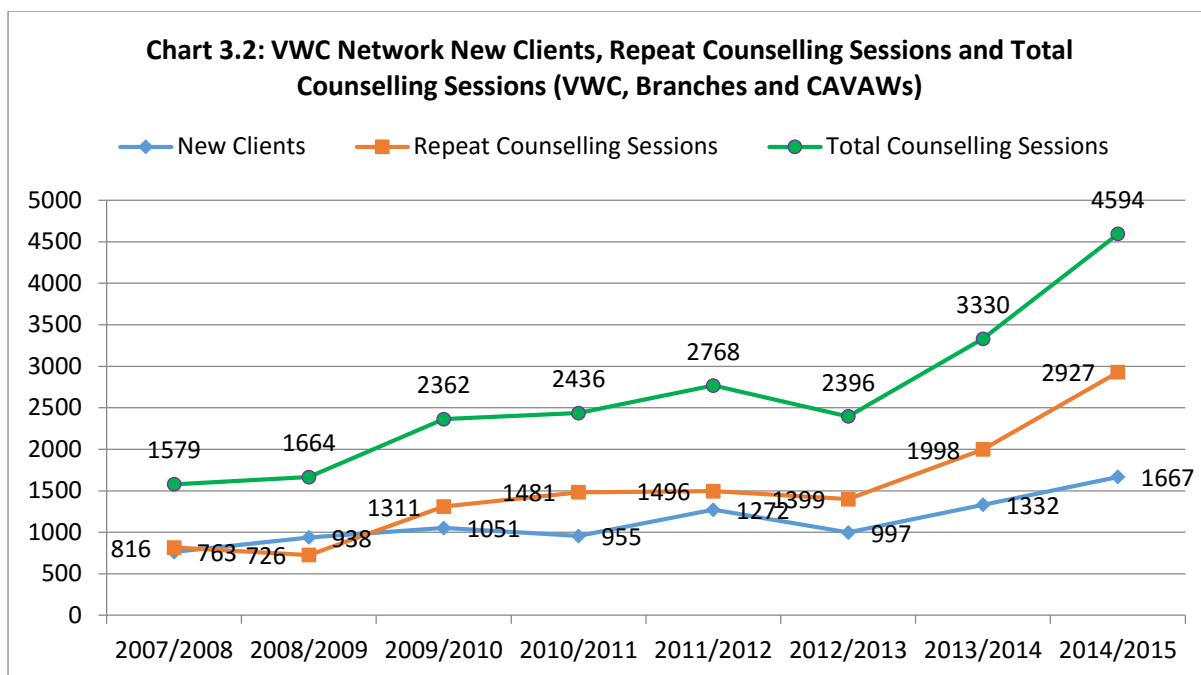
### *Evidence from VWC's Progress Reports*

VWC's Progress Reports from the last phase provide extensive qualitative and quantitative evidence of impact, including significant changes in the practices of organisations and behavioural changes among individuals. An extract from VWC's most recent progress report is included in Annex 12. Some of the major behavioural changes achieved in the last 4 years are as follows (although it should be noted that these are due to the whole of VWC's efforts over many years, and not just the previous phase, and that many more specific examples are included in Progress Reports):

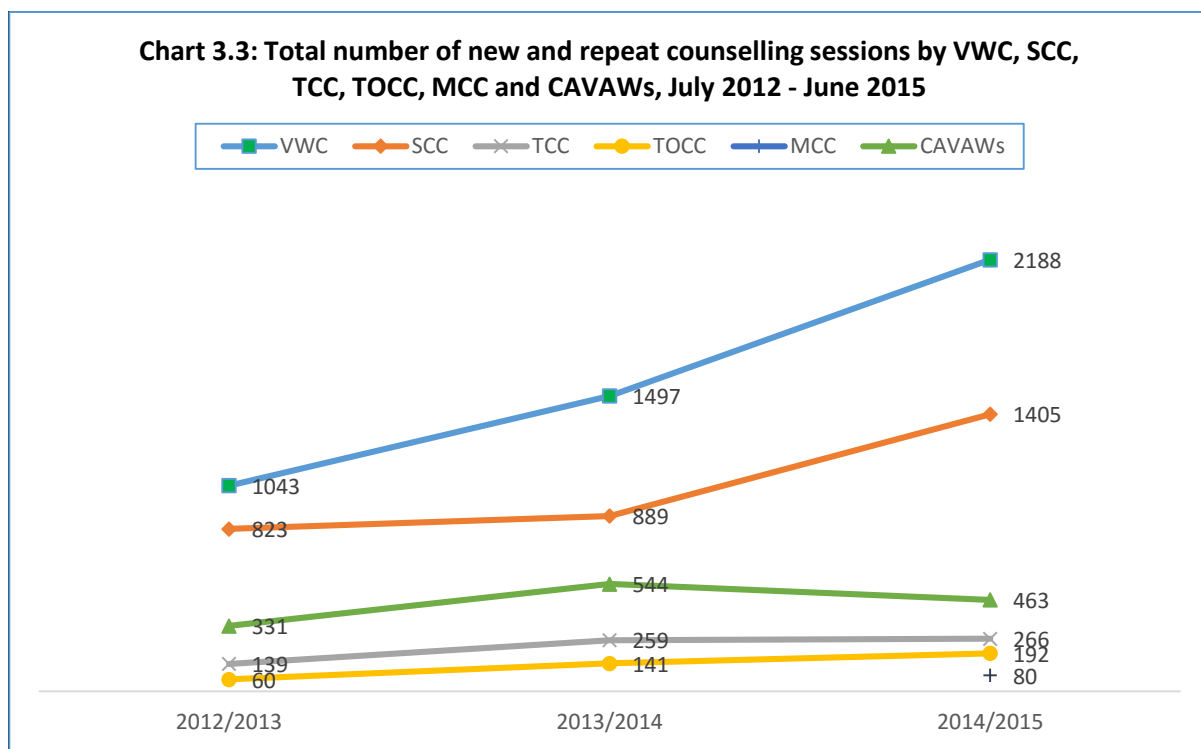
- **Changes in individual behaviours by police who have been trained by VWC**, including better victim support, reduced delays in arresting perpetrators including by non-FPU officers, accompanying Branch staff to community awareness events in remote communities, participating in training with other leaders (which gives increased authority to VWC's messages and reinforces mutual accountability to implement the law), and organising for the VWC Network to bring prevention messages to new places including communities that have previously rejected VWC, Branch and CAVAW requests for prevention work.
- **Institutional practice changes in the police**, due mainly to VWC male advocacy efforts, including allowing VWC to provide national and provincial training to police (something that was not possible at the beginning of the last phase), and the introduction of SOPs and the Family Violence Police (which is also due to the actions of other stakeholders).
- **Breakthroughs into communities targeted by VWC** in various part of the country that had **previously refused VWC's requests**. Breakthroughs have been documented through each year of the last phase, particularly in Malampa, Penama, Tafea and Sanma provinces. For example, VWC has been faced with long-term and very strong resistance to conveying its messages in Penama province and strategically used and built on its partnerships with the Police, Anglican Church, the Penama Council of Women, Pentecost Council of Chiefs and Provincial and Area Councils to make inroads into communities with very high levels of physical and sexual abuse, including of children, where perpetrators have been used to impunity due to customary reconciliation practices.
- **Increased demand for longer 5-day workshops and trainings from VWC**, due to the combined impact of VWC's media, campaign and other more intensive prevention activities. At the beginning of the last phase, the majority of prevention sessions were initiated by VWC. This increase in demand is a very important change, because it shows that there are more people and agencies who want to learn more about VAWC, whereas at the beginning of the last phase, these people did not see VAWC as a problem that needed to be addressed. It shows that there is increased community acceptance that VAWC is a crime and a violation of human rights (component 3 outcome), and it demonstrates that VWC's prevention activities are effective and of high quality, since these requests are often "ripple effects" initiated by people who have already undergone some training or participated in awareness workshops, and see the need for VWC's prevention messages to be broadcast more widely (see Box 2 and 3 in Annex 12 some recent examples). At December 2015, VWC had 39 outstanding requests for 5-day workshops or trainings at December 2015, compared with 25 at December 2014. This includes 14 from women's leaders/groups, 19 from Chiefs/other male leaders, 7 from Church groups, 5 from community groups, 1 from a Provincial Government (Malampa), and 1 from Oxfam (Chart 3.1).



- There is a great deal of **evidence of changed practices by a range of other partners and individuals, including increased referrals of survivors** to the VWC Network by church leaders, women's leaders, the family and friends of clients, clients who have managed to bring about a change in their lives, Chiefs, and male advocates (see Annex 12). This is an important sign of changed attitudes to VAW and women's human rights, and a pre-condition for effective prevention and response.
- In addition to referrals, there are **several breakthroughs in partnerships with Churches/FBOs**: the Anglican Bishop has given permission for all local churches to accept SCC's initiatives to conduct talks and workshops; the first training has been done with a Provincial Council of Churches (in Tafea); the partnership with the Southern Islands Presbytery (Presbyterian Church) has resulted in a commitment for VWC to be included as one of the electives that women and men may take at their annual conference. VWC has had breakthroughs with women's groups/mothers unions in the Anglican and Presbyterian churches; these groups previously rejected VWC's requests to talk to women. These are important institutional changes because they provide opportunities to deepen the knowledge about VAW and to extend the reach of prevention work through FBOs. (See Annex 12 for other examples.)
- There is evidence of **increased interest, statements and actions by other Government duty-bearers**, including Provincial Governments and Area Councils. For example, the first 5-day training with Provincial Councillors on VAWC in the country was held with Tafea Province in 2015, and this was also the first provincial government to formally join the 16 Days of Activism campaign – these are direct outcomes of the intensive focus on Tafea province during the last phase. Following training by VWC, a dedicated room for survivors of VAWC was set up at **Port Vila hospital** in 2014, and during 2015 SCC and MCC established links with the **Northern District and Norsup hospitals** to make similar arrangements to give priority to survivors; SCC has also been approached to develop referral protocols.
- A breakthrough over the last 12 months has been with the **courts and prosecutors**. VWC was invited 3 times by the Chief Justice to give a short talk to judges as part of their training. There are promising signs of changes in practices and protocols following this training: VWC and SCC staff have been asked to assist child sexual abuse victims to give evidence in court; there is agreement that VWC Lawyers will be notified before FPA hearings, to prepare the victim for court; and there are improved case management systems for FPA matters.
- Evidence from counselling case studies over the last phase indicates that **women are taking steps to end the violence after hearing about their rights from VWC prevention sessions**, including special events, mobile counselling and other talks, although sometimes it can take many years for women to act on this due to controlling behaviour by their husbands. This provides good evidence of the quality and effectiveness of VWC's prevention activities.



- There has been an **enormous increase in the total number of new clients: this has increased by 67%** over the past 4 years (Chart 3.2), with VWC seeing the biggest increase. This is good evidence of behavioural change, when 57% of women living with violence have never asked anyone outside the family for help.<sup>27</sup>



- Overall, **there has been a 92% increase in the total number of counselling sessions** over the past 3 years, including new clients and repeat sessions where new clients return to work further on their problems. There have also been **increases in the number of women seeking**

<sup>27</sup> VWC 2011: 19.

assistance with getting FPOs from the VWC Network (increased by 112%), and in the number of women seeking legal assistance and access to justice through VWC's 2 Lawyers (increased by 311%). These are all very positive indications of behavioural change, and the effectiveness of VWC's strategies and interventions (see Chart 3.3 and Annex 12 for more evidence).

### 3.3.4 What is the International Evidence Base on Effective Strategies?

***"The interventions with the most positive findings used multiple, well-integrated approaches and engaged with multiple stakeholders over time. They also addressed underlying risk factors for violence, including social norms regarding gender dynamics and the acceptability of violence."***<sup>28</sup>

The last few years have seen a huge increase in research on EAW. Findings on the most effective strategies have been summarised in several international meta-reviews (reviews of reviews) of experimental and quasi-experimental evaluation studies. The principles and strategies that underpin VWC's approach have been identified as either effective or promising by several reviews, including the World Bank, the medical journal *The Lancet*, international experts, and the UK Department for International Development's (DFID) most recent series of reviews of evidence (WhatWorks to Prevent Violence: A Global Programme to Prevent Violence Against Women and Girls):<sup>29</sup>

- **"Multi-component interventions are more effective than single-component ones in preventing VAWG."**<sup>30</sup> VWC's prevention work is multi-faceted, with many different strategies used to engage stakeholders and target groups through pathways of change (Annex 1A-1D).
- **Gender transformative and holistic approaches are more effective than those which target single aspects of attitudinal and behavioural change, or which focus on single target groups.** VWC's approach is explicitly transformative, because it is firmly grounded in a human rights approach through all its interventions. It promotes gender equality, seeks to empower women through counselling and community education activities, and challenges discriminatory norms and damaging notions of masculinity; it challenges myths about the nature of VAWC, its severity and frequency, and the consequences for women, families, communities and the nation, based on sound research and knowledge drawn from counselling experience. All these features are also **recognised as best practice in a recent review of literature on addressing VAW for women with disabilities**<sup>31</sup>, although there is no hard evidence based on prevention of violence for women with disabilities.<sup>32</sup>
- Most of the evidence base is drawn from high-income countries, with very little research having been done or reviewed from low-income countries. One exception to this trend is that **community mobilisation approaches** have shown promising results in low and middle-income countries. Not surprisingly, interventions that **work with both women and men** are more effective than single-sex interventions, as are **approaches that combine face-to-face work, group education, and skill-building with other broader community-based elements.** **Participatory learning approaches** such as those used by VWC in its 5-day community education workshops and trainings have also been found to be effective.

VWC employs a mix of strategies to reach out to a range of different groups, and has refined its community mobilisation approach over the previous phase, by targeting community and organisational leaders for knowledge and skill-building training in the first instance, and then following

<sup>28</sup> Arango et al 2014: 2.

<sup>29</sup> The evidence referred to in section 3.3.4 comes from the following sources: Department for International Development (DFID) 2012; Ellsberg 2015; Ellsberg et al 2014; Arango et al 2014; Heise and Fulu 2014; Fulu, Kerr-Wilson and Lang 2014; Jewkes 2014; WHO 2010; Michau et al 2014 and Remme et al 2014.

<sup>30</sup> Fulu, Wilson and Lang 2014: 3.

<sup>31</sup> Women with Disabilities Australia et al. (no date).

<sup>32</sup> Ingrid Van Der Heijden (no date).

up by responding to requests by these leaders to spread the message more deeply into their communities and organisations. For example, this approach has been used in Tafea and Penama provinces, where multiple stakeholders (female and male) were targeted to reinforce mutual accountability to implementing the law and promoting gender equality. In this strategy, the original trainees remain in their communities and continue to reinforce key prevention messages throughout their communities.

As noted above (section 3.3.1), VWC uses a range of strategies and media for communicating prevention messages. There is conflicting evidence in the literature regarding whether **media-based awareness-raising activities** are effective at reducing or preventing VAW, particularly single component and one-off communication campaigns. However, most reviews have focused on one-off media and information efforts; there are very few examples where these activities have been used in a comprehensive program such as VWC's, and integrated with the other strategies noted above. There is evidence of effectiveness at shifting social norms in campaigns that are evidence-based, and where campaigns are combined with other strategies such as working with change agents, and both of these approaches are used by VWC.

There is insufficient evidence of the efficacy of school-based programs<sup>33</sup>, but this may be because of a lack of well-designed evaluations, and because measuring EVAW outcomes in such programs is particularly challenging. Other evidence on prevention suggests that school-based programs are more likely to succeed in the context of community mobilisation approaches, such as that employed by VWC, as long as the messages and methods are appropriately targeted to different age groups.

### *Evidence on Counselling*

Most of the available evidence on the **efficacy of counselling and other response strategies** comes from high income countries. The World Bank's review of evidence found the most promising evidence of reducing VAW using a "victim advocacy approach" – this was described as including rights-based and women-centred psychosocial support combined with assertive legal advocacy<sup>34</sup>. This is the approach taken by VWC and other Pacific Regional Network members. DFID's review of victim support strategies was designed to assess the effectiveness of response strategies at preventing further violence. Protection orders with proactive arrests were found to be most effective, in addition to counselling support and paralegal advice.<sup>35</sup> This evidence concurs with VWC's own experience.

### *Evidence on Working with Men*

International evidence on **the effectiveness of male-targeted programs perpetrator programs is conflicting**. No formal international reviews have been undertaken of the type of intensive and staged approach to male advocacy training and monitoring undertaken by VWC and other Pacific Regional Network members. **However, VWC's and FWCC's male advocacy program** has been identified as an example of best practice in 3 sectoral reviews undertaken by the Australian Government. A 2013 review highlights several lessons learned that contribute to its effectiveness: "the dedicated, principled leadership and monitoring of the initiative" by Regional Network members such as VWC; the "gender-transformative approach taken in its training methods and messages", including encouraging critical awareness of gender roles, norms and power relations; and the creativity of individual male advocates in transforming what they've learned into messages and actions appropriate for their spheres of influence.<sup>36</sup> For VWC (and FWCC), **the key lessons learned about the effectiveness of male advocacy work are due to the founding principles upon which this program was based, and which continue to underpin its development and implementation:**

<sup>33</sup> Fulu, Kerr-Wilson and Lang 2014: 2; Carmody et. al. 2009: 49.

<sup>34</sup> Arango et al 2014: 25, 29.

<sup>35</sup> Jewkes 2014: 3.

<sup>36</sup> AusAID ODE 2008: 60; ICRW 2011; and ICRW 2013: 28-29.



- the use of human rights framework to increase men's awareness of gender equality as a fundamental human right, which involves challenging traditional cultural and religious beliefs and practices on violence against women and gender relations;
- the importance of men addressing their own violence before they can be effective role models, the provision of training and support to facilitate this process, and ongoing monitoring of the male advocates' adherence to this commitment by VWC;
- the importance of accountability of the trained male advocates to VWC, and to the human rights of both women and men;
- the careful selection and targeting of influential men across several sectors including in the Police, other service providers and traditional community leaders;
- the importance of consistent follow-up and monitoring of the actions taken by male advocates; and
- gradual development of the program, with much reflection and investigation at a regional level before each new step is taken.

These lessons were also highlighted by Australia's No To Violence (Male Family Violence Prevention Association) in 2014 when FWCC, VWC and other Pacific Regional Network members reviewed evidence, opportunities, risks and approaches taken to male perpetrator programs internationally. No To Violence concluded that "this program is like nothing I am aware of here" (see the No To Violence Report in Annex 13, which also details the **intensive 4-stage approach taken to male advocacy training over many weeks**, with a graduated progression to each stage based on an assessment by FWCC, VWC and other Pacific Regional Network staff of participants' adherence to the principles above and a demonstrated commitment to behavioural change). Although there is no hard evidence of the impact of the VWC male advocacy program on prevention, all the above reviews underline the fact that this approach remains highly innovative, and there is considerable qualitative evidence of a positive impact on behavioural change in VWC's Progress Reports over the last phase.

#### Box 3.4 Types of Prevention<sup>37</sup>

- **Primary prevention:** Aims to prevent violence before it occurs, by addressing the causes of violence, addressing risk factors, and enhancing the factors that protect against violence. Primary prevention strategies address gender inequalities and patriarchal power relations through promoting gender equality, skills training, and community mobilisation.
- **Secondary prevention:** Approaches that respond to violence including early identification and intervention, targeting individuals at high risk for either perpetration or victimisation and working to reduce the likelihood of repeated attacks. Effectiveness is measured when victims stop being victimised [such as by leaving violent relationships] or perpetrators stop being violent.
- **Tertiary prevention:** Approaches that focus on long-term care after violence, such as lessening trauma and reducing long-term disability associated with violence, restoring health and safety, and preventing further victimisation and perpetration. This includes crisis care, counselling and advocacy; referral for victims; efforts to prevent additional abuse; and criminal justice and other programs with perpetrators aimed at punishment and preventing further violent behaviour.

**In practice, all 3 categories are very blurred, and this is important to recognise in programming:**

- In most cases, primary prevention occurs with groups that include people who have *already experienced or perpetrated violence* (including in primary and secondary school settings, and in prevention work with youth), so workers must be able to respond appropriately to disclosures by survivors or perpetrators. Secondary and tertiary prevention are very blurred, since both aim to *reduce further perpetration*, and long-term healing is essential to do so.

<sup>37</sup> Quotes in this box are extracts from Moira Carmody et. al. 2009. References used include Carmody et.al. 2009 and WHO 2010.

**Secondary and tertiary prevention also contribute both directly and indirectly to prevention:**

- **Directly:** “Rapid and coordinated responses to *perpetrators* can reduce their opportunities for and likelihood of further perpetration, while effective responses to survivors can reduce the impact of victimisation and prevent re-victimisation”.
- **Indirectly:** “When community members perceive that the criminal justice system intervenes in and punishes domestic violence, they are also more likely to have supportive attitudes towards victims and towards legal responses to violence. Tertiary activities therefore are legitimate components of the prevention spectrum. Their effective and systematic application complements and supports primary prevention.”

***Evidence on the Importance of Local and National Women’s Organisations***

Several sources using both quantitative and qualitative evidence point to the **critical role played by local women’s rights organisations** in bringing about legislative and policy change on VAW, holding government to account to implement their commitments, raising awareness of rights and services among women, and increasing their access to justice. For example, a quantitative study using data from 70 countries from 1975-2005 explored the factors that contributed to government responses to violence against women. The study concluded that social mobilisation, and particularly the presence of strong and autonomous women’s movements dedicated to advancing women’s rights, was the strongest (and statistically significant) predictor of comprehensive government responses including the provision of tailored services for women living with violence.<sup>38</sup> Several of the *Lancet* Series of publications in 2014 on preventing VAWG also highlighted the importance of local community-based activism on women’s and girls’ right to live free of gender based violence.<sup>39</sup> The important role played by local and national women’s organisations has also been identified as critical in the broader movement towards changing gender relations.<sup>40</sup>

**3.3.5 Lessons Learned about the Theory and Process of Change by VWC**

VWC staff identified several additional lessons about the factors and strategies that have been most important to influence changes in attitudes and behaviour over the last phase:

- **VWC’s national research on the prevalence of and attitudes to VAW** was published in 2011, but it continues to have a considerable influence over a range of stakeholders by reinforcing their commitment to EVAW and their understanding of the scale of the problem. The most important lesson here relates to the way the **research findings are used and analysed by VWC staff in all their prevention work**, and the fact that they are able to link the findings to the experiences of women and children who are living with violence day-to-day. Having a women’s organisation such as VWC implement and analyse the findings has resulted in an ongoing commitment to continue dissemination, and an ability to contextualise and communicate the findings in a very localised way, particularly in the provinces. It has also contributed to increasing VWC’s credibility which in turn lends authority to VWC’s prevention messages. Many other agencies have used the research findings in their proposals and documentation, and this increases the accuracy of prevention messages communicated by other stakeholders. For example, some police have recently requested the research findings to use in their own crime prevention work in communities. The research findings were also quoted recently by a member of the judiciary in a recent court hearing.
- Another important lesson is that **knowledge of human rights and the law can have a profound impact in some cases in the Vanuatu context**. While this should not be overstated

<sup>38</sup> Htun and Weldon 2012.

<sup>39</sup> For example, Michau et al 2014.

<sup>40</sup> For example, see DFID 2012: 7-8; and Hunt 2016 (forthcoming) which includes a review of the literature and evidence on the causes of change in gender relations.



– there are many men who have no respect for the law, particularly when it challenges their belief that they should be able to control and abuse women and children with impunity – there are also many who do hold a strong respect for the law in Vanuatu, once it has been explained, **and when they see the law actually being implemented with arrests being made.** There is still a view among some stakeholders that it is very hard to get Chiefs and Church leaders to listen to women's organisations such as VWC. While there is certainly some truth in this and it has taken VWC many years to break through the barriers and discrimination, it is also true that once VWC has been able to get community leaders to open their door, it is rare for them to reject VWC's messages about the damaging impacts of ongoing VAWC. Having a strong legal understanding and including police in prevention work has helped to get Chiefs, church and other community leaders to listen to VWC's prevention messages, and to take them seriously. VWC has learned that it is possible to base an effective prevention program on human rights, and that there is no need to defer to damaging practices and beliefs that are sometimes associated with "Melanesian values".

- VWC's experience and the results achieved over the last phase have highlighted important **links between prevention and response strategies.** What VWC staff commonly observe in their work is that effective community awareness prompts women and children to seek help. Effective community awareness activities also prepares the community – including parents, uncles, other relatives, Chiefs and friends – to be less judgemental and more understanding and supportive when women and children do ask for help beyond the family, church and traditional customary processes for resolving disputes. This is important because shame and fear are key factors that prevent women from seeking help and justice. When the VWC Network succeeds in helping a woman or child to stop the violence and access justice that holds perpetrators accountable, this also sends a powerful message to the community. It prevents violence in their own lives and for their children – **and it prevents violence in the lives of others because community members see that this behaviour is not acceptable.** It shows both women and men that they can take action to stop the violence, and it shows perpetrators that there will be consequences for violence. When women succeed in moving on with their lives, it helps others to see that they can stop the violence and move on with their lives too.
- VWC has also learned that having a **range of effective communication media to provide prevention messages** is important, because this helps women to know their rights, and that they don't have to continue putting up with violence, particularly in situations where men control and limit women's participation in activities outside the home. VWC has learned over this phase that the time-frame for women to take action to seek help varies considerably, from an immediate request to several months or even years after a community awareness/prevention activity. **The important lesson here is that this occurs after one-off talks as well as after intensive 5-day community education workshops.** Although VWC recognises that one-off prevention activities are unlikely to consolidate behavioural change, VWC's learning is that it is important to retain a balance between intensive and follow-up community education workshops, and shorter and mass media events which assist women to take the very first step along the pathway of change. VWC's experience and learning is that – in contexts where violence is accepted and normalised among the majority of the population, where the majority of women are not aware of their legal or human rights and have little or no information on these matters, and where the majority of women have never told anyone about the violence – media and other consciousness-raising efforts (integrated with the other strategies described above) are critical to facilitate women to come forward and take a first step to deal with violence.
- **VWC has learned that there is a need for persistent and ongoing advocacy and follow-up to ensure that institutional practice and individual behavioural changes occur.** For example, one of the major achievements over the last phase was the establishment of a special room

to assist survivors at Port Vila hospital. However, this service is only operating well when one particular nurse is on duty. Similarly, although the introduction of the Police SOPs is a huge achievement, it is clear that many police have not changed their practice at all.

### 3.4 Rationale for Australian Engagement

#### 3.4.1 Review of VWC's Male Advocacy and CAVAWs

The most recent review of VWC's work was undertaken by the International Center for Research on Women (ICRW) for AusAID in early 2013. Although the review had a regional focus and aimed to document effective and promising EAW practices (the review also covered the work of FWCC and the PNG Law and Justice Program), it specifically reviewed 2 key aspects of VWC's work: the male advocacy program and the CAVAWs. Key recommendations and conclusions relevant to VWC's work included the following:

- "Continue to provide long-term investment in **integrated models of service provision**. The FWCC and VWC approach their work as an integrated whole, which has contributed to their success."
- "Investigate scaling up successful initiatives such as the CAVAWs". The review concluded that CAVAWs were both relevant to the sociocultural context, and effective at delivering important information about VAW in communities where few other resources exist. The review team concluded that the CAVAW approach is tailored to address hard-to-reach populations that would otherwise have no way to access relevant information and services, and that they contributed to sustainable outcomes by contributing to a transformation in the gender power structure.
- "Invest in systematic and tailored training for specific community groups such as male youth, police, village courts and healthcare providers. Capacity building efforts should raise awareness of human rights and gender equality while teaching hard skills (as appropriate for participants)."<sup>41</sup>

#### 3.4.2 Australian Aid Policy and Strategy

VWC's program is aligned with the Australian government's aid policy objective of promoting gender equality and the empowerment of women and girls, which recognises that ending VAW is essential when there are persistent challenges and slow progress towards equality.<sup>42</sup> VWC's program also meets the criteria that guide Australia's current investment priorities:

- Pursuing Australia's national interest and influence – VWC has demonstrated a strong commitment to the promotion of human rights and the rule of law. Australia's core support to VWC over the years demonstrates that Australia is good regional citizen, interested in the well-being of communities. The VWC program is held in high regard in Vanuatu.
- Promoting growth and reducing poverty – The VWC program will reduce vulnerability and poverty, by tackling women's exclusion from political, social and economic life, since VAW and the threat of violence is a serious impediment to women's participation in all aspects of development. VWC's prevalence study shows that women living with violence are more likely to experience financial abuse and have their work disrupted.<sup>43</sup>
- Value adding and leverage – VWC's program assists the Vanuatu Government to implement its commitments to promote gender equality and end VAW (see section 3.2). VWC works in close collaboration with government agencies at all levels, particularly Law and Justice sector agencies and Provincial and Area Councils.

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<sup>41</sup> ICRW 2013: 19-20, 57.

<sup>42</sup> DFAT 2014a: 25-26.

<sup>43</sup> VWC 2011: 19.

- Making performance count – In addition to the points above, VWC meets several key strategic targets under this criterion<sup>44</sup>:
  - VWC has demonstrated that it is a highly effective partner which delivers its outcomes, with robust performance assessment systems and reporting standards.
  - VWC has always taken efficiency and value for money seriously and keeps all costs to a minimum. VWC's prevalence study (see Annex 2B) and problem tree (Annex 2A) identify many direct and indirect costs of VAWC. These costs are enormous compared with the investment in VWC's program. A value-for-money assessment of prevention efforts undertaken by the UK Department for International Development (DFID) identified participatory group-based interventions, large-scale social norm and community mobilisation efforts, and structural level changes as showing the most promise for gaining value for money in prevention work.<sup>45</sup> VWC's program meets all these criteria; **a scaled up investment in VWC's program is likely to significantly increase the momentum for change, given the indications (see above) that they are reaching a critical mass or "tipping point" for achieving substantial sustainable change.**

Reduced VAW and expanded support services is identified as one of seven key result areas in the Pacific Women Shaping Pacific Development (PWSDP) strategy. VWC's program meets the 3 key funding criteria outlined in PWSDP's Delivery Strategy:

- congruence with Partner Government policy and evidence of need;
- a demonstrated capacity to make a difference; and
- the ability to make an immediate and sustainable impact – this is demonstrated by the evidence summarised above and in VWC's Progress Reports over the last phase, which is summarised in Annex 12.<sup>46</sup>

### 3.4.3 Other Development Partners and Programs and VWC's Partnership Priorities

The Vanuatu Government policy, legal and institutional context is described in section 3.2.1 above, and the institutional context is in section 3.2.2, with details of other programs and VWC's engagement with them listed in Annex 11.

As noted above, there has been a substantial increase in the number of agencies involved in EVAW and gender equality over the last 4 years. **The involvement of other agencies in addressing VAWC is positive** because it provides more opportunities for partnership, can extend the reach of VWC's prevention work, and provide more opportunities for women to receive appropriate advice and referral when they approach other organisations or leaders for help with addressing violence. It should also result in increased referrals to VWC, Branches and CAVAWs as the prevention work of other agencies has a positive impact, and encourages more women to seek help. This type of impact has already been observed from VWC's intensive 5-day trainings and workshops with chiefs, church and other local community leaders and the police. All these factors will contribute to the achievement of the overall program outcome of effective prevention and response to VAWC.

VWC acts as an important resource to a range of stakeholders and international donors, who frequently approach VWC for data, the national research findings, and insight into women's experiences with dealing with violence. Recent examples include the World Bank (in a design mission on women, business and the law), ADB (which supports the VANWODS micro-finance scheme and rehabilitation following Tropical Cyclone Pam), RRRT (interested in VWC's work on implementing the FPA and women's access to justice), and UN Women (which has undertaken a recent investigation into access to justice by women).

<sup>44</sup> DFAT 2014b.

<sup>45</sup> Remme et. al. 2014: 3.

<sup>46</sup> AusAID 2012: 6.

With a growing number of local, national and international organisations interested in EVAW, **VWC's over-arching strategy is to respond positively and co-operate with any agency that seeks advice, information and collaboration on eliminating VAWC.** The details of this are expected to vary depending on several factors, including the type of request from the agencies concerned (see Annex 11 for the range of different types of involvement that have occurred to date). For many organisations, the engagement rarely proceeds beyond requests for data or analysis to include in their own research missions or designs, although VWC routinely offers access to its community education materials, to provide short talks to either community members or staff, and to train staff intensively over 5 days to provide them with a thorough understanding of the causes, consequences, and dynamics of the problem in the Vanuatu context. As noted above, to date, Oxfam is the only INGO that has taken up the offer of 5 days training for staff. With the Gender and Protection Cluster, VWC engages in a range of different ways, including by sharing all its community education materials, by translating materials developed by Cluster agencies to ensure that they are well-targeted and will be accessible to rural women, and by collaborating in various other ways (see Annex 11). **The principle underlying all VWC's collaborations and engagements with other agencies and programs will remain its commitment to bringing a human rights focus to efforts to prevent and respond to VAWC.**

Within this broad commitment to cooperate with all agencies, **VWC's priorities for developing and consolidating partnerships** will remain very similar to those identified in the last phase. These priorities are **based on the evidence in VWC's national research** and other learning, regarding the **community leaders that have the most potential influence over changing attitudes and behaviours, and who are in the front line of dealing with VAWC, particularly in remote islands and rural areas.** The following sectors and agencies will be the priority focus for VWC during this phase.

- **Provincial Government and Area Councils**, building on the gains made during the last phase.
- **Community leaders including chiefs/councils of chiefs, provincial/local councils of women, youth leaders and other community leaders**, based on the learning during the last phase of their effectiveness at promoting and reinforcing change in their own communities.
- **Faith based organisations**, including Vanuatu Council of Churches (VCC) members such as the Anglican, Presbyterian and Seventh Day Adventist Churches, as well as churches that do not come under the VCC umbrella, such as the Neil Thomas Ministry (NTM). VWC has worked hard to begin the process of institutionalising commitments to EVAW over the last phase in these churches in Vanuatu, and to hold them to account for their public commitments to EVAW.
- **Law and justice sector**, where VWC is a well-recognised partner and will build on the substantial gains towards institutionalisation that have already been made (see section 3.2.1 for priorities for this phase, including Box 3.1 and 3.2).
- **The health sector**, where VWC will work towards institutionalising referral protocols and priority pathways for women and children to access medical services without waiting for long periods. VWC will be targeting health professionals to receive training from VWC, including through collaboration with other agencies and donors providing professional training wherever possible. VWC's long-term aim is for all health professionals to respond immediately, appropriately and sensitively to cases of VAWC. VWC will also advocate with the nursing school to accept regular annual sessions from VWC, and for curriculum change.
- **The education sector**, where VWC will continue to target primary and secondary schools, particularly for Children's Day activities, as it has done in the past, but will also target its advocacy and training to increase the likelihood of institutionalising a greater understanding of VAWC. VWC will target provincial authorities such as the Provincial Education Officers and Zone Curriculum Advisors, as well as the Vanuatu Institute of Teacher Education (VITE) with the aim of having annual sessions with teacher trainees, to increase the reach of VWC's impact.

- **Youth**, where VWC will trial a new strategy of spending an additional day with **young women** following community based prevention activities, using more participatory small group discussion based activities. VWC is aware that in some communities, VWC is viewed as an organisation mainly for older women. This is partly due to the association of domestic violence with “married” women, and may also be partly due to the age of foundation CAVAW members. VWC has already successfully targeted more young with higher levels of education to be CAVAW members as one strategy to respond to this myth about VWC’s focus, and has employed more young women at VWC and the Branches over the last phase. VWC has also already trialled specifically targeting young women in community-based prevention activities, and where this has been done it has been successful; this is an important way to reach out to younger women. Some special events may also specifically target young women, such as National Women’s Day. Training the younger women staff members – so that they can take the lead in reaching out to younger women – will also be trialled, since VWC has learned that young women are often uncomfortable to speak out when they are in a community workshop or talk with older women. However, the strategy of having both young men and older men together in talks and workshops is still seen as useful in some places, where younger men will listen to and follow the example of older men. Nevertheless, the need to have separate sessions for young men in community based prevention activities will also be explored during this phase. In addition to the targeting of young people in schools (discussed in the education sector above), VWC will assess the most effective strategies for engaging young people during this phase, including through youth organisations, churches, rural training centres, and linked to community-based prevention work as outlined above. Single sex prevention activities have been found to be more effective than mixed sex activities (internationally, as well as by VWC).

## 4. PROGRAM DESCRIPTION

### 4.1 Design Logic/Theory of Change and Expected Outcomes

#### 4.1.1 Expected Outcomes

VWC's program goal is the elimination of violence against women and children throughout Vanuatu. The over-arching program outcome needed to achieve this is effective prevention and response to violence against women and children. There are 5 end-of-program outcomes:

6. Survivors are empowered to claim their rights and access justice
7. Women, children and community members throughout Vanuatu are accessing effective services on violence against women and children
8. Increased community acceptance that violence against women and children is a violation of human rights
9. Government policy-makers, legislators and targeted organisations and male advocates reduce discrimination and promote gender equality
10. VWC and Branch staff are effectively managing and coordinating the VWC Network's prevention and response services

The program design logic is attached at Annex 1, including end-of-program outcomes, components and outputs. Diagrams summarising the pathways of change (including short-term and medium-term outcomes) for key target groups are attached at Annex 1A to 1D and are described in section 4.1.2 with the description of the program design for each outcome. The design describes VWC's comprehensive and integrated approach to addressing VAWC, using a range of complementary strategies targeting multiple stakeholders (see Box 3.3 for a summary of VWC's approach).

This is a partner-led design that is owned by VWC, with a design logic that has been tested and refined by VWC over several phases of Australian support. Key lessons learned about the effectiveness of strategies are incorporated, and the international and national evidence base for VWC's strategies is well-established (see section 3.3). Consequently, very few assumptions have been made about the theory/pathways of change, since VWC has a good evidence base that its deliverables are effective at achieving the short-term and medium term outcomes in Annex 1A-1D. Nevertheless, VWC also knows that not everybody changes, and that change occurs at different paces for individuals, with steps forwards as well as backwards over time. Where any assumptions are made about the pathways of changes, these are noted in the discussion below.

#### 4.1.2 Components and Outputs

The design is structured into 5 components, each with an end-of-program outcome. **In practice there is a high degree of integration and complex pathways of change linking outputs both within and across components, and linking medium-term and end-of-program outcomes.** This complexity in the pathways of change is based on VWC's long experience of EVAW work.

The way the design is organised is important to VWC for several reasons. The design reflects VWC's organisational structure. Annex 1 will be used as a tool by staff during implementation, particularly during participatory annual monitoring and evaluation workshops.<sup>47</sup> Work undertaken in rural areas by the Branches and CAVAWs (in component 2) replicates that undertaken through counselling and advocacy (component 1), community education and awareness, and engagement with key partners

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<sup>47</sup> Four criteria were identified by VWC's design and M&E consultant for the program design logic: it must be credible, able to be used a tool by staff at all levels (which means it needs to be easily understood and remembered, while being complex enough to show the important issues and links), it must be testable, and assumptions must be documented.

(component 3) that occur nationally from the Port Vila headquarters. However, identifying a separate outcome and outputs for Branch and CAVAW work is seen as essential by VWC because of the critical importance of their outreach and services to make good progress towards achieving end-of-program outcomes in rural and remote locations, and thus to achieve the over-arching outcome and goal.

Outputs essential to achieve each end-of-program outcome are listed below. The activities needed to achieve each output are outlined in detail in the implementation schedules in Annexes 4A (the 5-year implementation schedule) and 4B (the implementation schedule for year 1).

The description below shows that **VWC has aspirations and capacity to undertake additional activities, over and above those that are essential to achieve the outputs and outcomes outlined in this design.**

- **VWC is committed to exploring supplementary sources of support, to respond to the significantly increased demand for counselling and prevention that has emerged in the past phase**, in order to increase the pace of attitudinal change, and to consolidate the behavioural changes already made.
- These potential additional activities are also noted below, but are clearly distinguished from those that are covered in the core budget. The implementation schedules in Annexes 4A and 4B have also clearly identified those activities that are covered in the core budget, and those which are aspirational (and included in the supplementary cost schedule in Annex 5G).

### *Component 1: VWC Counselling, Legal Assistance and Support Services*

#### *End of Program Outcome 1: Survivors are empowered to claim their rights and access justice*

Three outputs are essential to achieve the end-of-program outcome:

- Output 1.1: Counselling and Support – Effective and confidential crisis counselling and support services provided to survivors
- Output 1.2: Legal Assistance – Legal information, assistance and representation for VWC, Branch and CAVAW clients
- Output 1.3: Counsellor Training – Enhanced counselling and advocacy skills for VWC and Branch Counsellors

The provision of counselling, advocacy on clients' behalf, legal and support services to women and children who are survivors of emotional, physical, sexual and other forms of abuse is a core strategy in VWC's efforts to eliminate violence against women. Output 1.1 provides VWC's centre-based counselling in Port Vila; mobile counselling to rural areas on Efate and off-shore islands (4 to rural areas on Efate and 2 to off-shore islands annually)<sup>48</sup>; referrals to and from other agencies; the provision of basic legal information by counsellors; phone counselling; the documentation of clients' experiences; regular counsellor meetings; and fortnightly peer and/or group supervision and case reviews which are essential to maintain the quality of service. Most of the counselling is provided in times of crisis, and a great deal of time may be spent when Counsellors accompany clients to police and courts, and in following up clients' cases.

While most activities in output 1.1 are provided by VWC staff, the client support fund including access to safe accommodation is available for use by Branch and CAVAW clients throughout Vanuatu to ensure their safety in times of crisis and to assist them to access justice. Legal assistance (output 1.2) to clients by VWC's lawyers, including representation in court and assistance with court fees, is also

<sup>48</sup> This compares with 16 mobile counselling visits undertaken annually in the last phase. This considerable reduction is due to the DFAT financial limitation and the need to make difficult decisions regarding the priority given to different types of service delivery across the country. It also takes into account the significant increase in new clients coming to VWC in Port Vila in recent years.



provided to VWC, Branch and CAVAW clients throughout the country, after referral by VWC Network Counsellors and CAVAW members. Legal assistance activities are also included in component 2 below.

Counsellor training (output 1.3) is essential to ensure the quality of counselling and the consolidation of basic crisis counselling and more advanced skills. This output includes a training in Vila for all VWC and Branch counselling staff in years 1 and 2; this will be expanded to years 3 to 5 with an external trainer if additional funding is available. At least one training per year will also be provided for VWC counselling staff in Port Vila as needed in legal literacy, specific aspects of counselling, advocacy and community education skills. All these activities are complemented by the peer and group supervision provided under output 1.1 by VWC's Counsellor Supervisor. One overseas counsellor training attachment per year for 2 weeks will provide an opportunity to intensively upgrade the skills of either a VWC or Branch counsellor. This training will be undertaken at FWCC. Counsellor training reports and staff performance reviews will be used to identify the highest priority areas for counsellor training, along with peer and group supervision reports. Training priorities identified during program planning include upgrading skills for counselling children, strengthened counselling supervision and case review skills, particularly for newer Branch Project Officers, and increasing Counsellors' knowledge of mental health, disability and sexual orientation. Some counsellors will also need capacity building to undertake community awareness activities so that mobile counselling and other prevention activities can be shared, taking into account the huge increase in demand for both counselling and prevention (see section 3).

#### **Pathways of Change for EOP1: Survivors empowered to claim their rights and access justice**

The pathway of change for End of Program Outcome (EPO) 1 (Annex 1A) shows that outputs in components 2, 3 and 4 are all essential for survivors to take the very first step to come to the VWC Network for help (an essential short-term outcome from prevention outputs). Survivors – and their relatives, friends, neighbours, chiefs and other community leaders – need to know about VWC's services and about the issue of VAWC to enable clients to take this step. Returning for repeat sessions to address their situation, after the first crisis contact, is another short-term outcome. Other short-term and medium term outcomes shown on the pathway will be achieved through having high quality, confidential, ethical and client-centred counselling that focuses on women's and children's human and legal rights to live free of violence, in addition to the provision of safehouse services and professional legal assistance.

The length of time that it may take survivors to achieve medium-term outcomes and the EPO will vary enormously from one client to another. This depends a great deal on contextual factors, as well as the therapeutic process of helping survivors to increase their self-esteem and make plans for their own future (a medium-term outcome). The contextual factors include clients' economic and social situation, including the extent to which they and the people around them understand the cycle of violence and believe in women's and children's human rights. For this reason, progress towards medium-term outcomes is rarely linear. Empowerment may be exemplified by survivors deciding to leave temporarily or step out of their violent relationships, or taking action to assert their rights within their relationships, including by taking out an FPO. Another outcome is that survivors may inform or share their experiences to claim their rights with other survivors, and accompany or refer new clients to the VWC Network. This enables other community members to begin a journey of change and empowerment, and thus contributes to both primary and secondary prevention outcomes.

#### ***Component 2: Branches and CAVAWs***

##### ***End of Program Outcome 2: Women, children and community members throughout Vanuatu are accessing effective services on violence against women and children***

Four outputs are included in the design to achieve this outcome:



- Output 2.1: Branch Activities – Accessible counselling services and increased awareness of violence against women and children and legal and human rights
- Output 2.2: VWC Support to Branches – Increased capacity of Branches to deliver effective services
- Output 2.3: CAVAW Activities – Increased awareness of violence against women, legal and human rights, and accessible counselling services in remote island communities
- Output 2.4: VWC Support to CAVAWs – Strengthened capacity of CAVAWs to undertake community awareness, counselling and local networking

The activities undertaken in outputs 2.1 and 2.3 by Branches and CAVAWs mirror those by VWC in component 1 (for counselling and support to clients) and component 3 (for community based prevention). Output 2.1 includes all the activities of the 4 Branches – Sanma Counselling Centre (SCC), Tafea Counselling Centre (TCC), Torba Counselling Centre (TOCC) and Malampa Counselling Centre (MCC). This includes crisis counselling and support, community education and awareness for prevention, support to provincial CAVAWs, and Branch management.

In addition to centre-based counselling, referrals and follow-up of client cases, each Branch will undertake 6 mobile counselling visits annually. SCC will undertake these in rural areas of Santo, whereas TCC, TOCC and MCC will conduct 3 to settlements around Lenakel, Sola and Lakatoro, and 3 to rural areas in each province. Branch Project Officers have the responsibility to ensure that peer and/or group supervision sessions are undertaken at least fortnightly, and to conduct at least one counsellor training annually with their counselling and other staff and volunteers as needed. The VWC Counsellor Supervisor will provide support to the Branch Project Officers and Counsellors with supervision and training, including direct supervision and case review where needed, particularly for the newer Project Officers. The client support fund, court fees fund and safe house services will also be provided by the Branches, in consultation with VWC staff.

Branch prevention work covers a range of activities, including initiating talks on the issue of VAWC and VWC Network services with a range of target groups and partners (see section 3.4.3 for details), 7 special events per year (see component 3 for details), and at least 4 intensive prevention activities per year in rural areas (to be increased to 6 if additional funds are available, including follow-up to areas where prevention workshops have been done in the past).<sup>49</sup> SCC will undertake 5-day workshops in rural areas, including 3 in Santo and 1 in Penama until VWC has adequate funds to establish a Branch in the province. TOCC (for year 1), TCC and MCC (for years 1 and 2) will conduct a series of talks in villages in targeted rural areas, because these Branch Project Officers do not yet have the capacity to conduct full 5-day workshops. All the Branches will graduate to providing more intensive 5-day workshops during this phase, from year 2 for TOCC and from year 3 for TCC and MCC. To the extent that it is possible within budget constraints, the branches will endeavour to ensure that prevention outreach is provided to all sections of the communities visited (adult women and men, female and male youth, and school children) and opportunities will also be taken to follow up with groups that have previously been exposed to VWC prevention messages. SCC will also conduct weekly local radio programs.

All Branches will network with and provide ongoing support to CAVAWs by phone and during their rural mobile counselling and community awareness talks and workshops. All Branches will also follow up, collaborate with and monitor the activities of trained male advocates. Monitoring the implementation of the FPA in rural areas, including the enforcement of FPOs and TPOs (after authorised persons are appointed) are important ongoing activities, along with the enforcement of

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<sup>49</sup> This compares with 6 such intensive activities done annually in previous phases. This reduction is due to the DFAT financial limitation. See section 4.3 for more details.

other laws that address or affect women's and children's rights and their access to justice. (If additional funds are available [see section 4.3 and Annex 5G], each of the Branches will also conduct one visit annually to a CAVAW in their province, and have one CAVAW member on attachment for one week.)<sup>50</sup>

Branch management includes provincial and local networking activities, staff performance reviews, local training, regular meetings, data collection for monitoring and evaluation, and monthly written reports on activities to VWC. **A new activity for all the Branches in this phase is to initiate 6-monthly meetings with provincial ERAW Task Forces.** These will provide an opportunity to extend the reach of VWC's prevention work and ensure that cases are dealt with quickly and sensitively; they will enable the Branches to collaborate with a range of stakeholders at provincial level. Agencies to be targeted for inclusion in the task forces include: provincial and/or municipal authorities, DOWA, the police, the Corrections Department, court officials, health and education sector officials, representatives from local disabled people's organisations, church representatives, chiefs, and the local Council of Women if they are active. University of the South Pacific sub-centres may also be invited if appropriate, as well as TVET.

VWC has had a great deal of interest from local stakeholders in **Penama Province for the establishment of a new Branch** – including provincial authorities, police, chiefs and women's leaders. **The groundwork for the establishment of the Branch has already been done in the last phase, but the establishment will need to be delayed until additional funding is available to support the recurrent costs of Branch staff and administration and VWC's support.** (VWC planned to establish the new Branch from year 1 with volunteers, but a shortage of funds means this is not possible. For this reason, funding for the Branch is included in the additional budget in Annex 5G from year 2, see section 4.3 for details.) With a prevalence rate of 69% for physical and/or sexual violence, 77% for emotional violence, 54% for non-partner physical abuse and 38% for child sexual assault, **Penama province significantly exceeds the national, global and Pacific regional prevalence rates for all these forms of violence** (even though it has slightly lower rates of VAWC than Malampa).<sup>51</sup>

VWC support to the Branches (output 2.2) includes ongoing support and advice by phone on all aspects of VWC's work, including counselling support for difficult and complex cases, advocacy, safehouse placements, approvals for use of the client support fund, professional legal assistance, community education/prevention, data collection, and all aspects of branch management. Three visits to each Branch per year are also planned to supervise all aspects of Branch work, including at least 1 per year to provide legal assistance with specific cases and/or training. Up to 3 additional visits will be undertaken to provide legal assistance with specific cases and/or to address identified training needs, according to demand.

The main focus of CAVAW activities (output 2.3) is prevention of VAWC through community awareness and special events, including networking with provincial and local community leaders and CSOs. CAVAWs are all volunteers and are asked to undertake 7 community awareness/prevention activities per CAVAW per year, which are linked to the 7 special events annually also undertaken by the Branches and VWC. Most CAVAWs also provide some crisis counselling and assistance to clients. VWC's aim is to equip all CAVAWs to be able to provide basic legal information to clients, particularly on child and family maintenance and FPOs. Currently, about half of the CAVAWs are able to assist clients to prepare some forms of legal documentation, including 9 who are able to assist clients with

<sup>50</sup> SCC has effectively used this approach in the last phase to provide additional support to CAVAWs who most need it, and all Branches included CAVAWs in at least one prevention activity per year, to enhance their hands-on training. VWC planned to use and strengthen these strategies in this phase, but is unable to do so in the core budget due to financial constraints.

<sup>51</sup> VWC 2011: 57-101.

FPOs, and about one-third can assist clients with child maintenance claims. CAVAW counselling skills training aims to equip CAVAW members to respond sensitively and appropriately to cases of VAWC, to preserve confidentiality and behave ethically when cases come to their attention, to ensure that clients are safe, to monitor the implementation of the FPA in their localities including the enforcement of FPOs (and TPOs, when they become available), and to recognise when they need to refer cases to VWC and the Branches. CAVAWs also make referrals to Chiefs, Police, Island or Magistrates Courts, and to Churches, according to their local situations and the client's case. CAVAWs will monitor and work with local male advocates, hold regular collective meetings, collect data on their prevention and counselling activities for VWC, and keep financial records of their expenditures.

VWC's support to CAVAWs (output 2.4) is an ongoing activity that is provided by the CAVAW Officer (who takes a lead role), the Branch Project Officers (responsible for initiating regular contact with and supervision of CAVAWs in their provinces), the VWC Counselling Supervisor, the Finance/Administration/Human Resources (HR) Manager (who closely monitors their expenditure through the CAVAW activities fund and approves honorariums based on the number of prevention activities undertaken by each CAVAW member), the Research Officer (who provides support with data collection), and the VWC Lawyers (who liaise with CAVAWs on specific cases). One provincial CAVAW training will be held in each province each year with all CAVAW members from the province. This will focus on the range of activities undertaken by CAVAWs, and will also collect annual data on their activities for inclusion in Progress Reports. VWC has been progressively monitoring several CAVAW training strategies over the last phase and has found that this approach has achieved the most effective outcomes in CAVAW knowledge and skills for both counselling and prevention work. (Additional visits may also be undertaken to CAVAWs who require more intensive support or training if VWC is successful at raising additional funds as outlined in the additional budget in Annex 5G.)

At the time of writing, there are 44 CAVAWs (see Annex 13). VWC plans to close 2 of these in year 1 (Mosina and Uripiv) because they are located very close to the branches in Torba and Malampa. However, 2 additional CAVAWs will be established in year 1 at the West Coast of Santo and on North Tanna. In year 2, VWC plans to set up a new CAVAW on Merelava in Torba, and on Paama in Malampa. In year 3, a new CAVAW will be established at White Sands on Tanna. This means that the number of CAVAWs will remain at 44 in year 1 (due to the 2 closures), 46 in year 2, and 47 for years 3 to 5.

### Pathways of Change for EOP2: Women, children and community members throughout Vanuatu are accessing effective services on violence against women and children

No specific pathway of change is provided for this outcome, since all the relevant stakeholders and target groups in rural and remote areas are already included in the other pathways shown in Annex 1A to 1D.

### ***Component 3: VWC Community Education and Awareness***

#### ***End of Program Outcome 3: Increased community acceptance that violence against women and children is a violation of human rights***

Two outputs are included in the design to achieve this outcome:

- Output 3.1: Community Awareness – Greater awareness of the dynamics and impact of VAWC
- Output 3.2: Data Collection and Research – Comprehensive information on and analysis of VAWC

All the activities in output 3.1 aim to contribute to the prevention of VAWC, including primary and secondary/tertiary prevention efforts (see Box 3.4). The establishment and strengthening of partnerships with government and civil society organisations at all levels is the over-arching strategy for VWC's prevention work in components 2, 3 and 4. Within this strategy, VWC targets specific communities and agencies for awareness talks and workshops, but is also responding to a significantly

increased number of requests due to the success and effectiveness of efforts to raise awareness and understanding of the problem with targeted partners and other stakeholders (see sections 3.3.3 and 3.4.3 above). When VWC and the Branches makes its annual selection of particular agencies and communities for prevention activities, several criteria are used. These include:

- targeting new places and agencies that have not been exposed to VWC's messages face-to-face before – often, this is based on client data, police reports or other information from community members or leaders which indicates that this is a priority area where services need to be targeted and where greater understanding is urgently needed about the problem of VAWC
- responding to requests – requests are usually made to VWC and the Branches because particular communities and leaders have been targeted previously for prevention work; in other words, requests are usually part of a follow up strategy that indicates that some change of behaviour or understanding by the person or agency making the request (see the pathways of change in Annex 1B and Annex 1D)
- where workshops or other prevention activities are done with men, this is usually part of a follow-up in communities where the women have already received some information to prevent or respond to violence

Six 5-day workshops will be held annually, mostly in rural communities. These workshops aim to equip participants with a good understanding of the causes, consequences and dynamics of VAWC, women's and children's human and legal rights, and the nature and scope of the problem (using data from the VWC research that is specific to their province). **Workshops are action-oriented, with a key focus on how participants can prevent violence by promoting equality and human rights in their families, workplaces, and communities. They focus on how participants can help a woman or child facing violence now, and what action they can take to stop violence after it has already occurred.** Community-based workshops are usually held in single-sex groups, with the priority for this activity focused on women in the first instance.

It is vitally important to work with men to prevent violence, and VWC aims to include as many 5-day workshops with male leaders as possible during this phase, given the significantly increased demand, particularly from Chiefs. At least one workshop will be held per year with male leaders using the core budget, but if additional funds are available (see section 4.3 and Annex 5G), another 2 will be done annually. (VWC will also seek support from other donors to supplement this effort, since the demand for workshops specifically targeted at men is expected to continue to rise during this phase.) **These workshops are very important in VWC's overall prevention strategy, because participants are selected from these initial 5-day workshops to progress to the 2<sup>nd</sup> and 3<sup>rd</sup> stages of male advocacy training (see output 4.2 below).**

Several other activities are also essential to achieve output 3.1 and EOPO3 and all have a nation-wide focus. These include radio programs (to be done fortnightly using the core budget, and weekly if there are additional sources of donor support); 2 newsletters per year (to be increased to 4 if additional funds are forthcoming); and 7 special events campaigns annually which help to keep the issue in the forefront of peoples' minds, and offer opportunities to collaborate with other stakeholders and partners and to target specific groups, such as youth, disabled people and LGBTI. The 7 events include: International Women's Day in March, National Women's Day in May, Children's Day in July, VWC Day in early September, International Peace Day in late September, Rural Women's Day in October, and the 16 Days of Activism in November/December. (Unlike previous phases, annual media campaigns will not be undertaken unless additional funding can be found from either DFAT or other donors.)

In the past, VWC's core prevention program has included the development and re-printing of community education and legal literacy materials. VWC's materials are widely used by both

government and non-government agencies. For example, VWC's translation into Bislama of the FPA and its FPA brochure are widely used by Government and are the only resources of its kind. Similarly, VWC's 4 issues booklets on domestic violence, child sexual abuse, sexual harassment and rape are widely used, along with the 2-page leaflet on the VWC research findings, stickers on 8 rules for children's safety, the annual VWC calendar, and the 7 legal literacy brochures (one of which was recently published in the full in The Independent newspaper). Unfortunately, the core budget does not include any reprints of these items, due to the need to prioritise other activities with limited funds available. However, VWC is committed to finding alternative funding for these and other community education resources from other sources. Reprints of the VWC brochure are the only community education material that is covered in the core budget (see section 4.3 for more details).

Output 3.2 includes the activities needed to provide a valid and reliable monitoring and evaluation system, including the collection and analysis of all data by the VWC Network, and the implementation of client feedback surveys at VWC. It also includes VWC's proposed research on custom, VAW and bride price. VWC had intended to implement this research in the last phase, but the growth in the program (including the significantly increased demand for counselling, legal justice and prevention work) meant that VWC had to delay the research. This qualitative research was one of the recommendations from VWC's national prevalence study, which highlighted the confusion among women regarding the impact of bride price on their rights, and the importance of a deeper understanding different aspects of custom to address some of the risk factors associated with domestic violence. It aims to explore the impacts of custom on the human rights of women and girls, gender equality and violence against women, in order to strengthen the work of eliminating violence against women, by refining prevention and communication strategies. Preliminary work on the methodology and scope of the research enquiry has already been done, although this needs some refinement and the practicalities of implementing the research require further work.<sup>52</sup> Unfortunately, it is not possible to include the research in the core budget, because VWC believes it is essential to prioritise direct service delivery to women and children living with violence, and key prevention activities. However, VWC is committed to finding other sources of funds for the research, because it believes that this will improve the quality of prevention work, by providing another layer of depth to community based dialogue on the links between custom, human rights and VAWC.

### Pathways of Change for EOP3: Increased community acceptance that violence against women and children is a violation of human rights

The pathway of change for EOPO 3 (Annex 1B) shows that outputs in all components all essential to achieve this outcome. The target groups and partners for this outcome are community members and leaders. Community members include young and adult women and men, boys and girls, people with disability, members of the LGBTI community (lesbian, gay, bi-sexual and inter-sex people, including those who may have a different sexual orientation). Community leaders include Chiefs, church, women's and youth leaders.

VWC's national prevalence research included many questions about attitudes to VAWC and women's rights, and the findings demonstrate that the first short-term changes that VWC needs to achieve are for leaders and community members to be aware that VAWC is a serious issue in their communities, to know about the range of services offered by the VWC Network (including Branches and CAVAWs), and to ask the VWC Network for information on the issue. Another short-term change is that they accept VWC's requests to conduct further awareness-raising and community education in their communities – this may include any of the short or longer, more intensive prevention activities undertaken under outputs 3.1 by VWC, 2.1 by the Branches, 2.3 by CAVAWs, and 4.2 by male advocates. A range of further short-term changes in attitudes and understanding are needed to

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<sup>52</sup> VWC 2014 "Draft Method Paper: Research on Custom, Violence Against Women and Girls and Human Rights".

achieve the medium-term and end-of-program behavioural changes. These include understanding the causes and effects of VAWC and gender inequality, knowledge of human rights and Vanuatu laws, and how these laws have come about (for example, VWC has found that some community members and leaders believe that the FPA is a law that was made by women, and not by the Vanuatu Government). Following these initial changes in knowledge, VWC's participatory education methods are designed to lead to a deeper reflection on the nature of custom and religion – including a recognition that some religious beliefs and practices and some aspects of custom and culture undermine women and children's rights, and therefore need to be modified.

The medium-term behavioural changes by community leaders and members that are needed to achieve the EOPO include the following: advocating against VAWC and for women's rights, particularly during public occasions such as special events, custom court hearings and sermons; reporting cases of VAWC to the police, rather than conducting custom reconciliations for crimes of violence against women and children; inviting or requesting VWC to conduct more awareness or intensive workshops in their communities or spheres of influence; and providing support to survivors, including by referring them to the VWC Network, or by providing shelter, safety and protection when survivors are at risk of further violence.

#### ***Component 4: Human and Legal Rights Lobbying and Training and Male Advocacy***

##### ***End of Program Outcome 4: Government policy-makers, legislators and targeted organisations and male advocates reduce discrimination and promote gender equality***

Two outputs will achieve this outcome:

- Output 4.1: Legal and Human Rights Advocacy and Training – Increased awareness of gender equality and human rights in key agencies
- Output 4.2: Male Advocacy on Women's Rights – Increased participation and support of men in efforts to eliminate violence against women and children

Output 4.1 includes several high-level advocacy, lobbying and training activities designed to improve and consolidate the enabling policy and organisational environment to achieve all other outcomes. Four of these are ongoing activities and two are periodic. Ongoing activities include: monitoring and documenting the implementation of the FPA, and the enforcement of FPOs and TPOs, and monitoring and documenting the implementation of other laws and policies that may address or negatively impact on women's and children's rights. This is essential to hold duty bearers to account, ensure that women have equal access to justice and opportunities to enjoy their rights, and to ensure the safety and protection of survivors. Lobbying with other agencies to ensure that international human rights commitments are included in national legislation will help to consolidate a best practice legal and policy framework to eliminate violence. Monitoring the government's implementation of its human rights commitments is also essential to ensure accountability.

Periodic activities include the provision of training to other agencies in gender relations, VAW, human rights and the law by VWC. Two 5-day training activities will be conducted with new participants each year, along with one follow-up to participants trained previously, which is aimed at consolidating behavioural changes and collecting evidence on these. (If VWC is successful at attracting additional funding, an additional training with new participants and one further follow-up will also be done annually.) VWC also plans to send one staff member from a partner agency per year to the FWCC Regional Training Program (RTP); VWC has found that this 4-week comprehensive training package is transformative, and provides the skills for participants from partner agencies to work to eliminate VAW within their organisations, communities and families.

There are 2 activities to achieve output 4.2: male advocacy training, which will be held once per year, and ongoing follow-up and monitoring of male advocates, which is essential to ensure that they keep



their commitments to be role models for women's human rights, and is undertaken by all VWC and Branch staff and CAVAWs. There are 3 stages to the male advocacy training: the first stage is the 5-day community education workshops that VWC plans to hold with male leaders – this activity is included in output 3.1 because the content of stage 1 covers the same basic content as other 5-day workshops, although adaptations may be made according to the group and their location. Participants in stages 2 and 3 are selected from the pool of men who have attended the 5-day community education workshops in recent years. During year 1 and year 2, VWC will conduct stage 2 male advocacy trainings with 2 different groups of men, and during years 3 and 4 these 2 groups of participants will progress to the stage 3 training, provided they adhere to the principles and commitments that they pledge to during the stage 2 training. During year 5, a new group of men will be selected for stage 2 training.

VWC's curriculum will be adapted from the FWCC male advocacy training handbook. The training progressively challenges men to become role models for women's human rights (see Annex 12B for a review of the male advocacy approach and section 3.3.4 for more details on the approach and strategy). The stage 2 course provides men with more in-depth knowledge of the dynamics of VAW, coercive control, and concepts and ideals of masculinity, and builds their skills for effectively responding to excuses for VAW. The stage 3 course is designed for men who have clearly demonstrated the capacity to perform the tasks of a male advocate. It focuses on 7 areas of skill development: effectively responding to myths and unhelpful views about the nature of VAW; effectively responding to misunderstandings about gender equality or inequality; communication skills in different contexts and media; how to communicate with men who are actively resisting moves towards gender equality; lobbying for changes in law, policies and procedures that promote women's human rights, with an emphasis on supporting women to lobby for these changes; supporting the work of women advocating for gender equality and EVAW; and how to respond appropriately and sensitively to survivors and others in crisis situations.<sup>53</sup>

#### **Pathways of Change for EOP4: Government policy-makers, legislators and targeted organisations and male advocates reduce discrimination and promote gender equality**

Two different pathways of change have been identified to achieve this outcome, according to the different stakeholders and partners targeted. Annex 1D identifies the steps that need to be taken by government agencies and NGOs, including National Government legislators and officials, Provincial and Area Government, health and education sector agencies, youth councils, FBOs, community-based organisations (CBOs), international NGOs and the media. Although output 4.1 is key to achieving the EOPO, the highly integrated nature of VWC's program means that outputs in all other components also play a role at different stages along the pathway of change, particularly in achieving the short-term outcomes. Outputs 2.1, 3.1 and 3.2 are essential to raise the awareness of government agencies, NGOs and the media of the scope of the problem. Government agencies and NGOs become aware of the gaps in their policies, laws and procedures and programs as a result of face-to-face contact with and advocacy by VWC in output 4.1. This leads to another short-term change – a request to VWC for talks and workshops that will increase their knowledge of the problem and their skills at responding appropriately. Medium-term outcomes include: other agencies and the media taking ownership of the issue of VAWC and the need to promote gender equality to address it; the establishment of partnerships with the VWC Network; more assertive and sensitive implementation and monitoring of the law and their own policies; and the development or consolidation of new policies, laws and practices. For the media, another medium-term outcome is that they become more sensitive and accurate in their reporting of VAWC and gender inequality issues.

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<sup>53</sup> FWCC 2011. Male Advocacy for Women's Human Rights Handbook FWCC. Suva.



Unlike the other pathways of change discussed above, some assumptions have been made here. For example, VWC has not yet had any media agencies request training or even awareness-raising to enable them to improve the quality of their reporting on VAWC. While there is evidence that some government and non-government organisations will take ownership of the issue, this is ultimately beyond VWC's control.

The second pathway of change to achieve EOPO4 focuses on male advocates (see Annex 1C). This includes men who have progressed to stages 2 or 3 of the male advocacy training program. The first short-term changes – achieved in the stage 1 community education workshop – is that male leaders are better informed on VAW issues, human rights and laws. In order for men to become male advocates, it is essential for them to accept and believe in equal human rights for men and women. VWC has learned that some men take this step much more quickly than others; some find it very difficult to accept this basic tenet and reject it outright during community education workshops, whereas others accept this principle and are keen to learn more about how to be a positive part of the change process. Other short-term changes are men making a pledge to eliminate their own violent behaviour; gaining the skills, knowledge and confidence that enable them to become more effective agents of change in their organisations and communities; and becoming role models in their homes and communities. Medium-term outcomes are behavioural changes such as the following: taking concrete steps to raise awareness within their own spheres of influence; becoming involved in VWC Network activities, such as liaising with communities for the VWC Network to conduct mobile counselling, community awareness or special events; and referring survivors to VWC, the Branches or CAVAWs for help. Building on these behavioural changes, some trained male advocates will become more active change agents by: actively promoting gender equality at all levels in their spheres of influence, including by lobbying on VAWC and human rights issues at the community level and within their own organisations. Where they have sufficient influence, male advocates will assist to implement, review and monitor VAW policies and practices within their organisations. One of the most important behavioural changes expected is for the male advocates to hold other men accountable for their violent, abusive or discriminatory attitudes and behaviours, by speaking out and taking action whenever they observe these types of injustices against women and children.

### ***Component 5: Management and Institutional Strengthening***

#### ***End of Program Outcome 5: VWC and Branch staff are effectively managing and coordinating the VWC Network's prevention and response services***

Two outputs will achieve this outcome:

- Output 5.1: Organisational Management – Organisational and personnel management and capacity building
- Output 5.2: Program Management – Program planning, management, monitoring and risk management

Output 5.1 includes all the key functions necessary for good organisational and human resource management. This includes several ongoing activities and others which are undertaken annually or periodically through the year. Annual activities include reviews of staff performance, financial audits, legal literacy training refreshers, reviews and updates of the VWC policy manual if needed, and the annual public meeting, which aims to provide a forum for discussion of VWC's work among a wide group of stakeholders. Activities undertaken more frequently include: quarterly management committee meetings; and monthly internal auditing of a random selection of payments by an external and independent auditor. Internal auditing is a financial risk management strategy which ensures that any major fraudulent activity would be quickly identified. In addition, the VWC Finance/Administration Manager also provides an internal auditing and checking function of all Branch financial transactions and an oversight of CAVAW financing.

Staff trainings including training of trainers are seen as continuous activity – VWC’s assessment of training needs is ongoing, and ad hoc training will be scheduled for staff as needed, either through mentoring by other staff, in-house formal training, or external training. In the past, VWC has held an annual staff training retreat with all staff. This has been a good opportunity to provide refresher training across a range of areas; unfortunately, this is not able to be included in the core budget due to the need to prioritise service provision. Networking locally and internationally is also ongoing.

A new activity for this phase is the initiation of EAW task forces by VWC and all Branches, given that the task forces established by DOWA have not functioned for several years now. This is included as an activity in output 5.1, but it could also have been included in output 4.1, since its aim is to assist to achieve EOPO4. It is included in this component in recognition of the importance of VWC’s collaboration with all key stakeholders to achieve its aims.

Output 5.2 includes program management activities. These include: quarterly review of the implementation schedule and expenditures, which is critical to manage risks and re-schedule activities as needed to achieve outputs and outcomes; the preparation of annual plans and progress reports to fulfil contractual requirements to DFAT; 2 program coordination committee (PCC) meetings to be held annually; one technical assistance and support visit annually from FWCC (although this will only be possible if the additional budget in Annex 5G is funded to allow VWC to use FWCC counsellor trainers in the annual counsellor training in Vila); the joint DFAT/VWC review scheduled for year 2; and preparation of the Project Completion for the last phase (scheduled for the 1<sup>st</sup> quarter of year 1). Planning for the next phase of funding in year 5 is not included in the core budget design due to financial constraints; VWC will seek additional funds for this activity during year 4.

#### Pathways of Change for EOP5: VWC and Branch staff are effectively managing and coordinating the VWC Network’s prevention and response services

This is an enabling outcome for the program and no pathway of change has been included in Annex 1 to show short-term and medium-term outcomes. However, the pathway and theory of change has some similar steps to those shown in Annex 1A to 1D. For example, VWC and Branch staff also need to believe in equal human rights for women and men and make a commitment to behaving as role models in their families and communities in relations to these values. The skills and behavioural changes needed among staff vary according to individual staff and Branches, and are specific to position descriptions. (See further discussion on the capacity building priorities identified by VWC for this phase under component 1 above for counsellors and in section 5.1 below for other staff.)

## **4.2 Delivery Approach**

VWC is an autonomous civil society organisation and this document describes a partner led design. The modality for Australian assistance is core support using accountable cash grants. VWC will be accountable to DFAT for the achievement of outcomes, outputs, financial management, monitoring, and all risk management and reporting. It is proposed that funds be provided in one tranche per year, with progress reports and annual plans triggering the annual tranches. Two program coordination committee meetings will be held annually (see section 5.1).

No funds will be used by partner governments; as a civil society organisation, VWC’s program will not utilise partner government systems. However, as discussed above, VWC works in close partnership and collaboration with a range of government agencies to implement their international and national commitments.

## 4.3 Resources

### 4.3.1 Overview of Core and Additional/Supplementary Budgets

Annex 5A is a 5-year cost schedule from July 2016 to June 2021 and includes all core program costs that VWC is requesting from the Australian Government for VWC and the 4 branches.

- Annex 5B is the **year 1** monthly cost schedule from July 2016 to June 2017 for VWC and the 4 branches.
- Annex 5C details **cost assumptions** for the main centre in Port Vila, and for TCC, TOCC and MCC.
- Annexes 5D-5F provide more detail on SCC's 5-year cost schedule, year 1 cost schedule, and cost assumptions. (SCC's budget is presented in detail in separate schedules because its funding requirements are approximately double those of the other Branches, having been established for much longer. Whereas SCC manages its bi-annual cash grants and monthly acquittals under VWC supervision, resources for the other 3 Branches are managed from Port Vila, with funds provided for specified periodic activities with direct oversight by the VWC Finance/Administration Manager.)
- **Annex 5G is an additional/supplementary budget for outreach, prevention, and research, and includes funds for the establishment of a new branch in Penama province** (see the box in section 4.1 above for details on the groundwork that has been done by VWC and the rationale for the establishment of a new branch and the need for services to be provided in this province).

Section 4.3.2 describes the core program budget. Section 4.3.3 provides a separate brief description of the supplementary activities included in the additional budget in Annex 4G. Tables 4.1A and 4.2A summarise the core and supplementary budgets respectively by component and year, to provide an overview of both the core program essential to achieve outcomes, and VWC's aspiration to extend its work to enable it to respond to increasing demand. Tables 4.1B and 4.2B summarise the percentage of costs by component in the core and supplementary budgets.

**The total cost of the core program over the 5 years is Vatu 469,000,000 (A\$6,000,000).**  
**The cost of the supplementary/aspirational budget is Vatu 150,340,281 (A\$1,927,439) over 5 years.**

### 4.3.2 Description of the Core Budget by Component

**Table 4.1A: Summary of CORE Program Costs by Year and Component, July 2016 – June 2021**

Component	Year 1 Jul 2016 - Jun 2017	Year 2 Jul 2017 - Jun 2018	Year 3 Jul 2018 - Jun 2019	Year 4 Jul 2019 - Jun 2020	Year 5 Jul 2020 - Jun 2021	Total Year 1-5 (Vatu)
1. VWC Counselling, Legal Assistance & Support Services	12,933,814	14,014,642	12,420,977	12,639,635	12,226,572	<b>64,235,640</b>
2a. Branches (TCC, TOCC, MCC) & CAVAWs	30,720,830	31,340,642	31,267,606	31,474,568	31,686,705	<b>156,490,350</b>
2b. SCC	12,101,259	12,046,855	12,607,084	12,528,269	12,652,484	<b>61,935,951</b>
3. VWC Community Education & Awareness Prevention	8,895,010	8,726,010	9,305,035	9,097,086	9,102,188	<b>45,125,328</b>
4. Human & Legal Rights Lobbying & Training & Male Advocacy	3,484,550	3,395,450	3,484,550	3,395,450	3,395,450	<b>17,155,450</b>

Component	Year 1 Jul 2016 - Jun 2017	Year 2 Jul 2017 - Jun 2018	Year 3 Jul 2018 - Jun 2019	Year 4 Jul 2019 - Jun 2020	Year 5 Jul 2020 - Jun 2021	Total Year 1-5 (Vatu)
5. Management & Institutional Strengthening	25,464,537	24,076,402	24,514,748	24,464,991	24,536,601	123,057,280
<b>Total Vatu</b>	<b>93,600,000</b>	<b>93,600,000</b>	<b>93,600,000</b>	<b>93,600,000</b>	<b>93,600,000</b>	<b>468,000,000</b>
<b>Total Australian \$</b>	<b>1,200,000</b>	<b>1,200,000</b>	<b>1,200,000</b>	<b>1,200,000</b>	<b>1,200,000</b>	<b>6,000,000</b>

Exchange rate: Vatu 78 = AUD 1.00. Some totals are rounded due to formulas used in the budget schedules.

**A foreign exchange rate of 78 Vatu for the Australian dollar has been used throughout the budget.**

The foreign exchange rate has fluctuated over the last few months from 75 to around 80 Vatu. A review of longer-term trends indicates that 78 Vatu is a reasonable rate to use, since the Vatu has rarely dropped below this level in recent years. However, it is possible that this will lead to either small foreign exchange losses and gains on annual tranches.

Variations between components from year to year are due to periodic activities scheduled for different years; these are mainly due to efforts to balance the overall budget and are explained in section 4.3.2 below. In contrast, costs in component 2 for the 4 Branches and CAVAWs increase gradually from year 1 to year 5. This is mainly due to a **2.5% annual performance and inflation increment that is included on all staff salaries (at VWC and the Branches) once staff are confirmed in their positions.** (Budget schedules summarise this as an inflation increment. However, it is important to emphasise that this increment is only awarded where staff performance is satisfactory or better; see section 5.1 for details.) The 2.5% increment is also reflected in annual increases in VNPF (Vanuatu National Provident Fund payments of 8% of staff salaries, as required by Vanuatu law). Budgets in previous phases used a 2.5% inflation factor on all airfares and a range of administrative costs. This is not the case in the budget for this phase, which includes a 2.5% increase on annual audit costs only. Another measure taken to keep costs to a minimum is a reduction in the daily fee and per diem rate for the VWC consultant (see section 4.3.2 below for details).

**Table 4.1B: Percentage of CORE Program Costs by Component, July 2016 – June 2021**

	1. VWC Counselling, Legal Assistance & Support Services	2a. Branches (TCC, TOCC, MCC) & CAVAWs	2b. SCC	3. VWC Community Education & Awareness Prevention	4. Human & Legal Rights Lobbying & Training & Male Advocacy	5. Management & Institutional Strengthening
<b>Total Vatu</b>	64,235,640	156,490,350	61,935,951	45,125,328	17,155,450	123,057,280
<b>%</b>	<b>14%</b>	<b>33%</b>	<b>13%</b>	<b>10%</b>	<b>4%</b>	<b>26%</b>

**The percentages shown in Table 4.1B should be seen only as a guide, because of the highly integrated nature of VWC's program.**

- For example, the proportion of resources devoted to counselling and legal assistance (secondary and tertiary prevention) in component 1 is considerably more than 14%, since this is also undertaken in component 2 by the Branches and CAVAWs. Taking this into account, **the total proportion of costs devoted to counselling and legal assistance is around 37%.**
- While component 3 is fully dedicated to primary prevention, 10% is a gross under-estimate of the **total resources devoted to primary prevention**, which are also significant in the work of Branches and CAVAWs in component 2. Funds allocated to component 4 have both direct and indirect impacts on primary prevention, through the training of other agencies (which has an indirect effect on primary prevention), and VWC's male advocacy work (which has both direct and indirect impacts on primary prevention). Taking all these resources into account, a realistic estimate is that

**at least 35% of the total VWC core budget is dedicated to primary prevention** (this estimate takes into account the salaries of staff whose work is substantially dedicated to primary prevention). Some primary prevention efforts are also undertaken in component 1, through mobile counselling, and other instances when Counsellors are directly involved in prevention work through the provision of information to community members and stakeholder organisations.

- **Outreach to rural and remote areas** is covered mainly in component 2, which accounts for 46% of the total core budget (combining 2a and 2b in Table 4.1B above). However, the work of Branches and CAVAWs is also supported by components 1, 3, 4 and 5. Moreover, the majority of the costs of prevention work done in component 3 are also targeted to rural and remote areas in Vanuatu's islands. Taking this into account would bring the estimate of **work focused in rural areas and islands to above 50%**, including both primary and secondary prevention/response.
- Component 5 directly supports both primary and secondary prevention and response activities. It includes the organisational infrastructure essential to deliver all services, including some monitoring and evaluation costs (see section 6 for details on M&E costs).

### *Component 1: Core Budget for VWC Counselling, Legal Assistance and Support Services*

Human resources needed for component 1 include salaries and housing allowance for the Counsellor Supervisor, 5 VWC Counsellors and the 2 Lawyers. Lawyer 1 has a salary loading for her dual role of senior Lawyer and Deputy Coordinator. Salaries for the Counsellors vary according to their levels of experience and also take into account performance assessments undertaken of their work at the end of the last phase. (Staff salaries in other components for the Coordinator, Research/Branch Officer and Finance/Administration Officer provide support for different aspects counselling work, and the Coordinator also provides counselling occasionally when needed – these salaries are included in components 3 and 5.)

Output 1.1 includes the cost of 6 mobile counselling visits per year on Efate (Vt 267,000 annually) including 4 to rural areas of Efate, and 2 to offshore islands. Client support costs are covered in output 1.1 and 1.2. The Court Fees Fund (Vt 400,000 annually) will be used to cover fees for child maintenance claims and for medical certificates as required. This fund may also be used for assistance with court fees for divorce, family maintenance, restraining orders or claims for damages. (The court fees fund is used for women who do not have the funds to pay these fees themselves.) Allocations to the Client Support Fund in output 1.1 total Vt 6,980,970 over the 5 years and vary from year to year due to the financial limitation advised by DFAT. This is used for VWC, Branch and CAVAW clients throughout Vanuatu to ensure their access to safety and justice. It may be used to cover accommodation, transport, food and other incidental costs for women seeking help including clients from the islands who need to come to Vila or to Branch centres when their cases are heard in court, or clients who need to be provided with protection and safehouse facilities. Funds may also be for fuel for police (in rural areas and Port Vila) to serve FPOs, make arrests or investigate crimes of violence. Safehouse costs include allowances for counsellors who need to stay overnight with clients. VWC considers that the Client Support Fund is under-funded at this level of allocation and is seeking further support for this item in the additional budget request in Annex 5G. VWC will continue to investigate options for covering client support costs, such as through Stretem Rod Blong Jastis. However, it needs to be emphasised that usually the need for these funds is a matter of great urgency and often VWC has little option but to pay from its own budget to ensure that women and children are protected from further violence.

Output 1.2 includes supervision for the Lawyer. This is Vt 180,000 annually (Vt 15,000 monthly). Lawyer 1 has conditional admission to the Bar and Lawyer 2 needs ongoing supervision to gain admission. Continuous supervision by a qualified legal practitioner is needed for all lawyers in Vanuatu to attain unconditional (permanent) admission to the Bar as required by the Legal Practitioner's Act.

Ongoing supervision is needed to assist both lawyers to develop professionally, and provide quality legal advice and representation to clients.<sup>54</sup>

Output 1.3 covers counsellor training costs. VWC's very strong preference is to have annual counsellor trainings attended by all VWC and Branch counsellors, facilitated by an external professional counsellor. Unfortunately, the core budget is only able to cover 2 annual trainings in years 1 and 2 (Vt 1,284,500 per year). The supplementary budget in Annex 5G (see 4.3.3 below) includes a request for funds for an external trainer and for the counsellor training to be extended to years 3 to 5. One counsellor training attachment overseas at FWCC is also included in the budget (Vt 173,500 annually) to enable one VWC or Branch Counsellor to receive specialist training for 2 weeks. This has been an effective mechanism for building counselling skills in specialist areas such as suicide assessment and techniques for counselling children, because it enables the Counsellors trained to take a lead role in specialist areas and equips them to train other Counsellors at VWC and the Branches. (The implementation schedule does include another annual training at both VWC and each of the branches. This is not included in either the core or supplementary budgets because it is an in-house/local refresher training provided by and to local staff.)

### ***Component 2: Core Budget for Branches and CAVAWs***

Resources for this component include the costs for 4 Branches in output 2.1 (SCC, TCC, ToCC and MCC); VWC support to the Branches in output 2.2; and VWC support to CAVAWs in output 2.4, which includes the salary and housing allowance for the CAVAW Officer. There is no budget for output 2.3 (CAVAW activities), since all of these are covered in costs for output 2.4. SCC's budget is included in Annexes 5D to 5F. Human resources funded in other components are essential to support the activities in this component. The Coordinator, Deputy Coordinator/Lawyer 1, Lawyer 2, Counsellors (particularly the Counsellor Supervisor), the Community Educator, Research/Branch Officer, and the Finance/Administration Manager all provide essential training and support for strengthening CAVAWs and the Branches across their various areas of work. The job description of the Research Officer has been expanded to include Branch monitoring, evaluation and liaison tasks and her salary is covered in component 3.

### ***Sanma Counselling Centre (SCC)***

The total cost of SCC's activities (Annex 5D to 5F) are Vt 61,935,952 over the 5 years. As explained above, costs increase gradually from year 1 (Vt 12,101,259) to year 5 (Vt 12,652,485) due to projected modest salary increases. Human resources include the salaries and associated costs of the Project Officer, 3 Counsellors, a Community Educator/Counsellor, Office Assistant and Volunteer. The larger number of staff compared with the other branches reflects the significantly larger workload of SCC which has far more clients, and which has already taken on more responsibility for training and support of CAVAWs in Penama and Sanma provinces. During this phase SCC will take on new activities including providing male leaders workshops from year 3, and providing trainings to nearby VWC branches through attachment at SCC (although this cost is covered in the additional budget in Annex 5G). The salary of the SCC Project Officer is higher than that of the other Branches due to these considerably greater responsibilities, and her long-term employment. SCC has its own court fees fund (Vt 100,000 annually) and its own client support fund (Vt 600,000 annually) which again reflects the much higher client numbers than other branches.

The SCC budget provides for 6 mobile counselling visits to rural settlements (Vt 81,000 annually). The SCC budget for community awareness/prevention covers costs for 4 workshops per year (Vt 4,840,500 over 5 years, or Vt 968,100 annually), including 1 in Penama and 3 in Sanma provinces. SCC has 7 special events campaigns (Vt 150,000 annually) including the SCC day in August.

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<sup>54</sup> There is no specified time for the duration of supervision; it is at the discretion of the Chief Justice and the Law Council, based on the assessment of one's continuous appearance and performance over several years.



SCC's administrative budget is also larger than the other branches due to the larger scope and scale of its activities and totals Vt 6,665,059 in year 1 which increase to Vt 6,718,250 in year 5. An allocation is included in year 3 for new equipment including a computer, digital camera and digital recorder microphone for producing the radio program. SCC's staff training fund is Vt 204,250 annually and may be used for training based in Luganville or Vila. SCC's budget also covers the costs of the SCC Project Officer's visit three times per year to Vila to assist with the preparation of reports and acquittals. From year 1, the Community Educator/Counsellor will accompany the SCC Project Officer as part of her training two times per year to participate in annual planning and progress reporting workshops and writing. The SCC Project Officer prepares her own budgets and acquittals and narrative reports.

Other costs included SCC's administrative budget include VNPF, severance allowance (which is kept in a separate term deposit account to VWC's because SCC used to be funded by the New Zealand Aid Programme), rent, office supplies, communications, utilities, transport for staff and clients, and an allocation for ongoing maintenance of office equipment. Allocations for all these costs are kept to a minimum to ensure cost efficiencies.

#### **Tafea Counselling Centre (TCC)**

VWC estimates that the costs for TCC will be Vt 6,236,975 in year 1 and Vt 6,593,277 in year 5, with a total cost of Vt 32,115,066 over the 5 years. Human resource costs include salaries for the TCC Project Officer, 2 Counsellors and the Office Assistant; an allowance for the Volunteer; VNPF and severance allowance allocations for all TCC staff and the Volunteer; and housing allowance for all staff. Other costs are office supplies, communications, utilities, rent, a modest fund for training in Tanna, transport for staff and clients and a small court and medical fees fund of Vt 35,000 per year. The budget provides for TCC staff to undertake 2 outer island community awareness/prevention activities and 2 in rural areas of Tanna annually for 5 days each. Costs for these are Vt 561,400 in years 1 and 2 and Vt 701,400 for years 3 to 5, when TCC will graduate from providing a series of talks to communities to full 5-day workshops. Like the other branches, TCC will undertake 7 special events campaigns per year (Vt 150,000 annually). TCC will also undertake 6 mobile counselling visits per year (Vt 184,500 annually) including 3 to areas around Lenakel and 3 to rural areas of Tanna.

There is no allocation for radio programs for this phase because the radio station is not yet functioning again following Tropical Cyclone Pam. Allocations for CAVAW attachments to TCC and for TCC to make training visits to CAVAWs are included in the additional budget in Annex 5G.

#### **Torba Counselling Centre (TOCC)**

The total cost for TOCC over the 5 years is Vt 27,893,306, with costs increasing gradually from Vt 5,498,076 in year 1 through to Vt 5,690,338 in year 5. Human resource costs include salaries for the TOCC Project Officer, 2 Counsellors and the Office Assistant; an allowance for the Volunteer; VNPF and severance allowance allocations for all TOCC staff and the Volunteer; and housing allowance for all staff. Allocations for budget items are very similar to those for the other branches, although salaries vary according to years of experience, starting qualifications, and performance assessments.

TOCC office supplies, transport, communications and court and medical feeds fund costs (Vt 15,000 annually) are lower than for TCC. Allocations are based on past acquittals, and reflect the lower volume of clients than at other centres. This is primarily due to the much lower population density around Sola and throughout Torba as a whole. On the other hand, the allocation for community awareness/prevention activities is somewhat higher in Torba than Tafea due to the higher transport costs. Vt 713,400 will be spent on 4 community awareness/prevention activities in remote areas in year 1, and Vt 789,400 annually from years 2 to 5. This increase is because TOCC will graduate from providing a series of talks in villages in year 1, to providing full 5-day workshops in years 2 to 5. The



cost of TOCC's 6 mobile counselling visits per year is the same as TCC's (Vt 184,500); this will cover 3 mobile counselling visits to locations around Sola, and 3 to communities in more remote areas of Vanualava. Equipment costs are Vt 110,000 in year 1 for a filing cabinet, a desk for the reception area, and a small fridge (provided that the electricity is connected by local authorities). As with TCC, no allocations are made to CAVAW support budget lines, since these are included in full in the additional budget in Annex 5G.

#### **Malampa Counselling Centre (MCC)**

The total cost of MCC over 5 years is Vt 29,189,712, with costs increasing from Vt 5,575,779 in year 1 to Vt 5,989,887 in year 5. As explained above for TCC and TOCC, variations in salaries are due to length of experience and performance, and are explained by the fact that MCC is the most recently established of the 4 Branches. Variations in activity and administrative costs compared with other branches are based on expenditure in the last phase, balanced by the growth expected over this phase in client numbers, and the local costs of transport and rent.

As with the other branches discussed above, the major item of activity expenditure is the 4 community awareness/prevention activities per year, which will include 2 on Malekula and 2 on outer islands of the province. Like TCC, MCC is expected to graduate from providing a series of talks in villages during these activities in years 1 and 2, to fully-fledged 5-day community education workshops from year 3. This increases the annual cost of these 4 activities from Vt 781,400 to Vt 819,400 annually. The 6 mobile counselling visits – including 3 to settlements around Lakotoro and 3 to remote areas of Malekula per year – will cost Vt 210,000 annually. MCC's court and medical fees fund is Vt 30,000 annually. Equipment costs are Vt 45,000 in year 1 and year 2 for 2 filing cabinets. As with the other branches, costs for MCC to support and train Malampa CAVAWs are included in the additional budget in Annex 5G.

#### **VWC Support to Branches**

Two monitoring and support visits are budgeted per year to each Branch (Vt 785,000 annually). The budget also provides for VWC's Lawyer to visit each Branch at least once per year to provide legal training and assistance; 3 additional visits are budgeted for the Lawyer to enable her to respond to demand for assistance with particular cases as they arise (Vt 395,000 per year); additional visits are budgeted in the supplementary budget in Annex 5G to enable VWC to respond to expected increase in demand for access to justice by Branch clients. Branch staff will also be attached to VWC: Project Officers will visit Vila twice per year during the preparation of annual plans and progress reports; and one additional visit per year is budgeted so that VWC can respond to the training needs of each branch, particularly for newly appointed staff who are attached for hands-on training in the first 3-6 months after their appointment. Year 1 costs for these branch attachments to VWC are higher than other years (Vt 896,500 compared with Vt 628,000 in years 2 to 5) to provide for an additional visit by the Branch Project Officers to participate in workshops to prepare the activity completion report for the last phase. The total costs of providing support to the Branches is Vt 9,308,500 over the 5 years.

#### **VWC Support to CAVAWs**

The total cost to support the network of CAVAWs throughout Vanuatu is Vt 57,983,766. Human resource costs included in output 2.4 include the salary and housing allowance for the CAVAW Officer, and CAVAW honorariums. Honorariums will be paid annually to the CAVAWs after their financial and activity records are submitted and reviewed by the Finance/Administration Manager. The budget for honorariums assumes that each CAVAW member will undertake up to 7 community awareness activities per year. Most of these will be held during VWC's national special events campaigns in July, September, October November/December, March and May each year. Each CAVAW has 3 members and VWC assumes that there will be 44 CAVAWs in year 1, 46 in year 2, and 47 for years 3 to 5 (see

Annex 13). The budget for honorariums is Vt 1,386,000 in year 1, Vt 1,449,000 in year 2, and Vt 1,480,500 for years 3 to 5.

The major cost in this output is provincial CAVAW training visits (Vt 7,139,500 annually and Vt 35,697,500 over the 5 years). This covers costs for a one-week training in each province per year, where all CAVAW members from the province will be trained by 2 VWC staff, most likely the CAVAW Officer and the Research/Branch officer. The budget for legal training and assistance to CAVAWs (Vt 348,000 annually) will provide for one of VWC's lawyers to also attend each training. Other CAVAW training costs are included in the additional budget in Annex 5G, because VWC believes it will be important to be able to have the flexibility to provide additional support and training as the phase progresses, and to enable VWC to respond to particular needs as they arise.

CAVAW activities will be supported through the CAVAW activities fund: Vt 30,000 will be provided annually to each CAVAW for their activities, following the submission of receipts, data on their work, and bank account balances annually. This covers CAVAW transport, communication, materials and other costs to assist women in need, and to conduct community awareness activities in their local areas. These funds may also be used to reimburse the costs of male advocates who outlay funds for transport to organise CAVAWs to provide awareness in new areas or with key male leaders. The total cost of CAVAW activities over the 5 years is budgeted at Vt 6,930,000; this is Vt 1,320,000 in year 1 for 44 CAVAWs, Vt 1,449,000 in year 2 for 46 CAVAWs and Vt 1,480,500 in years 3 to 5 for 47 CAVAWs.

### ***Component 3: Core Budget for Community Education and Awareness/Prevention***

Human resource costs for the Community Educator are included in output 3.1. While the Community Educator will take primary responsibility for planning, scheduling and undertaking community awareness and education prevention activities, she will be supported in this work by the whole team. Several staff have been successfully trained by the VWC Coordinator over the last phase to be able to plan, adapt, conduct and evaluate intensive prevention activities such as 3-5 day workshops, and/or specific sessions in VWC's 5-day workshop curriculum. These include the 2 Lawyers, the CAVAW Officer, Counsellor Supervisor, the SCC Community Educator, the Research/Branch Officer, and the Finance/Administration Manager. The SCC Project Officer already has these skills. The salaries of all these staff are covered in various other components of the budget.

The budget for output 3.1 includes an allocation (Vt 4,617,000 annually) for 6 5-day community awareness/prevention workshops each year in rural areas. Each will be facilitated by 2 trainers and cost assumptions assume 20 rural participants. This fund may also be used to cover costs incurred by in other community education and prevention activities that take place in Vila. A new budget item for this phase is for VWC to conduct one workshop per year with male leaders (Vt 774,500 annually). (The supplementary budget in Annex 5G includes funds to conduct an additional 2 of these per year to respond to current demand.) Other costs in this component include: a modest annual allocation for the library (Vt 50,000 annually); a reduced allocation (compared with the last phase) for VWC to continue to fund its radio program fortnightly rather than weekly due to budget constraints (Vt 425,000 annually, with the same cost also included in the supplementary budget in Annex 5G to enable the programs to be done weekly); modest allocations for VWC's 7 special events campaigns (Vt 280,000 annually); updating and printing of VWC's brochure about its services in years 1, 3 and 5 (Vt 250,000 in each of these years); and an allocation to print 2 editions of the VWC newsletter per year (Vt 398,510). (An equivalent cost is included in the supplementary budget to enable the newsletter to be printed 4 times per year rather than 2.)

**Several items that have been fully funded in previous phases are not included in the core budget,** due to the financial limitation provided by Australian aid. These are all included in the supplementary budget in Annex 4G and are outlined in section 4.3.3 below. **The following are not covered in the core**

**budget:** the national conference on EVAW scheduled for year 3; annual media campaigns (these are partially funded in years 3 and 4 in the core budget, but there is no allocation in the core budget for years 1, 2 and 5); costs of hosting and updating the VWC website; and **the cost of printing all VWC community education materials** which support VWC's workshops, trainings and annual campaigns.

Output 3.2 includes the salary and housing allowance of the Research/Branch Officer who is responsible for ensuring that all monitoring and evaluation tasks are undertaken. As discussed in section 4.1 above, VWC had planned a research project for this phase, but all the costs for this are included in the supplementary budget discussed in section 4.3.3 below.

#### ***Component 4: Core Budget for Human and Legal Rights Lobbying and Training and Male Advocacy***

Output 4.1 includes 2 5-day trainings annually with new participants from other agencies on gender relations, violence and human rights, and one 2-day follow up to monitor and consolidate behavioural and practice changes among participants who have already received training (Vt 2,102,000 annually). VWC has hard evidence that this will not meet the increasing demand generated over the last phase by advocacy and lobbying on this issue, so additional trainings and follow-ups are also included in the supplementary budget. The core budget also includes an allocation for one person from a partner agency to attend the RTP in Suva per year (Vt 421,450).

Output 4.2 includes one male advocacy training workshop per year, with an allocation for technical assistance from a Pacific consultant trainer in years 1 and 3 only (Vt 936,100 in years 1 and 3 and Vt 847,000 in years 2, 4 and 5). There is also a modest allocation (Vt 25,000 annually) for male advocates to meet in Vila. No VWC human resources are included in the costs for this component because these are covered in the Coordinator's and Deputy's salary in outputs 5.1 and 1.2. Other human resources needed to monitor the activities of male advocates are covered in component 2 and include Branch staff and CAVAW members.

#### ***Component 5: Core Budget for Management and Institutional Strengthening Organisational Management***

Output 5.1 includes all VWC's core administrative costs which are needed to deliver all services and achieve outputs in all components. These total Vt 20,412,737 in year 1 and increase gradually to Vt 20,733,701 in year 5. Human resources include the salaries for the Coordinator, Finance/Administration Manager, Finance/Administration Officer, Office Assistant, Cleaner and 2 Volunteers. To save money, the position of Gardener has been combined with that of Maintenance and Security Officer so that VWC can terminate its contract with a security provider and save money on calling in outside tradesmen to fix minor maintenance issues with the building. VNPF payments and severance allowance allocations are included for all VWC staff in output 5.1. VNPF is a legal requirement for all staff and volunteers and is calculated at 8% of monthly salaries (Vt 1,263,612 in year 1, increasing gradually to Vt 1,394,791 in year 5).

Provision for severance allowance is also a legal liability and is calculated at one month's salary per year of service, at the time of severance. Severance allowance is payable by law to all staff when their employment is terminated, except in cases of gross misconduct or if they resign before they have completed 6 years of service. (In practice, the Department of Labour consistently advises that severance allowance should be paid, even in cases of termination of employment due to gross misconduct.) Year 5 salary allocations have been used to calculate annual severance allowance liabilities (Vt 1,454,675 for VWC staff only annually; Branch severance allowance liabilities are included in their own budgets). Severance allowance allocations are acquitted when these funds are transferred into a separate term deposit account. This account is used solely for severance allowance. In the past, the Australian Government's contract with VWC has required that severance allowance

deposits and any interest earned are reported at the time of maturity of each term deposit with a copy of the bank statement attached to the relevant acquittal or progress report. All withdrawals from the severance allowance account must be approved by the Australian Government in advance. These accountability conditions will be continued over the next 5 years.

Insurance costs total Vt 1,094,000 annually. This fulfils expected contractual requirements for the receipt of Australian aid monies and covers the VWC building, contents insurance for VWC and the branches, worker's compensation and public liability. It also includes a new provision to cover medical costs of staff. These new provisions are that each VWC and Branch staff may claim up to Vt 20,000 annually on health care expenses, including for emergencies, up to a maximum of Vt 700,000 in any one year. This is a much more cost-effective approach, compared with the cost of commercial medical insurance. This new arrangement will be trialled in year 1 and reviewed annually and will be managed by the Finance/Administration Manager.

A modest allocation of Vt 30,000 monthly (Vt 360,000 per year) is allocated for the materials costs of ongoing maintenance of the VWC building. VWC has made a concerted effort to keep the budget for all other administrative costs to a minimum, while remaining within a realistic range. These include communications, transport, office supplies, equipment maintenance, monthly internal auditing (by an external auditor), annual financial audits and international networking costs. New assets included in the core budget include: a laptop in year 1, and a new desktop computer and printer in year 3 and 5; and 3 filing cabinets (to be purchased in years 2, 4 and 5). VWC's current vehicle is almost 10 years old but a replacement is not included in the core budget due to financial constraints (this is included in the supplementary budget in Annex 5G in year 1).

VWC has been unable to include costs of the annual staff training retreat in the core budget so these are included in the supplementary budget in Annex 5G. A modest allocation has been made to the VWC staff training fund of Vt 122,000 annually, and this is supplemented in years 1 and 3 with an additional allocation of Vt 421,450 to provide for one staff to attend the fundamental 4-week RTP at FWCC in Suva. Additional staff training costs are included in the supplementary budget (see 4.3.3 below and Annex 5G). The core budget also provides for the 4 Branch Project Officers to attend 4 management committee meetings per year in Vila with the VWC trustees (see section 5.1), at a total cost of Vt 814,000 annually.

### **Program Management**

Total costs for output 5.2 are Vt 3,802,900 in years 2 to 5 and Vt 5,051,800 for year 1. This includes a modest allocation of Vt 10,000 annually for the PCC meetings, and the cost of consultancy services to assist and train VWC with strategic planning, monitoring and evaluation, risk management and reporting. For years 2 to 5, 3 consultancy inputs per year are budgeted including for the preparation of an Annual Plan in May, Progress Reports in December/January, and an updated acquittal that will be prepared most often in June or July, according to contractual requirements for spending before the next annual tranche of funds can be released. Consultancy costs are higher in year 1 due to an additional consultancy input to assist VWC with the preparation of its Activity Completion Report for the last phase, which will be done in August 2016. Consultancy fees are \$800 per day (a reduction compared with the last phase, in order to save funds for other budget items).

### 4.3.3 Description of the Additional/Supplementary Budget by Component

**Table 4.2A: Summary of ADDITIONAL/SUPPLEMENTARY Program Costs by Year and Component, July 2016 – June 2021**

Component	Year 1 2016/2017	Year 2 2017/2018	Year 3 2018/2019	Year 4 2019/2020	Year 5 2020/2021	Total Yrs 1-5 (Vatu)
1. VWC Counselling, Legal Assistance & Support Services	2,295,900	2,597,900	3,882,400	3,882,400	3,882,400	16,541,000
2. Branches (SCC, TCC, TOCC, MCC, <b>PECC</b> ) & CAVAWs	5,968,000	9,631,157	10,555,567	10,636,891	11,573,308	48,364,923
3. VWC Community Education & Awareness Prevention	9,549,119	11,783,247	18,312,712	7,427,617	9,383,462	56,456,158
4. Human & Legal Rights Lobbying & Training & Male Advocacy	2,117,450	2,117,450	2,117,450	2,117,450	2,117,450	10,587,250
5. Management & Institutional Strengthening	5,294,000	2,959,450	2,538,000	2,959,450	4,640,050	18,390,950
<b>Total Vatu</b>	<b>25,224,469</b>	<b>29,089,204</b>	<b>37,406,129</b>	<b>27,023,808</b>	<b>31,596,671</b>	<b>150,340,281</b>
<b>Total Australian \$</b>	<b>323,391</b>	<b>372,939</b>	<b>479,566</b>	<b>346,459</b>	<b>405,086</b>	<b>1,927,439</b>

Exchange rate: Vatu 78 = AUD 1.00. Some totals are rounded due to formulas used in Annex 5G.

**Note: Component 2 includes a new Branch in Penama Province (PECC).**

**Table 4.2B: Percentage of ADDITIONAL/SUPPLEMENTARY Program Costs by Component, July 2016 – June 2021**

	1. VWC Counselling, Legal Assistance & Support Services	2. Branches (SCC, TCC, TOCC, MCC, <b>PECC</b> ) & CAVAWs	3. VWC Community Education & Awareness Prevention	4. Human & Legal Rights Lobbying & Training & Male Advocacy	5. Management & Institutional Strengthening
<b>Total Vatu</b>	16,541,000	48,364,923	56,456,158	10,587,250	18,390,950
<b>%</b>	<b>11%</b>	<b>32%</b>	<b>38%</b>	<b>7%</b>	<b>12%</b>

The additional/supplementary budget presented in Annex 5G and in Tables 4.2A and 4.2B above show that **VWC has an aspiration to increase the program across all areas of operation**, because this will enhance progress towards the goal of eliminating violence.

#### ***Component 1: Supplementary Budget for VWC Counselling, Legal Assistance and Support Services***

These costs combined amount to 11% of the supplementary budget (Vt 16,541,000 over 5 years). This includes an **increase in the client support and court fees funds, based on expected growth in women's needs for safety and access to justice**. This accounts for Vt 2,100,000 per year over the 5 years (Vt 10,500,000 in total).

The supplementary budget would also provide for **annual training of all VWC and Branch counsellors in years 3 to 5**, a cost which VWC has been unable to cover in the core budget. Although the core budget in Annexes 5A-5C covers annual counsellor training for years 1 and 2, it does not cover the

costs of an external professional trainer. Additional counsellor training costs over the years 1 to 5 are Vt 6,041,000, which also includes the cost of bringing counsellors from PECC to Port Vila for the training (Vt 1,208,000) if VWC is successful at attracting additional funding to establish the new branch.

### ***Component 2: Supplementary Budget for Branches and CAVAWs***

**One-third of VWC's additional request for funds is focused on strengthening VWC's rural outreach, including both prevention and response.** The additional budget for Component 2 totals Vt 48,364,923 over 5 years and includes the following:

- The establishment and recurrent costs of **a new Branch in Penama Province (PECC)**, which has already been approved in principle by the Penama Provincial Council (Vt 23,229,873 over 5 years). This would cover establishment in year 1 with 2 volunteers (Vt 1,150,400), and full establishment from year 2 at Vt 5,156,507 which increases to Vt 5,706,708 in year 5.
- Additional costs for each of the established **4 branches to increase their prevention work**, with 2 additional intensive community awareness/education activities per branch each year in remote rural islands. It will also enable each of the branches to **strengthen networking and support to provincial CAVAWs**, by providing attachments for and visits to CAVAWs; these are expected to improve both their prevention and response services. The cost for each Branch to provide these additional services varies by Branch, ranging from Vt 2,400,000 for TCC to over Vt 4,000,000 for SCC. Costs are also included for SCC to provide training attachments (one per year) to staff from other branches.
- Additional costs are included for output 2.2 for VWC support to Branches (Vt 3,120,000 over 5 years). This includes: additional visits to **strengthen the legal support provided to the branches with particular cases**, a need that is expected to increase over this 5-year phase; additional costs to support the establishment and nurturing of a new Branch in Penama; and costs for the Branches to be involved planning for the next phase of funding in year 5.
- Additional costs are included for output 2.4 for VWC support to CAVAWs (Vt 9,207,800 over 5 years). The most costly item here is for VWC to provide additional visits to CAVAWs who need specific targeted support and training to improve their community awareness, counselling and legal support. Other additional support includes one CAVAW attachment at VWC per year and the cost of sending one CAVAW member or male advocate to FWCC's Regional Training Program annually – only one of the latter (in year 2) is provide for in the core budget.

### ***Component 3: Supplementary Budget for Community Education and Awareness/Prevention***

**The major portion of additional funds requested (Vt 56,456,158 or 38%) is to strengthen VWC's prevention work.** The proportion of funds in the core budget for component 3 has been significantly reduced compared with previous phases, to enable VWC to balance the overall budget within financial limitations required by DFAT. Consequently, component 3 covers a range of additional activities aimed at prevention including:

- 2 additional workshops with male leaders annually, to respond to the increased demand that VWC has documented from the previous phase, and to feed into the male advocacy program in component 4 (Vt 15,795,000).
- Full costs for VWC's National Conference on VAW in year 3 (Vt 5,042,500). The conference is an important opportunity for VWC to engage a range of local and national stakeholders in strategic review and planning for EVAW. The conference was originally conceived by VWC as a 4-yearly event but cost constraints including the prioritisation of service delivery meant that VWC could not hold the conference as planned in the lead-up to developing this design. Holding the conference in year 3 will enable VWC to evaluate the effectiveness of its strategies and targeting and to modify approaches and particularly priorities for advocacy and lobbying for the remainder of the phase.



- **Several national broad-based prevention activities that have been an integral part of VWC's program in the past are either not able to be funded in the core budget, or are only partly funded.** This includes the **VWC radio program**, which is funded for fortnightly programs in the core budget. Additional funding will enable the program to run weekly, as it has done in recent years. There is no funding for **media campaigns** in the core budget for years 1 and 5 and only partial funding in other years; the additional budget will provide for regular media campaigns linked to other integrated activities in VWC's overall prevention strategy. **VWC's website** was set up in the last phase but there are no funds to enable the site to be hosted or updated in the core budget; these are covered in full in Annex 5G. **VWC's newsletter** is only partly funded in the core budget with 2 editions per year; 2 further editions are covered in the additional budget.
- VWC has several **community education materials that are used by the whole VWC Network including Branches, CAVAWs and male advocates in prevention and counselling activities.** None of these have been included in the core budget. Total costs over 5 years is Vt 22,472,008 and most are for reprints of information-based leaflets and brochures that are in high demand. The cost per year varies according to the materials to be reprinted.

**The additional budget also includes the full cost for VWC's research on custom, VAW and human rights** which will focus on bride price and its impacts. The research is planned for years 2 to 4 with a total cost of Vt 5,740,100. Details of the research and its rationale are discussed in section 4.1.2 above.

#### ***Component 4: Supplementary Budget for Human and Legal Rights Lobbying and Training and Male Advocacy***

Additional funds of Vt 10,587,250 are requested in this component. The majority of this (Vt 8,480,000 over the 5 years) is to cover one additional 5-day training with other agencies and one additional follow-up of previous training participants. This will assist VWC to respond to the increased demand and interest for knowledge and skills on EVAW. The core budget provides for one staff member from a partner agency to attend the 4-week foundational training by FWCC RTP in Suva per year, and the additional budget provides for a second candidate annually at a total cost of Vt 2,107,250. This will be a significant investment in VWC's partnerships with other stakeholders and is expected to deepen the quality and extend the quantity of prevention work by ni-Vanuatu who work in government and other local and national agencies.

#### ***Component 5: Supplementary Budget for Management and Institutional Strengthening***

Twelve percent of the additional budget (Vt 18,390,950) is to assist VWC to manage its growing program. The major proportion of these costs would enable VWC to hold annual training retreats with staff from VWC and all the Branches (Vt 8,845,000). These trainings have been an ongoing practice of VWC for many years now but were not able to be included in the core budget. Other costs covered in the additional budget include:

- The purchase of a new vehicle in year 1 (Vt 3,000,000) is needed due to the age of the current vehicle which has increasing maintenance costs. This will be used for all transport needs around Vila. Costs for fuel, servicing and maintenance of the vehicle are covered in the core budget for travel on Efate (5.1/60).
- A switchboard for VWC so that counsellors and other staff can take calls in their own rooms rather than in more public places at the centre (Vt 250,000).
- A supplement for the staff training fund (Vt 1,264,350) which will enable VWC to send newer staff to the FWCC RTP for foundational EVAW training in years 2, 3 and 5.
- Additional costs to support the participation of the Penama Branch Project Officer to participate in the VWC management committee (Vt 776,000 over 5 years).
- A technical assistance fee of Vt 275,000 annually to be provided to FWCC.
- Additional consultancy costs to enable VWC to contract a consultant to assist with program design for the next phase in year 5 (Vt 1,680,600).



## 5. IMPLEMENTATION ARRANGEMENTS

### 5.1 Program Management, Governance and Coordination

#### 5.1.1 Partnership and Coordination Arrangements

VWC will be the sole executing agency for this program and will be directly accountable to the Australian Government for the achievement of outcomes and outputs, financial management and all monitoring and reporting. The Australian Government's current partnership agreement acknowledges VWC's status as an independent civil society organisation working towards objectives that are shared with the Australian and Vanuatu Governments, including the elimination of all forms of violence against women and girls, the promotion of gender equality and women's human rights.

#### **Program Coordination Committee (PCC)**

The Program Coordination Committee (PCC) will continue with its present composition and will meet six-monthly in June (to consider the Annual Plan to be produced each May) and February (to consider the progress report prepared in December/January). Members of the PCC include the following:

- VWC's Coordinator as Chair (with other staff and Management Committee members attending as observers from time to time)
- Representatives from the Australian aid program
- A representative from the Department of Women's Affairs (DOWA)
- A representative from the Prime Minister's Office (PMO)
- A representative from FWCC

FWCC has been a member of the PCC for many years, although it has not always been possible for someone to attend. Although there is no budget allocation for FWCC attendance in this phase, the FWCC Coordinator or her delegate may attend from time to time. Branch Project Officers or other Branch staff may attend the PCC when they are in Port Vila for other purposes, such as for Management Committee meetings or during training or attachments at VWC.

The role of the PCC is to review the assessment and management of risks associated with program implementation and to review performance monitoring, based on progress reports and annual plans to the Australian aid program. While the PCC does not have the authority to approve changes in budgets (this authority rests with the Australian Government Department of Foreign Affairs and Trade), it may discuss proposed changes to the project design and endorse annual plans. It has an important information-sharing role for other relevant initiatives which may impact on VWC's capacity to achieve its outcomes, including other projects funded by the Australian aid program, and Vanuatu Government initiatives.

#### 5.1.2 VWC Organisational Structure, Governance, Management and Capacity

##### **Organisational Structure, Governance and Accountability**

VWC's management structure includes a management committee which is comprised of 4 independent trustees, the Coordinator, Deputy Coordinator, and Branch Project Officers. The trustees come from varied backgrounds and have a history of service to community organisations; they bring expertise in the media, education and training and health sectors. The Management Committee meets quarterly. An organisational chart is attached at Annex 10A and Terms of Reference for the VWC trustees and the management committee is attached at Annex 10B (extracted from the VWC Constitution). Position descriptions for VWC staff are attached at Annex 8.

The VWC Coordinator has overall responsibility for the coordination and implementation of VWC's program including the Branches. VWC has a staff collective and a management team that meets as needed to consider day-to-day administration and strategic decision-making. The Branches also have

staff collectives with regular meetings to manage their activities. Branch Project Officers submit written monthly reports to VWC's Coordinator on all activities.

**During the last 4 years, VWC has taken several explicit steps to strengthen organisational sustainability.** Accountability and management systems were strengthened over the last 2 phases by the appointment of a Deputy Coordinator; the current occupant of this position (Lawyer 1) has been progressively mentored to take on more responsibility for VWC management and relations with stakeholders over the last 4 years. Management capacity and delegation of responsibilities has also been enhanced by **using a management team**. This includes the Deputy Coordinator/Lawyer 1, the Finance/Office Manager (who also takes lead responsibility for human resource management across VWC and the Branches), the Counsellor Supervisor, Research/Branch Officer, CAVAW Officer, Lawyers and the Branch Project Officers. (The VWC Community Educator will also be part of this team, although at the time of writing this position is vacant.) Involving senior staff from each program area in strategic and administrative decision-making was introduced during the last phase as the program grew, with increased demand for counselling, prevention work, and networking and information-sharing with other stakeholders, as well as a new Branch established in Malampa. This approach has strengthened the capacity of senior staff to manage the broad range of program, administrative and strategic decision-making issues that arise from day-to-day; it consolidates ownership and commitment to the organisation by these staff and enables a team of senior staff to become very familiar with programming detail beyond their own particular job responsibilities. Within this broader management team, the Deputy Coordinator/Lawyer 1 and the Finance/Office Manager form a smaller management team with the Coordinator; these 2 staff function as a second line of responsibility for all aspects of organisational, personnel and program management. This is an important medium-term organisational sustainability strategy for VWC.

### **Organisational Capacity, Sustainability and Performance**

VWC has invested significantly in building the capacity of staff over the last phase, particularly in the broader management team; this has also been a key part of VWC's medium-to-long term strategy to consolidated organisational sustainability. Capacity building initiatives have proved to be very effective, and have included both formal and non-formal training and mentoring, with gradual but progressively increased delegation of responsibility. For example, over the last 2 years VWC made very good progress towards building the capacity of the management team (and the SCC Community Educator) to plan, conduct and tailor community awareness workshops of varying durations for different target groups. At the beginning of the last phase, only the VWC Coordinator and SCC Project Officer had this capacity. The strategy began with training of trainer sessions, followed up with several opportunities for staff to practice their skills on a range of specific topics under the supervision of the VWC Coordinator. The next stage involved some staff graduating to co-facilitate longer workshops with peer support. The result is that several staff are now confident and able to share the increasing workload of prevention activities. The peer/co-facilitation approach with targeted supervision as needed will be continued over the next 5 years, to enable new and older staff to practice sessions on topics where they still need to build confidence and strengthen content, to ensure that the quality of prevention work is maintained at a high standard.

At the beginning of the last phase, no VWC staff were conducting counsellor training. At the beginning of this current phase, there are 4 staff who are able to conduct training at varying levels, including the Counsellor Supervisor, SCC Project Officer and SCC Community Educator, and the CAVAW Officer who has lead responsibility for training and mentoring the CAVAWs. Other senior staff have also developed the capacity to train CAVAWs in their own areas of work, whereas at the beginning of the last phase, only the Coordinator was facilitating CAVAW training.

**Counselling and counselling supervision skills** have also been enhanced significantly over the last phase, with investments in key selected senior counsellors in understanding mental health issues, conducting suicide risk assessment, and skills for dealing with child abuse cases. Over the last 4 years, VWC has conducted 2 weeks of counsellor training annually, with one week facilitated by external facilitators (either by FWCC's counsellor trainer who have formal counselling qualifications, or by the Western Region Centre Against Sexual Assault – CASA – based in Victoria). VWC has learned over many years that regular counsellor training is essential to maintain the quality of this service, including basic refreshers for new and older counsellors. Unfortunately, with limited funds, the core budget only provides for two 1-week counsellor trainings to be held in this phase with all VWC and Branch counsellors (in year 1 and year 2, facilitated by VWC Counsellors). However, VWC is committed to finding additional funding to resource this to occur annually with external trainers. Having external trainers provides an important opportunity for external professional assessment of skills and future training needs, in addition to enabling the senior counselling staff (who are also in-house trainers) to develop their own skills. An additional training week will be provided at VWC by the Counselling Supervisor for VWC Counsellors, and at each Branch by the Project Officers for Branch Counsellors. One major achievement over the last phase was VWC's upgrading of **peer and group supervision sessions with counsellors**, which will be held fortnightly in this phase. Branch Project Officers have taken on responsibility for supervising counsellors at the Branches; however the quality of this supervision (and the quality of counselling) will continue to be monitored and strengthened by the VWC Counsellor Supervisor.

Another capacity building strategy that was trialled during the last phase was to attach Counsellors from VWC to the Branches when Branch staff resigned or were on leave; Counsellors from other Branches were also attached at other Branches for short periods. This encouraged mutual learning, solidarity and sharing of experiences. While this was seen as very effective by VWC, it has not been included in either the core budget (Annexes 5A-5C) or the supplementary budget (Annex 5G) due to financial limitations. Another method for strengthening the capacity of individual counsellors (who then share their learning and experience with others) is the overseas counselling training attachment which will be used to upgrade specific targeted skills or either a VWC or Branch Counsellor each year (see section 4.1.2).

All the examples above are evidence of VWC's commitment to building individual and organisational capacity to enhance organisational sustainability, and its ability to innovate to achieve learning objectives. They are also evidence of the effectiveness of VWC's overall approach to human resource development, which has several features.<sup>55</sup> This includes **annual setting of capacity building objectives for all areas of work, formal 6-monthly reviews of progress** conducted during the preparation of Progress Reports and Annual Plans, in addition to ongoing monitoring of performance by senior staff responsible for each area of work, and annual staff performance reviews.

Several broad areas have been identified where capacity needs to be strengthened or consolidated over this phase. These are outlined in section 4.1.2 above for counselling skills. Other areas to be targeted over this phase are more focused on prevention work and include the following:

- Counsellors (and possibly other staff, given the significant increase in demand for counselling over the previous phase) need to be able to respond immediately to offer crisis counselling and other support in times of disaster. All staff need to be skilled on the links between VAW and disasters, including the different gender impacts during and after the disaster, in the response and longer-term recovery phases. This area of capacity building will be explored either with the Gender and Protection Cluster and/or the National Disaster Management Office (NDMO).

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<sup>55</sup> Further evidence is documented in each Progress Report and Annual Plan from the last phase.

- All staff need to understand mental health issues more fully, the complex links between disability and VAW, and the human rights of people with different sexual orientations.
- Currently only SCC has the capacity to undertake high quality 5-day workshops in communities. All Branch Project Officers need to develop this capacity. A phased approach is planned, with TOCC expected to take this on from year 2, and TCC and MCC from year 3.
- The Lawyer/Deputy Coordinator, Research Officer and SCC Community Educator have begun to develop experience at training men. (Only the VWC Coordinator and SCC Project Officer had these skills at the beginning of the last phase.) More skills and confidence are needed among the whole management team to facilitate talks, workshops and trainings with men, to be able to respond to their questions and challenges. By year 3, SCC will begin hold workshops with male leaders in communities. This is also an important medium-term organisational sustainability strategy.
- Increased understanding is needed by Counsellors and other staff (particularly newer staff) regarding why VWC insists that Counsellors accompany clients at the safehouse at all times, and the objectives of the safehouse service, including what type of counselling can be provided at the safehouse, safety issues, and “dos and don’ts” while at a safehouse.
- All staff engaged in community awareness and education need to learn to conduct basic training on the FPA and FPOs, using a legal training module to be developed by the 2 Lawyers.
- All new Branch staff need to continue to be strengthened and mentored in all areas of work.
- Some Branch and VWC staff need to be making more referrals to the Lawyers. This requires higher levels of legal literacy, particularly among newer staff. (Legal literacy refreshers are sometimes scheduled at annual counsellor trainings as well as the staff training retreats, but the latter are unable to be funded in the core budget.) Although TCC and TOCC staff have improved their capacity to write letters to court officials for child maintenance cases, more templates and training is needed for communications with court officials on other types of cases.
- Some Project Officers (TCC, TOCC and MCC) need more skills to assist them to train and provide sufficient outreach and support to CAVAWs.
- In the area of monitoring and evaluation, the capacity of Branch Project Officers and relevant VWC staff to identify, write, select and analyse qualitative data needs to be strengthened over this phase.

**Several new positions were added to VWC’s core staff during the last phase.** These included: an additional Counsellor at VWC in 2014; a second Lawyer to meet the demand for access to justice by clients in early 2015 (and to enable the senior Lawyer to take on more responsibility as the Deputy Coordinator); the CAVAW Officer in January 2014 to meet the need for additional and dedicated support to CAVAWs; and a Gardener at the new office (also in January 2014) who will also take on maintenance and security roles in this phase to achieve significant cost efficiencies. The finance, personnel management and administration section was re-structured in January 2014, with the new position of Finance/Office Manager created, in addition to that of Finance/Administration Officer. Although these changes increased recurrent costs<sup>56</sup> and have put some strain on balancing the budget for this phase, they have also enabled VWC to respond to increased and growing demand across areas of programming, along with the strategies discussed above. More volunteers were also appointed according to need from time to time at VWC and several Branches to manage work pressures. This option is not included in the core (Annex 5A-5C) or supplementary (Annex 5G) budgets for this phase, due to the financial limitation.

**An additional Counsellor position is included in the core budget for this phase to manage current and projected demand for counselling at VWC** (see Charts 3.2 and 3.3 in section 3.3.3). This brings

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<sup>56</sup> All these staffing changes were made and approved when the foreign exchange rate for the Australian dollar was somewhat higher than in the previous PDD, and significantly higher than it is now. This is one of several reasons for VWC’s difficulties in balancing the budget to adhere to Australian aid financial limitations.

the total number of Counsellors at VWC to 6. This is essential to reduce the risk of Counsellor burn-out, to enable Counsellors to take days off after a certain number of clients have been assisted, and to provide time for in-house and professional development opportunities to improve skills and understanding, as well as counselling supervision.

In recognition of the high workload associated with managing the 4 Branches, VWC will trial delegating some of this workload to the Research Officer during this phase. She already provides feedback and support to Project Officers with monitoring, evaluation and reporting tasks. This role will be gradually expanded to include administrative and other areas of work, since she has received training in managing and facilitating community education and prevention work, and has also participated in several counsellor trainings to date.

Due to financial limitations, there is no growth in community awareness/education/prevention activities in this phase, although there is sound evidence of growing demand (see Chart 3.1 in section 3.3.3). The core budget for Branches provides for fewer community awareness events annually compared with the last phase (4 compared with 6), and several national communications activities have been scaled back (special events, media campaigns) or not funded at all in the core budget (community education and legal literacy materials), to enable VWC give priority to counselling and CAVAW capacity building and support priorities, while keeping the same level of VWC prevention workshops and trainings as in the last PDD.<sup>57</sup>

One of VWC's strengths is that it takes a **teamwork approach** to program implementation, including participatory monitoring of outputs and outcomes. This approach reinforces staff ownership of the program, their commitment and the process of ongoing learning, and is also a vitally important part of strengthening organisational sustainability. These processes engage a broad group of staff in a reflection on the strategies needed to bring about change at various levels, and on evidence of their effectiveness. VWC has also employed a multi-tasking approach, which has enabled it to respond flexibly to challenges as they arise. Once staff are appointed, they are put on probation for at least 6 months, and to date VWC has sent all staff (once they have been confirmed and in the role for some time) to FWCC's RTP, which is a foundational 4-week training for understanding the problem of VAW and its dynamics. Counsellors generally have a longer probation period, since empathy, a deep commitment to human rights, and a willingness to learn are even more important in counselling than in other positions; VWC has learnt that a much longer time period is needed to assess counselling skills properly, and to give new staff time to learn the counselling and advocacy skills needed, including adequate knowledge of the law.

All the approaches discussed above have engendered long-term commitment from staff, which is demonstrated by a very low turnover of staff, particularly in senior and counselling positions. As discussed in section 4.3 above, the budget includes a 2.5% annual increase on all salaries. However, staff are only eligible for this after they have been confirmed in their positions for at least 12 months, and if their performance is satisfactory or better; there have been several instances over the last phase where the 2.5% increment has not been awarded due to a failure to meet targets and expected improvements in capacity.

## 5.2 Implementation Plan

A detailed indicative implementation schedule for the 5-year program is included at Annex 4A. This shows outputs, activities and their targets from July 2016 through to June 2021. It clearly identifies

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<sup>57</sup> In fact, more workshops and trainings were done than planned in the last PDD, due to very favourable foreign exchanges rates from 2012 – 2013.

those activities and targets that are fully funded in the core budget, and those that are partially or fully covered in the additional budget request included in Annex 5G.

### 5.2.1 Critical Path Activities

Most of VWC's program activities are ongoing. However, there are several critical path activities worth noting that are essential for outputs to be of high quality, and to ensure that some periodic activities are undertaken.

- **In crisis counselling and support** to clients, in order for Project Officers at the Branches to undertake counsellor training and supervision, it is essential for each of them to be well trained and skilled in all aspects of counselling, including being able to identify when they need help from VWC's Counsellors and Counsellor Supervisor for complex cases, and which cases need to be prioritised and referred on to the VWC Lawyers. These skills can take some time to develop, along with the specific skill set required to undertake peer and group supervision. This highlights the importance of counsellor trainings with all counselling staff in Vila, and the need for regular supervision visits by the Counsellor Supervisor and Lawyers.
- **For Branch prevention work** to develop as planned, with Project Officers at TCC, TOCC and MCC transitioning to planning and conducting 5-day workshops, they first need to be able to undertake high quality short talks, and to have been exposed to both training of trainers sessions and to supervision by more experienced staff.
- SCC will transition to taking on 5-day **workshops with male leaders** from year 3, which will enable VWC to increase its targeting of men. Before this can be done, they will also need to be trained and supervised in facilitating intensive workshops with men, which can present quite different challenges to prevention work with women.
- **Male advocacy work has several critical path activities.** In order to select men to participate in the 2<sup>nd</sup> stage male advocacy training, male leaders need to have participated in at least one 1-week community awareness/prevention workshop. Only a handful of the male leaders who have participated at this level in the last phase will be selected to participate in the 2<sup>nd</sup> stage trainings to be undertaken in years 1 and 2. Most of these will progress to the 3<sup>rd</sup> stage training to be held in years 3 and 4. Drawing on the male leaders' workshops to be conducted by both VWC and SCC in this phase, VWC will select another group of participants for the 2<sup>nd</sup> stage training in year 5.
- These trained male advocates will work closely with VWC to organise and prepare the ground for further prevention work in their areas of influence – whether at the community level, or in partner and stakeholder agencies. This will feed into VWC's targeting of communities for a range of different types of prevention work, including special events, 5-day workshops with community members, and in some cases 5-day trainings with other agencies on gender relations, VAW and human rights.
- VWC aims to target both the **VITE and the Nursing School** for training in this phase. As with all other trainings with other agencies, the first step is to advocate and lobby at a range of different levels to create a demand for training and other prevention work with these agencies. Previous VWC workshop and training participants are critical change agents in this process.
- VWC's plan to establish and facilitate **EVAW taskforces at provincial/Branch and national levels** will also require a significant investment of time in advocacy, lobbying and consultation, to convince stakeholders of the need for their engagement and the benefits to be gained from it. Once again, previous participants in VWC workshops and trainings over the last phase will be critical change agents that VWC will work with in this process.
- Preparation for the establishment of a **new Branch in Penama province** is also a critical path activity to successfully establish a new service in the province, which has traditionally rejected VWC's overtures for community awareness prevention work over many years. VWC has invested significant resources already in the last phase to ensure that the provincial authorities and women's and men's leaders are ready for the new Branch. Negotiations have also been

undertaken regarding possible premises for the Branch, and links have already been made with law and justice sector agencies to ensure that the new Branch can operate effectively from the outset. (As explained in sections 4.1.2 and 4.3 above, PECC will only be established if additional funding is made available from Australian aid or other sources.)

### 5.2.2 Annual Plan for Year 1, July 2016 – June 2017

**VWC does not plan to prepare a separate annual plan for year 1.** The detailed implementation schedule for year 1 is attached at Annex 4B, along with the cost schedules for year 1 at Annex 5B and 5E. Annex 4C supplements these schedules with more details of Branch activities planned for year 1. This section does not discuss ongoing activities undertaken each year, since these have already been outlined in section 4.1 above.

The implementation schedule in Annex 4B provides details on the timing and location of key periodic activities. For VWC in component 1, mobile counselling will be undertaken at Nguna and Emau islands in July and August, at Paunagisu and Malafau on Efate in September and October, and with Vanwods groups at Sivr and Erakor in November and March respectively. The annual counsellor training with all VWC and Branch counsellors will be held in Port Vila in October, and one counsellor will be selected for attachment at FWCC in February 2017. VWC will also hold an in-house training for VWC Counsellors in May, where counsellors will also have a legal literacy refresher.

In addition to their ongoing activities, each of the Branches will undertake 6 mobile counselling visits (see Annex 4B and 4C for targeted locations) and each Branch Project Officer will provide one short training to their counsellors. In some cases, this may be provided with the support of VWC staff, provided that funds are available to resource this. Each of the Branches will undertake 4 intensive community awareness workshops where communities have been targeted because of previous contacts and follow-ups, or on the basis of counselling data (see Annex 4B and 4C for details). Each of the Branches has also identified the CAVAWs that they will provide additional support to (through visits and attachments) if additional funding is made available (see Annex 5G).

If VWC is successful at attracting additional funding for the establishment and recurrent costs of a new Branch in Penama province, VWC will set up PECC with a skeleton staff of 2 volunteers in year 1. These volunteers will focus primarily on providing counselling in year 1, until the funds are available to establish the Branch with a full complement of staff who can also undertake outreach and prevention work. There is currently a high demand for crisis counselling services in Penama province following the series of prevention and awareness-raising activities undertaken by both VWC and SCC in the province over the last phase.

As discussed above in section 4.1, 2 monitoring visits will be made by VWC staff to each branch in year 1: TOCC in July, SCC and TCC in August, MCC and TOCC in September, TCC in November, MCC in December and SCC in February. The VWC staff to visit each branch will be confirmed closer to their departure and according to the greatest identified needs for supervision and training. However, it is likely that at least one of these visits to each Branch will be by the Counsellor Supervisor. In addition, legal training visits will be conducted to MCC in July, TOCC in August, TCC in September and SCC in March 2017, in addition to visits that will be scheduled as needed when court cases are heard in the provinces. A new staff member from TCC will be attached to VWC in July for training and supervision.

All Branch Project Officers will be attached to VWC for workshops linked to the preparation of program reports to the Australian Government. The first of these will be in August, when VWC will prepare the Activity Completion Report for the last phase. The second will be December, when staff will prepare the first Progress Report for this phase. The third will be in May for the preparation of the Annual Plan for year 2, when staff will review progress over year 1, and plan for year 2.



All 6 provincial CAVAW training visits will be held before Branch Project Officers arrive in Vila for progress reporting workshops. This is to ensure that data is available on all CAVAW activities for inclusion in the progress report. (However, the CAVAW data collected will be for the final year of the last year, rather than for the first year of this phase.) The CAVAW trainings will be held in Tafea in July, in Sanma and Malampa in August, in Shefa and Penama in September, and in Torba in October.

VWC will conduct six 5-day community awareness/prevention workshops in year 1. The first will be with Tanvasoko women in July; this is a follow-up to outreach by VWC in the last phase to women Councillors in Port Vila Municipal Council. The second will be in August with women from the SDA Church on Tanna. In October, VWC will attend the Southern Islands Presbytery conference of the Presbyterian Church on Futuna, which is a follow-up to the intensive work that VWC has done with the Church in Tafea over the last phase; women, men and youth will all be targeted at this event. In November VWC will hold a workshop with women in Atchin in Malekula, and in December with women in Tanna who are member of the AOG Church. The final workshop will be held with women in Iru in March on Tanna. Like the Branches, VWC will also respond to requests for talks and other prevention activities as requested through the year, in addition to these targeted activities. A male leaders' workshop will be held with Tanvasoko men, adjacent to the workshop with women. This will be the first time for VWC to work with Tanvasoko male and female leaders on Efate. All the Branches, most CAVAWs and VWC will also raise awareness of VAWC at the 7 special events planned throughout the year (see Annex 4B and section 4.1.2 above for details). As noted in section 4.2.1, VWC and the Branches will be taking steps to target disabled people's organisations for some of these events, as well as people with a different sexual orientation. Two VWC newsletters will be produced in November and May, and the VWC brochure will be updated and reprinted in July for the beginning of this phase. No community education materials will be produced in year 1, unless VWC is successful at attracting additional funding for these.

Although there is no firm funding in place to conduct VWC's research project on VAW, human rights and custom, preparatory activities will continue so that this can go ahead in year 2 as planned if funding is sourced. The client feedback survey will continue to be implemented at VWC throughout the year by the Research/Branch Officer.

VWC is targeting the education sector for its first 5-day training of other agencies in September 2016, followed by Malampa Provincial Councillors in November. In February 2017, VWC will organise a follow-up session with the VPF in Santo, to provide a refresher on the training that they received in the last phase, assess the extent to which trainees' behaviour and practice has changed, and to discuss the ongoing challenges faced by VWC, SCC and CAVAWs in relation to police responses on VAWC. A 2<sup>nd</sup> stage male advocacy training will be held in July with men who have already participated in male leaders workshops in the last phase. This will also be an important opportunity to train selected VWC and Branch staff in how to work with men at this level.

VWC will undertake an annual review of the policy manual and code of conduct in the last quarter of the year, and will undertake staff performance reviews in June. The annual audit for the final year of the last phase is scheduled for the first quarter, and 4 management committee meetings will be held in September, December, March and May. Program Coordination Committee meetings will be held in January/February following submission of the first Progress Report, and in June following submission of the Annual Plan for year 2.

### 5.3 Procurement Arrangements and Financial Controls

All financial accounting and procurement for VWC, TCC, TOCC and MCC is either carried out by the Finance/Administration Manager or by other staff under her close supervision. SCC's Project Officer manages procurement and accounting for SCC, and this is internally audited by the Finance/Administration Manager. No partner government systems are used for any procurement. For any major asset purchases, several quotes are sought before purchase, with approval for purchase by the Finance/Administration Manager in consultation with the Coordinator and/or Deputy. Two staff are responsible for the management of petty cash which significantly reduces the risk of petty fraud; one manages payments and records, and other checks the records and receipts daily.

VWC has demonstrated a long-standing commitment to transparency and accountability in all its dealings, and is committed to using Australian aid funds effectively and efficiently. Several standard financial controls are in place, the fiduciary risk is negligible and there is an established history of timely governance and management processes, which meet expected standards of performance. These include quarterly Management meetings and independent auditing of accounts. All payment vouchers and cheques are counter-signed by either the Deputy Coordinator or Coordinator or both.

Monthly internal auditing by an external officer from Law Partners provides an additional layer of financial control and further reduces the risk of major and minor fraud. This involves the checking of a random sample of payment vouchers including petty cash expenditures, and all associated documentation, including cheque butts, receipts and invoices. This means that any risk of fraud is highly unlikely to continue beyond one month.

The Australian M&E and risk management consultant also plays a role from two to three times a year, by providing oversight to the preparation of acquittals and ensuring that they represent a true and accurate account of expenditure. This provides a further opportunity for discovering any fraudulent activity, since this process requires detailed breakdowns of all major expenditures to verify the accuracy of acquittals, and transparent explanations of variance between budget items and acquittals which is documented in internal financial process reports.

VWC's Policy Manual includes guidelines for the use of Centre assets and potential conflicts of interest. There is zero tolerance of misuse or abuse of Centre assets.

### 5.4 Sustainability

#### Sustainability of Program Outcomes

Attitudes and behaviours which contribute to VAW are entrenched in religious, social and cultural beliefs and practices in Vanuatu (see section 3.1 and the Problem Tree in Annex 2A). PWSPD's Delivery Strategy recognises that substantive change towards gender equality is generational in nature.<sup>58</sup> This highlights the critical importance of achieving sustainable results, particularly changes to bring about reduced discrimination in law, policies and institutions, community acceptance that violence against women and children is a violation of human rights, and the empowerment of women so that they are able to claim their rights and access justice. If these changes are progressively achieved, there will be sustainable changes towards effective prevention and response services throughout the country.

The importance of the sustainability of outcomes has been identified in the strategic analysis and risk assessment that underpins the program design. Some of the strategies and approaches in the program design that will promote the sustainability of outcomes are as follows.

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<sup>58</sup> AusAID 2012: 5.

- The focus on advocacy to increase recognition by government of the scale and severity of the problem, and to convince government to take steps to address the problem through legislation, policies and protocols – the aim here is to institutionalise changes and create an enabling environment for further change. Lobbying for legislative compliance with CEDAW including a comprehensive family law will help to consolidate further change.
- The focus on partnerships in this phase of the program will also help to institutionalise and sustain changes – because these partners are beginning to own the problem, and have a stake in the outcomes.
- Consolidating the national network of CAVAWs and male advocates – these people would continue to work for women's rights and the elimination of violence against women and children in their families and communities even if VWC did not continue, albeit in a less organised way.
- Male advocacy activities aim to internalise lasting changes in men – ongoing mentoring, monitoring, support and joint activities with men are designed to ensure sustained behavioural change. Many of these men are community leaders and others hold key positions in government agencies or social institutions which provide services to women subjected to violence. Effective advocacy by male advocates will have further ripple effects that contribute to the elimination of violence against women and help to sustain change.
- Strengthening community mobilization for prevention through the ongoing work of the Branches and CAVAWs – this will help to ensure that changes are sustained in rural areas.
- Lobbying for the implementation and enforcement of the FPA throughout the country – this will provide a structure for the protection of women and children in rural areas.
- Continuing to disseminate the research findings on the prevalence and impact of violence against women and children – this helps to institutionalise commitment to prevention and response.
- Undertaking the research on custom and violence against women and children in relation to bride price – if additional funding is received for this project, it will help people understand the factors in customary beliefs and practices that reinforce violence, and those that promote women's rights and protect women and children.

VWC has learned that persistence, negotiation, lobbying and advocacy at every level, and working on many fronts at once, has helped to bring about the changes that have been achieved to date. This persistence will continue and will be a key factor in helping to bring about further sustainable changes. Other strategies that promote the sustainability of results are:

- VWC's focus on empowerment in counselling approaches – this promotes strength within individual women, and is very important for promoting sustainable change, as is the focus on human rights in all areas of VWC's work. Each woman who is empowered to stop the violence in her own relationship, and each who decides to take her case to court is a role model for others. This has a ripple effect for other women living with violence within that community and/or family, and contributes to both primary and secondary prevention.
- Equipping all staff and CAVAWs with skills to enable them to undertake as much of the preparation of legal documentation as possible, and providing back-stopping support for this with VWC's lawyers.
- Training staff in a range of areas to strengthen their capacity.

### **Sustainability of Organisational and Program Funding**

Section 5.1 above discusses various effective strategies in place to ensure the medium-to-long term sustainability of VWC as a leading civil society organisation in Vanuatu. However, it is clear that a phase-out or withdrawal of Australian aid support for VWC's national program is not a realistic or feasible option in the foreseeable future; VWC would be unable to identify other sources of support to sustain the organisation with its current levels of national programming.

The Vanuatu government does not have sufficient resources even to fund transport for police to serve FPOs, make arrests or investigate offences, or adequate remuneration for health or education staff; in this context it is highly unlikely to resource the type of services provided by VWC in the short or long term, despite genuine support and admiration for VWC's work and achievements among many key leaders. It should also be recognised that some leaders are perpetrators of violence against women and children (this is identified as specific risk in the risk matrix, see section 5.6 below). Further support from Australian aid and/or other donors will be needed well beyond this phase to consolidate and sustain the results. Changing the attitudes and behaviours essential for reducing violence against women and children is a long-term endeavour, because these are reinforced by custom, religion, and social and cultural institutions.

Faced with the financial limitation of Australian aid funds for this phase, VWC is highly motivated to explore other sources of support, to maintain the momentum for change that is evident from VWC's successful efforts in the last phase. However, to be realistic, there are very few other agencies who are willing to provide long-term core support for a women's organisation dedicated to eliminating VAWC, even in the current climate when there is a high level of consciousness and concern about the problem. Local fund-raising with local businesses or private individuals is also unlikely to resource the program to the scale and for the duration needed to significantly curtail the prevalence of VAWC. However, VWC's primary focus on local and national ni-Vanuatu efforts (with Chiefs, Church groups, provincial and area authorities, and government agencies working in the health, education and law and justice sectors – as distinct from one-off or short-term efforts by INGOs) is a very important strategy to consolidate sustainable prevention approaches and embed them in key ni-Vanuatu institutions over the long-term.

## 5.5 Inclusiveness

VWC is compliant with all Australian Government safeguard policies and quality requirements (see Annex 3C). These are discussed below.

### Child Protection

VWC has a child protection policy that was reviewed by Australian Aid during the last phase and is based on and compliant with Australian Government requirements. Child protection training in line with compliance requirements has been provided at VWC's staff training retreat. VWC's counselling supervision practices ensure that there is oversight of all staff who are in contact with children. VWC has a child protection code of conduct that is based on the format included in the Australian aid policy on child protection, and meets Australian aid requirements.<sup>59</sup> The code is signed by all staff. VWC has a zero tolerance approach to all forms of violence and abuse by staff, CAVAWs and male advocates.

### Disability Inclusiveness

VWC has identified disability inclusiveness as a priority area of focus that needs more attention in this phase. VWC and each of the Branches have reached out to and worked with local disability organisations and committees in previous phases, and have undertaken joint prevention activities (see 3.2.2 for details, and Annex 11). Nevertheless, there was a recognition in the PDD workshop that more needs to be done in this area.

Actions that have been taken in the past, and others which need to be consolidated in this phase include the following:

- Although the leadership of VWC and most senior staff are well aware of the links between disability and VAW (this was explicitly discussed and included in the development of VWC's

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<sup>59</sup> AusAID 2013. [Child Protection Policy](#). Australian Government. Canberra.

national prevalence survey and in the report on its findings<sup>60</sup>), some of the newer staff need more training to understand these links and their complexity, and to deal appropriately with the issue across the various areas of VWC's prevention and response work. The FWCC foundational training (attended by all VWC staff at an early stage of their careers within VWC) deals explicitly with the attitudinal barriers that lead to discrimination and stereotyping of people living with disabilities. Specifically, the Counsellor Supervisor will be delegated the responsibility of ensuring that all Counsellors are well-trained on the links between disability and VAW, and that procedures are in place to ensure that disabled clients have their specific needs addressed through the counselling process.

- VWC ensured that physical barriers to access services were addressed in the renovation of its office in Port Vila in the last phase. Over this phase, more efforts will be made to identify people with disabilities and their access to service during mobile counselling and special events campaigns.
- VWC will continue to adhere to the principle of "nothing about us without us", by continuing to work in collaboration with disabled people and their organisations to address other barriers, such as discriminatory laws, policies and practices of other service-providers which impact negatively on people living with a disability.
- VWC will also collaborate with and seek advice from disabled peoples' organisations on communication issues where needed.

Unfortunately VWC has not been collecting data on service provision in relation to disability over previous phases. This has been included in the M&E framework for this phase (see section 6 and Annex 6) and the M&E plan will be updated over the coming months. Data on disability will be collected for: new clients and repeat counselling sessions; requests for information; and the number of prevention activities targeted at or organised in cooperation with disabled peoples groups.

Revised data collection formats for the collection of client data and information requests were developed during February 2016 and included in the most recent counsellor training in February 2016. Data collection will be trialled from March to June so that systems are in place to enable the collection of valid and reliable data before the phase begins in July 2016.

For client data, VWC will disaggregate data by sex, age (adult and child), and by intellectual, physical and sensory disability, following the lead taken by FWCC in this area. Disaggregated data on clients with disability will not be based on the Washington Group questions.<sup>61</sup> VWC believes that the Washington Group approach is unlikely to work well when clients are seeking help and traumatised by their experiences of violence. Assessments of function in relation to sight, hearing, self-care, mobility, mental health issues, and communication are part and parcel of the counselling, advocacy and counselling supervision roles, within the context of an empowering approach to counselling to address clients' presenting and underlying problems with VAWC. Nevertheless, VWC will explore further whether the Washington Group questions can be incorporated into the counselling process and the benefits and disadvantages of doing so in the context of counselling to address VAWC. Ethical guidelines and feminist principles on data collection and research on VAW highlight the importance of the usefulness of data collected to advance the protection of women's rights and the elimination of VAW, compared with the risks of harm or discomfort to participants. This is a key principle for VWC in all its research and data collection activities.

### **Environmental Management**

VWC's program does not have any direct environmental impacts. The investment is not in a vulnerable place or risky sector; the investment will not be impacted significantly by climate change (although

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<sup>60</sup> VWC 2011: 18.

<sup>61</sup> DFAT 2015: 27; and Plan International and CBM-Nossal Australia 2015: 12.

climate change and any associated disasters may be expected to exacerbate the problem of VAW). The investment will not impact on eco systems that sustain livelihoods; and will not have a significant impact on the environment.<sup>62</sup> VWC endeavours to use strategies to ensure that aid money is not used in ways that harm the environment, such as by using electronic communications as opposed to printed material wherever possible. To VWC's knowledge, there are no recycling facilities in Vanuatu.

## 5.6 Risk Assessment and Management

VWC's participatory program design process included a 1-day workshop dedicated to risk assessment and management. This considered risks to the achievement of each of VWC's outcomes and outputs, and treatment strategies for mitigating and managing risks. The Risk Assessment and Management Matrix in Annex 3A summarises all major risks and their potential consequences for the program. It provides ratings for the likelihood of each risk and its consequences, and an overall rating for each risk; the strategies to address each risk; and responsibilities for implementing these strategies. VWC has used Australian aid's 5-point rating scales for likelihood (almost certain, likely, possible, unlikely, and rare) and consequences (severe, major, moderate, minor and negligible), and its 4-point scale for the overall risk rating (low, moderate, high and very high).

Annex 3B is Design Summary Risk Assessment Register and rates other types of risks including: those in the operating environment; safeguards (see the Safeguards Screening Checklist in Annex 3C); fraud and fiduciary risks; reputational risks; and risks to Australia's relationships with key partners. The likelihood of these risks occurring is rare, the consequences are rated as negligible, and the impact ratings are considered to be low due to VWC's long experience at managing all these types of risks. VWC has well-tested and strict financial controls (see Annex 5.3 above for details). It has strategies in place to ensure that women with disability can access services, and the effectiveness of these strategies will be subject to periodic review during implementation (during annual planning and progress reporting). Annex 3B provides an overall risk rating for the achievement of results (rated as low), and for the program as a whole (also rated as low).

The risk assessments attached at Annex 3A and 3B are based on VWC's long experience with program implementation on EVAWC. Annex 3A shows that the whole of the VWC Network is identified as responsible for managing several of the risks, whereas specific individuals are identified as responsible for risk management in other cases. This reflects the fact that most risks to the achievement of outcomes (and to their sustainability) arise from the social, cultural and institutional context which normalises VAWC, and which perpetuates gender inequality and discrimination and its expressions in customary and religious practices and in the implementation of law. Therefore, most of the risks to outcomes are a fundamental part of the overall problem that VWC is seeking to address through the program. Consequently, **all risk management strategies are integrated into the program design as either outputs, activities or underlying strategies.** Because all or most staff are engaged in prevention activities and messages that directly challenge the social and cultural pre-conditions and causes of VWC, the responsibility for risk management is therefore identified as the whole VWC Network for several risks. Nevertheless, over-arching responsibility for risk management rests with the VWC Coordinator, supported by the Deputy and broader management team. During implementation, risk assessment and the review of risk management strategies are incorporated into annual participatory strategic planning and monitoring and evaluation workshops.

Most risks to the achievement of outcomes were identified in previous phases, and the majority are risks to all end-of-program outcomes. In many cases, the potential consequences of these risks occurring – and hence their overall ratings – have been downgraded compared with previous phases. Although some of these risks are still rated as certain, possible or likely to occur, in most cases the

<sup>62</sup> AusAID 2012 [Guideline: Integrating Environment into Investment Development](#).



consequences are rated as minor or negligible, and the overall risk ratings are therefore moderate or low. This is a reflection of the progress that has been made in recent years; VWC has learned from experience that its risk management strategies are effective, and good progress has been made towards outcomes despite these pervasive risks in the social and cultural context.

Of 17 risks identified for the end-of-program outcomes, 1 has been given an overall rating of high, 11 have been rated as moderate, and 5 have been given an overall rating of low. The risk with the high rating is inadequate legal and institutional responses to VAWC. This disempowers women and is a disincentive for them to report violence to the Police, other government agencies and CSOs, and undermines their access to justice through the courts. It also undermines the community's faith in the law and justice system, particularly when low or inconsistent sentences are given for violent physical and sexual crimes, when customary settlements are seen as mitigating factors, and when perpetrators are given early parole. All these impacts slow down primary and secondary prevention and thus delay progress towards the elimination of VAWC. Risk management strategies are integrated across all components of VWC's design and include:

- lobbying government to implement and monitor the FPA and the penal code, and to implement the VPF family violence policy and SOPs;
- educating and lobbying community leaders to adhere to the existing laws and remain faithful to human rights standards;
- continue to disseminate the findings from VWC's research on the causes and consequences of violence and its specific risk factors in Vanuatu;
- develop and strengthen partnerships and advocate for policies and practices to protect and promote women's and children's rights; and
- establish EVAW task forces in Port Vila and at each of the Branches to improve accountability to the law and human rights standards, and challenge impunity for crimes of VAWC (a new strategy identified for this phase).

As noted above, risks rated as moderate arise from the social and cultural context that accepts and reinforces violence and discrimination towards women and children. These include:

- cultural and religious attitudes towards women and children, which position women and children as the property of men, and the rejection of the view that they are entitled to equal human rights;
- discrimination against women, children and youth by chiefs and religious leaders, who demand respect for their interpretations of custom and religion;
- women's own acceptance of violence and discrimination due to the customary and religious attitudes, behaviours, attitudes and practices which flow from the context noted above;
- lack of political will to introduce and implement legislative changes that promote and protect women's rights, which also flow from the social and cultural context described above;
- more specifically, delays in implementing the FPA throughout Vanuatu, particularly in remote rural areas;
- the fact that many men in key positions of authority (across all social and legal institutions) currently abuse women themselves, and therefore do not see VAWC as an issue – this also arises from the context described above and is to be expected given the very high rates of prevalence of all forms of VAWC in Vanuatu;
- flowing from all the above, the view that women's and children's rights are seen as imposed and foreign concepts (although the likelihood of this was modified from almost certain to likely by VWC staff for this phase, which indicates that some change has occurred);
- women are blamed (by women and men) for causing and perpetuating violence, and also for destroying custom in their efforts to eliminate violence – a view which is closely linked to the lack of understanding of and belief in human rights;
- disabled women and children and LGBTI people are prevented from accessing VWC Network counselling and prevention services, yet have a higher risk of experiencing violence; and

- discrimination against women in all political, governance and social structures perpetuates the view that women are not equal with men, and thus perpetuates VAW.

Although the potential consequences of these risks varies somewhat (see Annex 3A), they all have the effect of slowing down the work to eliminate VAWC and the empowerment of women. All risk management strategies are embedded in the program design, with multiple prevention strategies to change attitudes and behaviour, and broader based national efforts which aim to inform women and men of women's and children's human rights. The new design feature of establishing EVAW task forces is specifically designed to manage some of the institutional risks identified above.

Several of the risks that are now given an overall rating of low were given a higher rating in previous phases. This downgrading in risk assessment provides another insight into the progress that has been made over the last phase of Australian aid support. Risks that are now rated as low include:

- Hostility from community groups to VWC's messages about VAWC and women's and children's rights: This prevents community members from hearing VWC's messages and from accessing services, particularly when communities targeted for much-needed prevention messages have leaders who reject VWC's overtures and requests to work in their localities. The likelihood of this risk is given a rating of possible (3), but it remains higher in both Malampa and Penama provinces where the prevalence of VAW is highest, and where VWC has not been able to be as active over the last 10-15 years (due to rejection of VWC's targeting by community leaders, although many breakthroughs have been achieved in these 2 provinces in the last phase).
- Women and children not using VWC Network services due to remoteness and lack of knowledge about VWC services: The likelihood rating is unlikely (2), but this risk underscores the importance of continuing to raise awareness of VWC's services at the national level and of mobile counselling services to remote areas.
- Women and children not allowed to use VWC services due to relatives forbidding them, and due to fear of repercussions: The rating of this likelihood is possible (3), and the risk management strategies encompass the breadth of VWC's community awareness and prevention work, particularly with chiefs and male and female community leaders, and the continuation of mobile and phone counselling.
- Women and children not using services due to lack of money to travel to VWC Network services: The likelihood of this is also rated as possible (3), and the risk management strategies highlight again the importance of mobile counselling, the work of CAVAWs in remote areas, and the use of the client support fund to enable women and children to access assistance from VWC and the Branches.

Four risks are identified that may have an impact at the output level, or that are related to capacity constraints. These include the following:

- There is a possibility that VWC staff resources may be strained, due to the need to provide capacity building and support to Branches to the optimum level. This is identified as a risk to end-of-program outcome 2 (women and children and community members throughout Vanuatu are accessing effective services on VAWC) because it has the potential to affect the capacity of Branches to deliver quality services (output 2.1). The risk is given an overall rating of moderate, because it arises from the lack of qualified and committed staff for recruitment to Branch positions. This delays Branches reaching their full capacity and effectiveness, and increases the workload of other Branch and VWC staff during a time of growth in demand for services nationally. VWC's preferred risk management strategy is for both VWC and SCC to share the load of supporting Branches, and to continue to attach VWC staff to branches. These strategies are constrained by financial limitations and can only be implemented if additional funding is provided. VWC's long-term strategy has been to recruit staff with the capacity to learn and develop over time, and to provide both formal and non-formal training and support according to the individual

needs identified. With these financial constraints in mind, a new strategy for this phase is to expand the position description of the Research Officer to Research/Branch Officer, and to include some of the responsibility for training, support and oversight of the Branches in her role.

- The difficulties in sustaining volunteer contributions over the long-term has been identified as a risk to the implementation of CAVAW activities in output 2.3. Although the likelihood of this is rated as possible (3), the overall rating given to this risk is low, because this is a feature of work with volunteers that affects different CAVAWs at different times and rates. However, it does highlight the importance of ongoing support and training and regular visits to CAVAWs by VWC and Branch staff. As noted above, one preferred strategy identified by VWC to manage this risk is for Branch Project Officers to take on more responsibility for providing ongoing support and training to CAVAWs. This will continue to be done by phone, but CAVAW visits and attachments involving the Branches are constrained by financial limitations and will only be done if VWC is successful at attracting funds for the additional budget in Annex 5G. The provision of more targeted annual training to all CAVAW members by VWC at the provincial level is a key strategy that is included in the core budget.
- The possibility that trained male advocates may not be accountable to VWC and women's rights is identified as a low risk to the achievement of output 4.2 (male advocacy on women's rights). The likelihood of this risk occurring is rated as possible (3). If/when this risk does occur, it may undermine the work of the VWC Network when male advocates do not live by their public commitments, and thus it slows progress towards the elimination of VAWC. Its overall rating is low, because VWC has learned over the years to manage this risk well, through careful selection of trainees, ongoing follow up and monitoring of male advocates, and an explicit zero tolerance approach to any form of violence or discrimination against women.
- The availability of qualified and committed staff for recruitment is identified as a low risk to the achievement of end-of-program outcome 5 (VWC staff are effectively managing and coordinating the VWC Network's prevention and response services). This risk is given an overall rating of low, because VWC has a very low turnover of staff in most positions, and because VWC uses a teamwork approach throughout all areas of work. However, the position of VWC Community Educator has proved difficult to fill during the last phase, and it encapsulates the difficulty that VWC is faced with in recruitment – being a position that requires a deep understanding of the dynamics of VAWC, coupled with high level communication and organisational skills and a willingness to travel frequently to the islands in often difficult conditions. VWC has successfully trained a range of other staff to take on elements of this work. Recruiting staff who have the capacity to learn and develop over time is a strategy that VWC has used successfully with some candidates, by providing formal and non-formal training and support. Networking to identify possible recruits is also an ongoing risk management strategy.

## 6. MONITORING AND EVALUATION PLAN

### 6.1 Purpose of Monitoring and Evaluation and Overall Approach

The monitoring and evaluation (M&E) matrix is attached at Annex 6A, and baseline data is attached at Annex 7. **VWC has an M&E Plan that was developed during a participatory process with staff during the last phase.**<sup>63</sup> The text in this section is extracted from the VWC M&E Plan, and updates it. The purposes of M&E for VWC are outlined in the VWC M&E Plan as follows:

- provide the information needed to assess program outcomes and impact;
- learn how to improve the effectiveness of strategies to eliminate violence against women and children and advance gender equality, which may provide information to modify the program design;
- analyse VWC's role in the process of change; and
- demonstrate VWC's accountability for implementing the design, carrying out activities as planned, and the achievement of results.

The M&E plan is designed to meet both VWC's and Australian aid's information needs. Information and analysis will be used by VWC as a tool for organisational learning. Therefore, the matrix attached at Annex 6A and VWC's overall approach to M&E is also designed to:

- provide information needed to assess the quality, reach and coverage of outputs, including the degree of exposure of various target groups to key outputs;
- assess progress along the pathways of change developed for this design; and
- meet accountability requirements to Australian aid for all aspects of implementation and monitoring, including efficiency, financial management, value for money, and risk assessment and management.

Much of the information in the 2012 **VWC M&E Plan** is still current. However, it needs to be updated to ensure that it aligns with the current design and the new indicators and revised data collection formats that were developed following program design workshops in February 2016. The updating of the VWC 2012 M&E Plan is being done by the VWC Research/Branch Officer from March to July 2016. This will be reviewed by the VWC Consultant in August when the updated plan will be finalised, following the trial of new data collection formats from March to June 2016.

One of the main challenges associated with demonstrating changes in attitudes, behaviours and practices on VAW is that it requires a much longer-term perspective than a 5-year program – considering the complex social changes needed to achieve the long-term goal of eliminating violence against women across the region, and the problem analysis which points to entrenched belief systems that condone VAWC. **Well-designed national quantitative studies using consistent methodologies over time are the most robust measures to assess changes in prevalence and can also be used to provide valid measures of changes in attitudes** (providing that the methodological limitations are well-understood). However, they are very resource-intensive exercises. VWC undertook its national prevalence study in 2009, and there are insufficient resources in this phase to repeat this exercise to gauge whether current prevalence has reduced. Nevertheless, the M&E plan for this phase will provide robust and nuanced information to assess outcomes over this 5-year phase. Indicators and evaluation questions have been chosen to ensure that end-of-program, medium-term and short-term outcomes and outputs can be demonstrated, and lessons learned about effective strategies. **VWC plans to undertake the second national prevalence study in the next phase of funding (which will commence in July 2021).** This will provide reliable data on whether violence has been prevented (including both primary and secondary prevention), with a 15 year gap between surveys.

<sup>63</sup> VWC 2012 VWC Monitoring and Evaluation Plan.

A very important element of VWC's approach is staff participation in M&E processes – during the design of the M&E framework, and the analysis of progress and outcomes through participatory workshops. Each element of the M&E framework was discussed during VWC's program design workshop as part of the **evaluability assessment** by the VWC design and M&E consultant. Prior to the workshop, the VWC consultant undertook an updated scan of the international evidence base on EVAW, including indicators and methods used internationally to monitor and evaluate programs to eliminate violence against women, including for women living with disabilities. This included a review of feminist analyses of the challenges associated with demonstrating behavioural changes in gender relations, which point to the importance of qualitative and case study methods to ensure the validity, reliability and usefulness of quantitative data. Australian and other M&E guidance documents were also reviewed prior to the workshop.<sup>64</sup>

The following principles were applied to the development of the M&E framework and evaluation questions. These principles align with international standards for evaluation practice in the areas of utility, feasibility, propriety, accuracy and accountability.<sup>65</sup> They are very similar to the principles cited in VWC's 2012 M&E Plan, although they have been updated to include some additional considerations.

- Ownership – data should be useful and meaningful for VWC, for planning, monitoring, and internal reviews of strategies and their effectiveness.
- Accessibility – it is essential to ensure that all data can be easily retrieved, and that the resources needed to do so are reasonable taking into account VWC, Branches and CAVAW time and capacity.
- Valid and reliable – able to be interpreted and analysed with some confidence.
- Several different methods of data collection should be used to collect data so that information can be cross-checked – this is particularly important when assessing changes in attitudes.
- A mix of both qualitative and quantitative indicators – to provide a full picture of VWC's achievements and impacts, and to support analysis of the context in which change is occurring.
- Based on sound social and gender analysis – data should be disaggregated by sex, and the framework should include indicators that measure changes in gender power relations.
- Data should be disaggregated by age – to enable an analysis of VWC's effectiveness at targeting children and youth, given the critical importance of this strategy based on the findings of the VWC national prevalence survey. VWC's approach is to disaggregate adult and child in progress reports.
- Data should be disaggregated by disability, including type of disability – rather than seeing disability as a generic problem and to enable tracking of services provided to clients with different types of impairments.<sup>66</sup>
- Track both positive and negative changes in attitudes to women's and children's rights and violence against women and children – which is also essential for contextualising achievements and impacts.
- Focus explicitly on VWC's contribution to change (along with other stakeholders and partnerships, rather than focusing on changes that VWC has caused (attribution) – this approach reflects VWC's understanding of the process of change and the importance of forging and consolidating partnerships to eliminate VAW.
- Ethical – monitoring and evaluation of EVAW programs should adhere to ethical standards which protect the confidentiality and safety of survivors.<sup>67</sup>

<sup>64</sup> For example: DFAT 2014c; Hunt (Asian Development Bank) 2013; AusAID and ICRW 2013; OECD 2010; Women with Disabilities Australia (WWDA) et al; Batliwala and Pittman 2010; and Oxfam UK Gender & Development 2014, Volume 22, No. 2.

<sup>65</sup> Joint Committee on Standards for Educational Evaluation 2011 Program Evaluation Standards Statements <http://www.icsee.org/program-evaluation-standards-statements> (accessed 16 December 2013).

<sup>66</sup> WWDA et al (no date).

<sup>67</sup> Ellsberg and Heise 2005: 36.

- Participatory and capacity building approach – to M&E design, review of M&E systems, and the assessment and analysis of the information collected.

An additional over-arching principle is that the M&E approach should be as simple as possible, but comprehensive enough to enable assessment of outcomes, effectiveness and lessons. No indicators are identified for the goal, since this is a long-term aim.

## 6.2 Elements of the Monitoring and Evaluation Plan and Framework

The main elements in the M&E matrix and plan are the same as those used in the last phase and are documented in the 2012 M&E Plan. The M&E matrix in Annex 6A provides the following information for each outcome and output:

- **Indicators and targets** for the number of beneficiaries where quantitative indicators are used, and for some qualitative indicators.
- **The source of the data to be collected:** This is usually VWC, Branch and CAVAW records and within VWC's control. However, there are a few cases where VWC will be relying on data from other agencies, including the Police, the health system and the courts. VWC has found that data from these agencies is not always adequately disaggregated to allow an analysis of trends. It is also difficult to obtain data from other agencies in a timely manner, despite repeated requests. Nevertheless, the indicators that rely on data from non-VWC sources are considered essential for an analysis of context and overall impact, and may also be useful for higher-level advocacy.
- **Baseline data needed:** Baseline information is used that will enable trends to be assessed over a longer time-frame. A few output indicators in the M&E matrix do not identify baseline data, where this does not assist with analysis of results (for example, regular and consistent peer and group counselling supervision undertaken). For some qualitative outcome indicators (for example, women's experiences with the FPA), the contextual analysis in the PDD is identified as the baseline against which change will be assessed.
- **Data collection and analysis methods:** This provides some detail on data collection methods and describes the type of analysis that will be undertaken, highlighting key points where this is useful. A mix of data collection methods will be used. **Qualitative analysis will be used to interpret trends in quantitative data.**
- **The frequency of data collection and analysis:** Most information will be collected monthly or 6-monthly, but in some cases collection is annual (where data is requested from other agencies). Analysis of data will be annual in order to demonstrate key changes in attitudes, behaviour and institutions. A schedule of key M&E activities is attached at Annex 6B and will also be updated in the VWC M&E Plan as indicated above.
- **Responsibility for data collection and analysis:** The Research/Branch Officer has primary responsibility for collating most data, although in most cases the responsibility is shared with other staff who collect primary data, such as Counsellors or Branch Project Officers. Analysis of data is a responsibility that is shared with the whole management team involved in M&E workshops, including key VWC staff and Branch Project Officers. Assistance with data analysis is also part of the role the Australian consultant who facilitates M&E data analysis workshops in collaboration with the VWC Coordinator.
- **Description, issues, assumptions and comments related to the collection, analysis and interpretation of data:** In some cases this column (see the M&E matrix in Annex 6A) articulates assumptions regarding how the indicator is expected to demonstrate progress towards results, **including short-term and medium-term outcomes** on the pathway of change towards end-of-program outcomes. For outcome indicators, this column identifies the type of attitudinal and behavioural changes being measured, and contextual factors that may need to be taken into account when interpreting and analysing data. These assumptions reflect VWC, FWCC and international experience with monitoring and evaluating programs to end violence against



women. In other cases significant issues relating to either the collection or analysis of information are documented.

- **Evaluation questions:** These were developed in a participatory workshop with VWC staff at the beginning of the last funding phase in 2012. They were reviewed during the current program design workshops and no changes have been made, because VWC has found them useful to frame discussion at annual progress reporting workshops. The evaluation questions are focused specifically on VWC's program (see box 6.1 below).

VWC will review all aspects of the M&E approach including the usefulness of indicators and evaluation questions, the validity of assumptions and the reliability of data collection methods during progress reporting each December/January. This has been a regular practice over the last 2 phases of VWC funding support, and is well-institutionalised into VWC's M&E processes.

## 6.3 Evaluation Questions, Indicators and Methods

### 6.3.1 Evaluation Questions for Annual Progress Reporting Workshops<sup>68</sup>

Criteria for selecting evaluation questions during the VWC workshops in 2012 (see above) were that they should help to: understand and demonstrate VWC's impacts, outcomes, achievements, and effectiveness; analyse and interpret the data collected for indicators; learn lessons about what works to eliminate violence against women and children, and why; improve program strategies and results; and cover core evaluation criteria (relevance, effectiveness, efficiency, impact, and sustainability).<sup>69</sup>

There are three types of questions focused on the following: program performance; outcomes and impact; and the effectiveness of VWC's key prevention and response strategies. The evaluation questions will guide VWC in its preparation of progress reports and in the evaluation of program performance and impact at the completion of this phase in 2021. VWC recommends that they are also used during the program review to be commissioned by the Australian aid program during year 2.

#### Box 6.1: Evaluation Questions

##### Program Performance

1. Have we achieved the activities, outputs, targets as planned? (a) If not, why not? What positive and negative factors contributed to achieving these results, or not achieving them? (b) What have we learned and what do we need to do differently in future?

##### Outcomes and impact

2. Has the program prevented violence against women and children?
3. Has the program empowered women to claim their rights and access justice?
4. Has the program provided accessible counselling, legal and community awareness services to women and children throughout Vanuatu?
5. Has the program changed attitudes and behaviours on violence against women and children and women's rights – women, girls, men and boys; chiefs and community leaders; key partners?
6. Are there any unintended positive or negative changes?
7. For all the above:

<sup>68</sup> This section is drawn from VWC's M&E Plan from the last phase, VWC 2012: 13.

<sup>69</sup> OECD DAC Criteria for Evaluating Development Assistance (accessed 27/10/2012) <http://www.oecd.org/dac/evaluationofdevelopmentprogrammes/daccriteriaforevaluatingdevelopmentassistance.htm>.

(a) Will the changes and outcomes be sustained? Why or why not? What factors will contribute to the changes being sustained, and what factors undermine sustainability of the outcomes and impacts?

(b) What have we learned and what do we need to do differently in future?

### Strategies

8. What strategies have been most effective to bring about lasting changes?

9. How effective are the partnerships between VWC and other stakeholders?

(a) Were partnerships consolidated and built, and did they help to change attitudes and behaviours in individual's communities, organisations and institutions?

10. Has the Family Protection Act contributed to preventing violence against women and children and increased their access to justice?

11. Have VWC's research findings been an effective tool to raise awareness, prevent violence against women and children, and increase effective responses to the problem?

12. How has the VWC Network contributed to achieving the outcomes – Branches, CAVAWs, male advocates?

A variety of quantitative and qualitative methods will be used to answer the evaluation questions. During progress reporting, methods will include those identified for outcome and output indicators in the M&E framework, including the collection and analysis of client and other data, case studies selected for qualitative indicators, and the use of questionnaires for selected indicators (see 6.3.2 below and Annex 6). Workshops with VWC and Branch staff will be used to analyse and interpret monitoring information. At the completion of this phase, these methods will be supplemented with analysis from VWC's qualitative research on custom, bride price and violence against women (if VWC succeeds in attracting funding for the research). If VWC is successful at attracting additional funding for the National Conference on VAW in year 3, workshops with CAVAWs, male advocates and other stakeholders will supplement analysis by VWC and Branch staff. During the joint DFAT Australian aid/VWC review, VWC expects that a series of workshops and focus group discussions will be held with CAVAWs, male advocates, VWC and Branch staff and selected partners of VWC during this and the previous phase to explore a wider range of views on the questions focused on outcomes, impact and strategies.

### 6.3.2 Outcome and Output Indicators, Data Collection and Analysis

VWC's program design logic and theory of change explicitly acknowledges that **each outcome contributes to the achievement of other outcomes** (see Annex 1, sections 3.3.5 and 4.1). Although the goal of the program is to eliminate VAW, **VWC has not identified reduced violence as an indicator**. This has been a well-considered decision over several phases of funding support based on gender and social analysis of the problem and the existing evidence base in Vanuatu and internationally. A reduction in violence over a 5-year funding phase for a national program is not feasible, given the very high levels of VAW, and the widespread discrimination against women and acceptance of violence that is entrenched in interpretations of religious beliefs and custom. Nor would such an indicator be verifiable over this time period, although it is certainly verifiable in the longer-term (see section 3.3.3 and Annex 2B for **robust evidence from the national study that VWC has already succeeded in reducing prevalence**). As noted above, VWC hopes to be able to attract funding to undertake another national prevalence study in the next phase beginning in 2021. This would yield hard evidence, by using the same methodology to allow valid comparisons with the 2009 research findings.

VWC's indicators are described below, along with a description of data collection and analysis processes for quantitative and qualitative indicators. Targets for the VWC Network as a whole are noted; Annex 6A provides details where needed of the separate targets set for VWC, the Branches

and the CAVAWs. The method for identifying targets during the M&E workshop was to base these on an average of the VWC Network achievements over the last phase. It is important to note that this has yielded **targets that are on the high end of possible achievements, because they assume that the same levels of growth in demand for services will be maintained.** VWC will review the achievement of targets annually, including whether targets have been set to realistic levels for this phase, **taking into account the financial constraints that VWC may face** if additional funding is not able to be sourced from Australian aid or other agencies.

Annex 6A provides details of the baselines to be used for each indicator. In most cases, data from the beginning of the last phase (July 2012 to June 2013) has been set as the baseline for VWC data. However, longer baselines are used for other data sources where this is seen as essential for analysis. Longer timelines may also be used for analysing VWC data where this is appropriate during the preparation of annual progress reports.

**Data on people with disabilities will be collected and analysed from July 2016** (following the trial of new data collection formats from March to June). Client data will be disaggregated according to broad types of disability – intellectual, physical and sensory. (See section 5.5 for a discussion of the difficulties in strictly applying the Washington group questions as the basis for disaggregated reporting.)

### ***Overall Outcome: Effective prevention and response to violence against women and children***

This is a national outcome that requires an evidence base beyond that of the VWC program. It will be measured by triangulating data from 5 indicators: 4 of these are quantitative, and one combines a mix of 2 quantitative and 1 qualitative data collection methods. Of these 7 methods, 3 draw on sources of VWC information, and the remainder are dependent on the provision of data by government agencies. The indicators that will be used to measure progress towards the overall outcome are outlined below.

Including data from other agencies involves some risks relating to the frequency of available data, and its reliability and validity, and even its usefulness (for example, if it is not disaggregated by sex, or if the location of the database is unclear – these are both issues that have arisen in previous phases). VWC has found that it has been very difficult to extract such data from health and law and justice sector agencies (police and courts) over the last phase. In some cases data provided by different but related agencies has been contradictory (such as the Vanuatu Crime Statistics compared with that available from FPU) or different data collection criteria have been used from one year to the next (for example in the health sector). However, VWC's involvement as a member of the Heads of Agency Group of the Ministry of Justice and Community Services, the acknowledgement of VWC's key role in the Justice and Community Services Sector (JCSS) Strategy Monitoring and Evaluation Plan, and the indicators identified in the JCSS M&E Plan provide some hope that the availability of data may improve during this phase,<sup>70</sup> at least in the law and justice sector.

#### ***(i) Number of new clients reporting violence to VWC, Branches and CAVAWs (women, girls, boys and disabled people by sex and age) – target is 6,200 new clients over 5 years from the VWC Network***

This is the most important indicator for this outcome. It draws solely on VWC client statistics, and is thus wholly within VWC's control. The program design assumes that the number of new clients will remain steady if all VWC's prevention activities (including outputs in components 2, 3 and 4) are effective at preventing further violence by contributing to the empowerment of survivors to come forward to seek assistance from the VWC Network, and if good progress is made towards the achievement of all end-of-program outcomes. Seeking assistance to address violence is a major behavioural change, given that 57% of survivors have never asked any agency for help.<sup>71</sup> For all these

<sup>70</sup> JCSS 2015.

<sup>71</sup> VWC 2011: 148.

reasons, this is a robust indicator for assessing progress towards the overall outcome. Analysis of trends in new clients will consider annual fluctuations and analyse the reasons for these. For example, the number of new clients peaked during/after VWC's research in 2009 and 2010, but dropped after VWC's move to new premises in 2012, before increasing overall by 67% from 2012 to 2105; TCC clients dropped after TC Pam and throughout 2015 due to increased transport difficulties and lack of money for clients to travel to the centre.

Data will be collected monthly for VWC and Branch clients. CAVAW client data will be collected annually at the provincial CAVAW trainings that will be held each year from July to November, to ensure that data is available for inclusion in the Progress Reports to be prepared in December/January annually.

***(ii) Number of cases of violence against women and children reported to the Police and health facilities***

No target has been set for this indicator, since this data will draw on police and health statistics. As noted above, the quality and availability of police and health statistics at the national level may reduce the frequency of reporting. It is assumed that there is effective response to and prevention of VAWC if reporting is steady or increasing, since 57% of women have never asked any agency for help. Increased reporting to police and health authorities is essential to prevent further violence and demonstrates improvements in prevention and response by all stakeholders. Data needs to be disaggregated by sex, age, type of violence and relationship to the survivor to usefully analyse trends. Qualitative analysis of police and health responses to victims/survivors will be essential to interpret data; this will be informed by qualitative indicators for other outcomes.

***(iii) Number and percentage of new and repeat VWC and Branch clients who report to the police, for domestic violence and sexual assault (women, girls, boys, and disabled people by sex and age)***

This indicator draws on VWC and Branch data. Analysis will compare trends in VWC Network clients' reporting to Police, with national police statistics on reporting of VAW (if they are made available for indicator [ii] above). Qualitative analysis will assess disincentives to reporting, including police responses to cases and the implementation of the Vanuatu Police Force (VPF) Standard Operating Procedures (SOPs). This indicator may also be used to help assess whether women are being empowered to assert their rights through counselling. However it needs to be emphasised that whether survivors choose this option depends on several factors (including how the police respond to cases of VAWC). This is only one measure of empowerment and it is not expected that the percentage of survivors reporting to police will increase substantially, since baseline data shows that this fluctuates widely annually, depending on how survivors decide to deal with the violence. Therefore, no target is set for this indicator.

***(iv) Total number of women and men accessing justice through the courts for domestic violence (criminal convictions), sexual offences, matrimonial, personal injury, child and family maintenance and custody cases***

This indicator depends on data being made available in a timely manner from the courts, with the intention of comparing women's and men's access to justice in key areas including positive changes, challenges and delays in the completion of cases. The use of this indicator assumes that national prevention and response efforts of all stakeholders are effective if the number of women accessing justice in key areas increases over time. It also assumes that VWC's national broad based messages on women's rights are having an impact more widely than those women who are VWC Network clients. However, experience from the previous phase shows that VWC has not been able to obtain detailed data from the courts in a timely manner to enable triangulation of this data with other outcome indicators, despite many efforts by VWC to obtain it.

***(v) Family Protection Act (FPA) implemented throughout Vanuatu***

This indicator has been selected because implementation and enforcement of the FPA has a significant preventative impact within communities (both primary and secondary prevention), particularly in rural areas, in addition to strengthening response by providing access to justice and protection for women and children. Three sub-indicators and methods of data collection are required to assess this properly:

- (a) *The number of trained authorised persons and registered counsellors (women and men) appointed by province and municipality.* This will enable VWC to assess the extent to which there is national coverage and how this changes over the 5 years of the program, and to assess the percentage of women and men appointed to these roles. This indicator assumes that data will be systematically and regularly collected, and made available by the Ministry of Justice and Community Services. Effective prevention and response requires good coverage of authorised persons in rural and remote areas. If the data is not collected (or not made available) it will provide an important insight into the institutional context, and the areas where VWC needs to focus its advocacy and lobbying efforts to accelerate the process of change.
- (b) *Total number of applications for Temporary Protection Orders (TPOs) and Family Protection Orders (FPOs), and the number issued, by province and municipality to women and men.* Similar constraints and analysis apply for this sub-indicator as for [a] above. Nevertheless, this data will be essential to analyse trends and effectiveness in the implementation of the FPA, including differences in women's and men's experiences and between locations.
- (c) *Evidence of women's experiences with the FPA, including FPOs and TPOs, reported to VWC, Branches and CAVAWs.* This qualitative sub-indicator is essential to triangulate other data collected for measuring progress towards the overall outcome. Analysis will focus on trends and examples of positive and negative experiences from clients, including from different provinces, authorised persons and registered counsellors (once these appointments are made). Analysis will include positive impacts, as well as clients' experiences with breaches, early hearings, delays in issuing orders, and other issues related to the implementation of the Vanuatu Police Force Standard Operating Procedures.

***Component 1: VWC Counselling, Legal Assistance and Support Services***

***End of Program Outcome 1: Survivors are empowered to claim their rights and access justice***

Two indicators will be used to measure progress towards this outcome – one is qualitative, and one is quantitative.

***(i) Evidence of significant changes in clients' lives***

Case studies will be used illustrate empowerment and positive changes in clients' lives, including progress towards the short-term and medium-term outcomes outlined in the pathway of change for survivors (Annex 1A), as well as effective counselling and advocacy approaches. The type of behavioural changes and the time that it takes to achieve short and medium-term outcomes is expected to vary considerably, depending on the individual case. Case studies will include examples from survivors who decide to step out of their violent relationships, as well as those who take action to assert their rights within their ongoing relationships, and may include examples of change from disabled survivors. Trends observed in the total sample of cases studies will be analysed. Case studies are also expected to provide insights into the challenges that face clients and Counsellors in bringing about behavioural changes, as well as into changes in context such as the implementation of the law and responses from other agencies and community members.

Stories of significant change will be identified from counsellor meetings, group supervision and case reviews, and CAVAW trainings, using the criteria and guidelines outlined in the 2012 M&E Plan (to be updated from March to August 2016) and the pathways of change diagram (Annex 1A). An initial

selection of stories from the Branches will be documented in their monthly annual reports to VWC throughout the year. From these, a smaller sample will be selected for discussion and review at annual workshops, where the final sample will be chosen for inclusion in Progress Reports, in order to demonstrate trends, challenges, and evidence of short-term and medium-term outcomes. This process of selection will fulfil the multiple purposes of selecting evidence and identifying trends, as well as providing hands-on training and guidance to staff on the type of qualitative evidence needed to demonstrate change. The quality of counselling outputs is also expected to be demonstrated by this indicator, since stories of change will focus on the impact of VWC's interventions in assisting survivors to make their own decisions to end the violence.

***(ii) Number and percentage of new and repeat VWC clients who receive family protection orders (FPOs) or temporary protection orders (TPOs) per year***

This indicator demonstrates that survivors are empowered to make a decision to take action to protect themselves from violence, and therefore is evidence of progress made towards medium-term outcomes, although it is not expected that the percentage asking for FPOs will increase substantially. There is a huge variation in the amount of time it can take for a client to make this decision and take this step, and this should not be seen as the primary or only evidence of progress towards empowerment. For these reasons, no targets have been set for this indicator.

While FPOs and TPOs are primarily a response to violence, as discussed in earlier sections of this PDD, they can also have a significant preventative and awareness-raising impact in communities, including a primary prevention impact on young people and a secondary prevention impact for women living with violence. If possible, analysis will assess whether there is an increase in the number of women who have already decided that they want an FPO before they come to VWC. If this remains steady, it will also demonstrate the combined effect of all VWC Network community awareness and education efforts to prevent VAW and change behaviour.

If national data is available on the total number of FPOs and TPOs issued throughout the country (see overall outcome indicator v[b] above), analysis will include the percentage of FPOs facilitated nationally by VWC. This will assist to demonstrate the coverage of VWC Network outputs. **It should be noted that currently, most FPOs in urban and rural areas are wholly or partially facilitated by the VWC Network.** In earlier phases, VWC has been able to prove this by comparisons between its own data and that made available by the Port Vila Magistrates Court. This has not been possible in the last phase, due to the lack of availability of data from the courts, and it is now necessary to make this comparison on a national basis. This indicator will also help to demonstrate the effectiveness and quality of counselling at providing information on options and rights.

***Output 1.1: VWC Crisis Counselling and Support – Effective and confidential crisis counselling and support services provided***

Three quantitative indicators and one qualitative indicator will measure the achievement of this output. The first and fourth indicators draw on data from VWC only, whereas the second and third have a national focus and use data from across the VWC Network including Branches and CAVAWs. Considered as a whole, these 4 indicators demonstrate the quality, reach/coverage and exposure to the counselling service.

***(i) Number of repeat counselling sessions at VWC per year (women, girls, boys, and disabled people by sex and age) – target is 5,000 sessions held over 5 years by VWC***

This is one of 2 measures of client satisfaction with the quality of counselling services. Disaggregating data by age and disability will provide insight into the reach of this output. This indicator provides insight into the exposure/dose of this output, by comparing the number of new and repeat clients. Data will be disaggregated by the different types of violence and issues about which women ask for



help, so that trends and changes can be analysed. This indicator provides quantitative evidence of progress towards achieving short-term and medium term outcomes: if the number of repeat clients is steady (taking into account annual fluctuations) this demonstrates that counselling services are seen to be effective and helpful by clients, who are motivated to return to VWC to address their problems and claim their rights. However, it is important to acknowledge that some clients do not return for a range of other reasons that are not related to the quality of counselling services (see the risk matrix in Annex 3A), and that some may return months or even years after they first come to VWC in crisis, and may be prompted to do so by mass media or community-based prevention activities.

***(ii) Number of women and children assisted by the Client Support Fund per year (VWC, Branch and CAVAW clients) – target is 1,250 over 5 years for the VWC Network***

This indicator demonstrates that the VWC Network is providing a service that is accessible to women from the islands and others from the poorest and most isolated communities, which shows reach/coverage of this output. Providing funds for arrests provides protection and increases access to justice. Providing fuel for police to serve FPOs assists women and children to get immediate protection in urban and rural areas, and therefore demonstrates the effectiveness of this output. The achievement of this target may depend on financial constraints.

***(iii) Number of clients using Safe House facilities per year (VWC, Branch and CAVAW clients) – target is 100 over 5 years for the VWC Network***

Although VWC does not operate a refuge service, this is a quantitative measure of the number of clients provided with safe accommodation and security during crisis, including in urban, rural and remote areas. This demonstrates the effectiveness and quality of the counselling service. Showing the number of clients from VWC, Branches and CAVAWs will demonstrate the reach of this service to provinces and remote islands.

***(iv) Percentage of VWC clients satisfied with VWC counselling service***

This indicator is based on the analysis of findings from periodic client feedback surveys conducted by the Research/Branch Officer, using a questionnaire updated in the last phase and included in the M&E Plan. The questionnaire focuses on the quality of counselling, including satisfaction with the service and listening skills. The collection of data is ongoing throughout the year, and there is 6-monthly tabulation for inclusion in Progress Reports and Annual Plans. VWC's aim is to administer the questionnaire to a sample of approximately 10% of new and repeat clients each year, with the sample roughly equal across clients from each of VWC's Counsellors. Questionnaire findings can be used as a tool if needed to trigger peer supervision and targeted mentoring and training for individual Counsellors. The questionnaire will only be administered at VWC, taking into account the very high numbers of clients at VWC compared with all Branches, and the high cost of travel to Branches to administer the questionnaire (which is beyond the scope of the financial limitation required by the Australian aid program). Analysis and response to any issues raised in any individual questionnaire response is immediate. To date, all questionnaire responses have been administered by the Research Officer, rather than completed by the clients themselves.

***Output 1.2: Legal Assistance – Legal information, assistance and representation of VWC, Branch and CAVAW clients***

Three quantitative indicators are used to measure the effectiveness of different aspects of this output. However, one of the indicators also includes a qualitative component, to provide more meaning and insight into the quality of this service, its contribution to outcomes, and the challenges that are faced by the VWC Network in assisting women to access justice. All three indicators draw on national data.

***(i) Number and percentage of new and repeat VWC, Branch and CAVAW clients accessing VWC legal assistance (including assistance provided by phone and email) – target is 750 new clients and repeat clients seen nationally, including 225 new clients over 5 years***

Data will be collected on the number of cases opened in the following areas: child custody, divorce, property claims, family and child maintenance, complex FPOs, breaches of orders, domestic violence cases, sexual assault cases, and others. This indicator provides quantitative evidence of the reach of output 1.2. Disaggregating data on the number new cases opened by the lawyer compared with repeat legal sessions (a new feature of the M&E approach for this phase) will provide some insight into exposure/dose of output 1.2, and the quality of the service provided (if women return to follow up on their legal case). This indicator also provides quantitative evidence of progress towards achieving short-term and medium term outcomes. Referrals to the legal section is a medium-term outcome on the pathway of change for survivors, because it shows that women have been empowered to consider legal options, beyond applying for FPOs (see Annex 1A).

***(ii) Number of new cases registered by VWC lawyers with the courts, and the outcomes from court cases***

Quantitative data will be collected on the number of cases opened in the following areas: restraining orders, child custody and access, property settlements, divorce, family and child maintenance, and other cases. This will provide further insight into the reach of output 1.2, as well as its quality, by demonstrating that clients are empowered during counselling and legal assistance sessions to try to access justice. The number of cases opened will fluctuate according to individual clients' situations, including delays in the court system and other contextual factors, and hence no target is set for this indicator, nor for the outcomes achieved.

For the qualitative aspect of this indicator, evidence of successful outcomes and the challenges posed in accessing justice will be included as case studies. These case studies will be drawn from the total sample of cases before the courts in each year. Quantitative data will also be collected on the outcomes from legal action. Both the quantitative and qualitative information on outcomes will assist to update the analysis of the program context and how this is evolving. However, outcomes from court cases will not be used as a proxy for the effectiveness or quality of legal assistance, since outcomes will depend on a range of factors beyond VWC's control.

***(iii) Number of clients assisted with the Court Fees Fund by type of case per year (VWC, Branch and CAVAW clients) – target is 750 clients assisted nationally***

This is a quantitative measure of the number of clients assisted. This provides data on VWC's effectiveness at delivering a comprehensive service to the poorest women.

***Output 1.3: Counsellor Training – Enhanced counselling and advocacy skills***

One qualitative and one quantitative indicator is used to assess the achievement of this output, and both have a national focus.

***(i) Demonstrated improvement in core crisis counselling competencies over years 1 to 5 – the target is 24 VWC and Branch Counsellors trained annually***

Assessments at staff performance reviews will draw on reports from counsellor training and group and peer supervision reports. Progress report workshops will draw on this information in a general way to assess the overall progress of Counsellors and revise capacity building objectives, including those for newer and more experienced Counsellors.

***(ii) Regular and consistent group and peer supervision undertaken – the target is fortnightly supervision undertaken at all centres***

This quantitative indicator assumes that if skilled peer and/or group supervision is undertaken regularly, this will help to improve counselling and advocacy skills, and identify counsellor training needs at VWC and Branch level. This indicator has been selected because regular peer and group supervision is an essential investment in counselling quality, as is regular formal training.

***Component 2: Branches and CAVAWs***

***End of Program Outcome 2: Women and children and community members throughout Vanuatu are accessing effective services on VAWC***

This outcome is measured by 5 quantitative indicators, each of which mirror indicators used to assess outcomes in other components that apply specifically to VWC in Port Vila. (The rationale for a dedicated separate component for branch and CAVAW work is discussed in section 4.1.2.) The qualitative indicators used to assess other end-of-program outcomes are national in scope and will include evidence from Branches and CAVAWs. **No separate indicators are identified for the achievement of outputs 2.1, 2.2 and 2.3**, since the quality, reach and exposure to these outputs is covered by several indicators that draw on national data, as well as by the end-of-program outcome indicators discussed here.

***(i) Evidence that branches and CAVAWs are delivering effective counselling and community awareness prevention services***

Branches and CAVAWs need to be operating effectively and undertaking all their activities in order to provide effective prevention and response services throughout Vanuatu. This over-arching indicator uses Branch and CAVAW reports to compare achievements with implementation schedules.

***(ii) Number of repeat counselling sessions provided by Branches and CAVAW per year (women, girls, boys, and disabled people by sex and age) – target is 5,500 over 5 years by all Branches and CAVAWs***

Along with the number of new clients seen by Branches and CAVAWs (see the overall outcome indicator [i]), this indicator provides evidence that counselling services are accessible in remote and rural areas. It provides insight into the exposure/dose of Branch and CAVAW counselling services and the quality of outputs, by comparing the number of new and repeat clients. It provides quantitative evidence of progress towards achieving short-term and medium term outcomes in the islands: if the number of repeat clients is steady (taking into account annual fluctuations) this demonstrates that counselling services are seen to be effective and helpful by clients, who are then motivated to return to address their problems and claim their rights.

***(iii) Number and percentage of new and repeat Branch and CAVAW clients who receive family protection orders (FPOs) or temporary protection orders (TPOs) per year***

This indicator mirrors indicator [ii] used for end-of-program outcome 1 above, and makes the same assumptions about change and how it is measured. Hence, no target is set for this indicator. It demonstrates both the quality and reach of Branch and CAVAW counselling, including the accessibility of services into provinces and islands. As discussed for outcome 1 above, if national data is available by province and municipality on the total number of FPOs and TPOs issued (see overall outcome indicator v[b]), analysis will include the percentage facilitated by Branches and CAVAWs. This will also demonstrate the coverage and quality of VWC Network outputs.

***(iv) Number of Branch and CAVAW community awareness prevention activities per year (talks, workshops, special event campaigns, media campaigns, radio and other media) including the number targeted at children and youth and in collaboration with disabled people's organisations – target is 4 intensive community awareness visits undertaken by each Branch per year (6 if additional funding is available)***

***(v) Number and percentage of women, men, girls and boys participating in community awareness activities per year***

These 2 indicators together demonstrate the reach and coverage of Branch and CAVAW prevention work with communities. The number of activities initiated, the number requested, the number of new communities/ groups exposed to prevention measures, and the number of follow-up activities will all be reported. The level of demand for community awareness activities (the number of requests from community leaders for the various types of prevention activities) is a good measure of increased awareness of the problem of VAWC and the desire to know more to be able to prevent and respond VAWC, and thus is a measure of progress towards short-term outcomes (see Annex 1B). The number of sessions targeted at children youth will provide evidence of efforts to increase primary prevention with these target groups. From July 2016, full details will be provided of community education and awareness activities, to provide more information on the range of collaborations and partnerships with stakeholders at various levels. Summary tables will also be provided.

***Output 2.4: VWC Support to CAVAWs – Strengthened capacity of CAVAWs to undertake community awareness, counselling and local networking***

***No. of CAVAW members trained, by type of training per year – target is 42 trained at 6 provincial trainings in year 1, 44 in year 2 to 3, and 47 in years 4 to 5***

This indicator is a quantitative measure of VWC's capacity building targets with CAVAWs. Indicators used for outputs 1.1, 1.2, end-of-program outcome 1 and output 3.1 will provide insights into the quality of CAVAW work and how this is strengthened. The targets for provincial CAVAW trainings assumes 42 CAVAWs in year 1, because Mosina and Uripiv CAVAWs (which are very close to TOCC and MCC respectively) will be closed to enable other CAVAWs to be established. VWC plans to establish 5 more CAVAWs over years 1 to 3 of this phase (see Annex 13).

***Component 3: VWC Community Education and Awareness/Prevention***

***End of Program Outcome 3: Increased community acceptance that VAWC is a violation of human rights***

Two indicators are used to measure progress towards this outcome, one qualitative and one quantitative. Both draw on national data from the whole VWC Network.

***(i) Evidence of initiatives taken by community leaders and members to prevent and address VAW and promote equal rights***

This is a new qualitative indicator for this phase which will be trialled in years 1 to 2. Information and examples will be collected on the medium-term outcomes identified in the pathway of change for end-of-program outcome 3, from people who have participated in the range of types of prevention activities, and particularly in 5-day workshops at community level. Examples of the types of changes in behaviour may include: requests for further prevention activities in new areas where the VWC Network has not gone before or for follow-ups on previous prevention activities undertaken; referrals by Chiefs, other community leaders and members to the VWC Network to assist survivors; examples of people advocating for EAW and women's rights (for example, by asking police to make an arrest, or by distributing VWC materials). The evidence to be included in Progress Reports may not include all the examples collected; a selection will be made to highlight trends and breakthroughs. Follow up visits (to be undertaken initially by SCC) to communities where workshops have already been undertaken will be included in the trial of this indicator and its data collection approaches.

A new data collection format for this indicator was developed during the PDD workshop; training in data collection will be done before year 1 begins and the approach will be trialled from February to June 2016, with oversight by the Research/Branch Officer. No targets are set for behavioural change outcomes because these vary considerably according to the local context.

***(ii) Total number and percentage of requests for information by women and men from the VWC Network – target is 12,500 requests for information nationally over 5 years (50% women/girls and 50% men/boys)***

This quantitative indicator assumes that there is increased community acceptance that VAWC is a violation of human rights if women and men seek information about the issues and women's rights at much the same rate as in the previous phase, taking into account annual fluctuations. Whereas the first indicator for this outcome demonstrates medium-term outcomes, this provides insight into progress toward short-term outcomes, because requesting information is a necessary first step and behavioural change for most people, in a context where there is still very little understanding of the problem of VAWC and women's rights among community members (whether they request information for themselves, other community members or relatives). This indicator also provides insight into the combined effectiveness of VWC media and other prevention work, and at targeting all sections of the country.

Data will be collected on information requests at the centre, as well as requests made by phone and at booths during public events, and requests made outside the work environment (although these are not collected consistently, they represent a significant amount of work for some staff). In all cases, the request will involve some discussion with those requesting information, and does not include those who merely pick up brochures. The annual target assumes that CAVAWs will continue to be effective in their outreach with high numbers of requests for information from community members. Data on information requests from disabled people will be trialled from March to June 2016 following training in February in 2016.

***Output 3.1: Community Awareness – Greater awareness of the dynamics and impacts of violence against women and children***

***(i) Number of VWC community awareness activities per year (talks, workshops, special event campaigns, media campaigns, radio and other media) including those targeted at children and youth and disabled people's organisations – annual target is 7 intensive workshops annually including one with male leaders***

***(ii) Number and percentage of women, men, girls and boys participating in community awareness activities per year***

These two closely related quantitative indicators will be used to measure the achievement of this output. Qualitative information collected for end-of-program outcome 3 is a sound measure of the quality of this output, whereas the indicators above will provide insight into coverage/reach, and exposure to VWC's messages. Both indicators draw solely on VWC data; similar data from Branches and CAVAWs is included in the indicators for end-of-program outcome 2 above.

As noted above, the level of demand for community awareness activities (the number of requests from community leaders for the various types of prevention activities) is a good measure of increased awareness of the problem of VAWC and the desire to know more to be able to prevent and respond to VAWC, and thus is a measure of progress towards short-term outcomes. The number of sessions targeted at youth is evidence of efforts to increase the focus on prevention with children and youth, as is the number done in collaboration with disabled people's organisations. From July 2016, full details will be provided of community education and awareness activities, to provide more information on the range of collaborations and partnerships with stakeholders at various levels. Summary tables will also be provided.

***Output 3.1: Data Collection and Research – Comprehensive information on and analysis of violence against women and children***

***Research on custom, VAWC and bride price completed by the end of year 4 – note that this will only be undertaken if additional funding is made available***



This qualitative research will explore the links between custom and violence against women and bride price, including aspects of custom that contribute to prevention and protection; and those that increase women's and children's risk of experiencing violence, by undermining their rights. The research will also be used to test VWC's pathways of change for prevention and response outputs, and to identify strategies that can improve the effectiveness of all aspects of the work to eliminate VAWC.

Output 3.2 also includes the collection of all M&E data. Evidence that this has been done in a timely fashion and using procedures that yield quality data will be evident in progress reports submitted annually.

#### ***Component 4: Human and Legal Rights Lobbying and Training, and Male Advocacy***

##### ***End of Program Outcome 4: Government policy-makers, legislators, targeted organisations and male advocates reduce discrimination and promote gender equality***

Two qualitative indicators are used for this outcome. Both draw on national data, since the outputs that will achieve this outcome are undertaken by VWC from Port Vila, with a national focus.

##### ***(i) Evidence of changes in policies, law reform, protocols and actions from VWC Network partnerships with government and non-government agencies***

This indicator will provide a description and analysis of practice changes and breakthroughs at all levels with partners including national government and legislators, provincial and area authorities, health and education sector agencies, youth councils, FBOs, CBOs, INGOs and media organisations. It assumes that VWC's partnerships will result in changes at institutional level to improve the actions of other agencies to prevent and respond to VAWC. Both positive and "backward" steps and examples will be recorded, to provide contextual information and analysis on constraints and risks. Case studies will provide evidence of the achievement of short-term and medium-term outcomes outlined in Annex 1D for End-of-Program Outcome 4. Steps taken towards legislative compliance with CEDAW (e.g. in family law, including the full recognition of de facto unions), the outlawing of customary reconciliation for sexual offences, and improvements in consistent sentencing (according to the penal code) are examples of changes that will be monitored in the law and justice sector, along with evidence of the implementation of the VPF Family Violence policy and Standard Operating Procedures. The work of the Human Rights Committee to promote and protect women's and children's rights will be monitored. Evidence of agencies taking ownership of the issue of VAWC, including the implementation of policies and changes in practices in other sectors will vary by the type of agency and its partnership with VWC. These types of changes are typically the result of all the VWC Network's work over many years, and not just from this phase, and may also be the result of the joint efforts and momentum from several different stakeholders.

##### ***(ii) Changes in knowledge and attitudes after VWC training***

VWC trialled the use of a pre- and post-training questionnaire in the last phase (included in the 2012 M&E Plan) to measure immediate changes achieved after conducting 5-day training workshops with other agencies. This has proved to be a valid and useful tool to provide evidence on the quality of training and the achievement of short-term outcomes on the pathway of change for EOP4. A follow-up questionnaire may be trialled after the training (possibly after 12 months), to assess whether attitudinal changes are sustained and if behavioural changes have occurred. This follow-up instrument is included in the 2012 M&E Plan and will be reviewed during the finalisation of the updated M&E Plan in August 2016. The follow-up questionnaire will be administered during 1-2 day follow-up sessions with trainees.



***Output 4.1: Legal and Human Rights Advocacy – Increased awareness of gender equality and human rights in key agencies***

***Number of trainings provided to other agencies and number of women and men trained – target is 250 participants over 5 years***

This will demonstrate the outreach and coverage of VWC's prevention activities to various sectors and partner agencies. Training provided to new agencies and follow-up requests from these agencies is a robust indication of increased awareness and of the strength of VWC's developing partnerships. Comparing quantitative data on training with new participants and agencies, and follow-up activities with participants who have already been trained, will provide insight into exposure to/dosage of prevention messages. The quality of this output will be demonstrated by covered by the EOP4 indicator [ii] above.

***Output 4.2: Male Advocacy on Women's Rights – Increased participation of men in efforts to eliminate VAWC***

Two indicators will demonstrate the achievement of this output, one quantitative and one qualitative.

***(i) Number of male advocacy trainings and number of male advocates trained per year – target is 50 men trained over this phase***

This indicator is a quantitative measure of VWC's achievement in targeting and training male leaders to become active male advocates for women's rights. The number of men who proceed through the different stages of training (exposure) will be reported: stage 2 of the training is scheduled in years 1 and 2 with 2 different groups; participants from this training will be selected to proceed to stage 3 training to be conducted in years 3 and 4, before selecting another stage 2 group for year 5. Reports will include information about reach/coverage (number of men from different provinces/islands and sectors.)

***(ii) Involvement of trained male advocates in VWC, Branch and CAVAW activities***

This indicator will demonstrate short-term and medium-term outcomes along the pathway of change for trained male advocates (Annex 1C). Monitoring of male advocates will be undertaken by VWC, Branches and CAVAWs. Reports from male advocacy training workshops will also be used – where advocates report back on the steps they have taken to advance women's rights and eliminate VAWC since the previous training. This indicator will demonstrate the quality of this output, whereas indicator [i] above will provide evidence of reach and exposure.

***Component 5: Management and Institutional Strengthening***

***End of Program Outcome 5: VWC and Branch staff are effectively managing and coordinating the VWC Network's prevention and response services***

***Evidence that results are achieved, strategies reviewed and risks assessed and managed***

This will be demonstrated by the level of achievement on all the indicators above, which will be assessed during annual participatory workshops with key staff with responsibilities for monitoring and reporting. No indicators are identified for output 5.2, since this will also be measured by the outcome indicator.

***Output 5.1: Organisational Management – Organisational and personnel management and capacity building undertaken***

***(i) Number of trainings by type and number of VWC and Branch staff trained – target is 35 VWC and Branch staff trained annually***

This is a quantitative measure of the amount and type of staff training undertaken, which will also show the exposure of staff to different types of training, including through in-house training of trainer sessions. The quality of training outputs will be demonstrated by assessing progress towards staff competence as outlined in indicator [ii] below, and in the output 1.3 indicator [i] for counsellor training.

***(ii) Demonstrated improvement in staff capacities over years 1 to 5***

Assessments at staff performance reviews will monitor the application of new knowledge and skills. This will feed into an annual participatory review of capacity building achievements and objectives at annual planning workshops.

## **6.4 VWC Monitoring and Evaluation Plan**

As noted above, the M&E Plan is being progressively updated and will be finalised in August 2016. The Plan addresses all the contents covered above in section 6 of this PDD, including the following, which are also addressed in summary below or elsewhere as noted:

- VWC capacity for M&E
- Resources for M&E
- Monitoring of risks
- Compliance with M&E standards and the evaluability assessment
- Proposed reporting schedule
- The joint VWC/DFAT review
- A schedule of M&E activities (updated and attached at Annex 6B)
- Terms of Reference for the M&E consultant (attached at Annex 9)
- Baseline data (attached at Annex 7)

The M&E Plan also provides detail on the following, which are not covered in this PDD for the sake of brevity:

- How and when data will be collected and processed, including details on data collection and processing methods, and process documents
- How and when M&E information will be analysed and used
- Details on the production of program reports
- Formats for reporting on quantitative indicators (which need to be updated to incorporate data on services to people with disability)
- Formats and guidelines for reporting on qualitative indicators (which need minor updating)
- Formats for VWC's 3 questionnaires (the client satisfaction survey, the pre- and post-training questionnaire for participants, and the follow-up questionnaire for training participants, which will be reviewed and updated if needed)
- The format for monthly process reports, which have already been updated
- The format for branch monthly reports, which will be reviewed before August by the Research/Branch Officer

## **6.5 Capacity for M&E**

VWC has demonstrated its capacity to devise and implement robust monitoring and evaluation systems, document progress, and analyse outcomes, constraints and effective strategies.<sup>72</sup> The monitoring and evaluation plan and systems for this phase have been designed with careful attention to current skills, time and resources. Significant investments in capacity building have been made over previous phases.

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<sup>72</sup> For examples see: Progress Reports for the last phase; and VWC 2012 "Final Activity Completion Report: Vanuatu Women's Centre Program Against Violence Against Women, July 2007 – June 2012", Port Vila, Report to AusAID by VWC, September 2012. See also Finucane and Tor 2010 (the last review undertaken of VWC by AusAID); and AusAID 2012 Op. Cit. (the Consolidated Quality at Entry Report) which gave VWC a rating of 5 for the M&E approach in the PDD.

Nevertheless new VWC and Branch staff will need M&E capacity building to collect the data required; and existing staff involved in data collection and processing will need refreshers and further capacity building in particular areas, particularly in the collection and analysis of information for qualitative indicators. Capacity building on data collection systems and requirements is primarily the responsibility of the Research/Branch Officer and Coordinator; and Branch Project Officers when new staff are appointed to Branches. With the revision to her role for this phase, the Research/Branch Officer will provide feedback and mentoring as needed to Branch Project Officers when she compiles monthly data collected by Counsellors and Branch Project Officers; capacity building for specific aspects of data collection will also be a focus of annual counsellor trainings (and the annual staff retreat if it is funded).

Capacity building will also be provided by the Australian consultant during twice-yearly M&E and planning visits. For example, over the last phase, each planning and reporting visit began with refresher training (for new and older staff) on report preparation and M&E terms, and usually included an additional focus on one particular aspect of M&E that needed strengthening. (Consultant reports prepared after each visit identify potential areas for training for the next visit, along with necessary preparation to be undertaken by VWC to ensure M&E tasks are completed on time and at the highest possible standard.) These inputs have in an increase in M&E and reporting capacity among key members of the management team, who have shared responsibility for reporting, with gradual and increased delegation of preparatory tasks to staff before the commencement of each visit. Annual participatory workshops during progress reporting and annual planning, co-facilitated by the Australian consultant and VWC Coordinator, are also a good opportunity for building capacity to analyse and document outcomes, effective strategies, constraints and context. VWC's participatory approach to planning, M&E is designed to reinforce ownership, as well as understanding of key concepts.

Over this phase, priority will be given by the Australian consultant to increasing the capacity of the Research/Branch officer to upgrade her data analysis skills, particularly in relation to qualitative indicators and review of evaluation questions. Early in the phase, there will also be an intensive focus on capacity building for collecting case studies for qualitative indicators, focusing on the pathways of change. In-house training by the Research/Branch Officer, VWC Coordinator and Branch Project Officers will focus on sharing the problem tree, pathways of change and program design logic with the whole staff team, along with new data formats (the latter has already begun at the February 2016 counsellor training).

Key capacity building aims for the beginning of this phase are for the Research/Branch Officer to work with:

- the Branch Project Officers to upgrade the reporting to VWC included in monthly Branch reports, using the reports from SCC as a model to begin with; and
- VWC staff to ensure that national-level case studies are regularly documented before the progress report workshops.

During the last phase, the last 2 progress reporting workshops have included training facilitated by the Consultant to demonstrate a peer review approach to providing feedback on case studies submitted for qualitative indicators. This will be developed further with staff as a high priority, focused on demonstrating short to medium-term outcomes in qualitative indicators, and on identifying the type of case studies that are needed to demonstrate outcomes. Mentoring selected staff to take on more of the writing tasks for progress reports is also a high priority for the commencement of this phase.

## 6.6 Resources for M&E

There is no separate budget line for monitoring and evaluation costs. However, all M&E expenses are fully costed and covered across several budget items. These resources amount to between 5% and 6% of the total program budget and include the following:

- The salary of the Research/Branch Officer is largely an M&E cost, since a major part of her work is dedicated to data collection and processing, and increasingly during this phase, to supervision of other staff in performing these tasks.
- Branch Project Officers are responsible for collecting and processing data and qualitative information; a portion of their salaries may be seen as an M&E cost, in addition to the costs of their 6-monthly visits to Vila to assist with the preparation of progress reports and annual plans.
- Several other staff make a contribution to M&E, including the VWC Coordinator who provides oversight of all M&E activities. Counsellors, Lawyers, Community Educators, the Counsellor Supervisor, CAVAW Officer and Finance/Administration Manager all have a role to play in the collection of M&E information. Management team members participate in progress reporting workshops which review and analyse all data.
- On-going technical support is provided by the Australian consultant with 3 scheduled inputs per year (see Annex 9). This includes oversight of acquittals in addition to M&E, report preparation and risk management.
- The production of internal and external M&E reports is covered in the budget for VWC Office Supplies.

## 6.7 Monitoring of Risks

VWC's approach to risk assessment and management is outlined in section 5.6 above. Risk management in relation to fraud is described in detail in section 5.3.

VWC's approach to risk assessment and management has been institutionalised over several phases. All risk management strategies are integrated into the program design as outputs, activities or foundational strategies; risk assessment and management is an ongoing process, and is subject to formal review annually each May during participatory annual planning workshops. The risk assessment and management matrix has been updated several times over the last phase and this will also be done during this phase if required. While the Coordinator retains overall responsibility for risk assessment and management, VWC's participatory approach to risk assessment and review builds capacity for understanding risks and the ability to identify and manage them across the management team. Several indicators in the M&E framework are designed to assist with monitoring high-level risks, since they are closely related to the achievement of all end-of-program outcomes. As in the past, reporting on qualitative indicators will provide insights into challenges and risks associated with achieving outcomes in the changing local context.

## 6.8 Compliance with M&E Standards and Evaluability Assessment

**Once the VWC M&E Plan has been updated and finalised in August 2016, VWC's program design will meet all M&E standards for design identified by the Australian aid program.** VWC is also in compliance with international standards relating to the development of M&E plans, systems and processes.<sup>73</sup> The TOR of the design and M&E Consultant includes an explicit reference to the need to ensure that implementation of the M&E Plan and any amendments also comply with these standards.

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<sup>73</sup> DFAT 2014c; and Joint Committee on Standards for Educational Evaluation 2011 [Program Evaluation Standards Statements](http://www.jcsee.org/program-evaluation-standards/program-evaluation-standards-statements) <http://www.jcsee.org/program-evaluation-standards/program-evaluation-standards-statements>.

Each element of the M&E framework was discussed and reviewed in detail during VWC's program design workshop as part of the evaluability assessment undertaken by the design and M&E consultant. This was followed up by delegating the revision of selected data collection formats to the Research/Branch Officer, who completed this task and conducted training on selected revised formats in February 2016 Counsellors. A trial of these revised formats is ongoing from March through to the commencement of the program in July 2016.

## 6.9 Proposed Reporting Schedule

The following reports are included in the Agreement with Australian aid for the last phase and VWC proposes that the same reporting schedule and approach be used for this phase. This schedule was agreed for the last phase, with the aim of striking a balance between the need for regular review of program performance and achievements, and the time and resources needed to provide reports to Australian aid including annual data using the M&E framework.

### Annual Plan

An Annual Plan will be prepared in May each year, prior to the commencement of each financial year in July. However, no Annual Plan is proposed for year 1, since the PDD includes detailed planning for year 1 (see section 5.2.2 and Annexes 4B, 5B and 5E). Annual Plans for years 2 to 5 will be submitted to Australian aid in June and will comply with DFAT M&E standards for reporting. They will include:

- An acquittal of funds transferred in the previous tranche, a revised budget for the current year, and a detailed cost schedule for the coming year;
- An implementation strategy and work program for the coming year that outlines the expected outcomes, benefits, outputs, capacity improvements, and partnerships;
- An update on changes in context and risks, any implementation issues and changes in program strategy; and
- An update of M&E data – however, **the Annual Plan will not include a review of impact or effectiveness**; this will be done in the Progress Report when VWC provides all annual data.

### Periodic Updated Acquittals

Because the Annual Plan will be prepared each May, its acquittal will be for funds expended to 30<sup>th</sup> April each year. VWC has found that the 70% acquittal target is sometimes not achievable by this time. When this occurs, an updated acquittal will be prepared as soon as possible after the 70% target has been reached. In the past, this has been the final trigger to release the annual tranche for the coming year, along with the annual plans and progress reports.

### Progress Report

An annual progress report will be prepared in December or January each year. This will:

- align with DFAT's Monitoring and Evaluation Standards for Progress Reports;
- provide a review of progress over the previous financial year;
- provide an assessment of impact and effectiveness using the evaluation questions and indicators from the M&E Plan, including updated data tables for all quantitative indicators and analysis related to qualitative indicators; and
- include an annual acquittal of funds to 30<sup>th</sup> November (or 31<sup>st</sup> December) each year.

### Activity Completion Report

This will be prepared according to DFAT's requirements at the end of this phase. It will provide a brief outline of the program and cover in detail the key outcomes compared with objectives, development impact, sustainability, and lessons learned. A final acquittal statement will also be prepared according to DFAT contractual requirements.

## 6.10 The Joint VWC/DFAT Review

DFAT has indicated that a review of the program will be held in year 2, and VWC has included this in the implementation schedule to take place in the 1<sup>st</sup> quarter (between July and September of 2017). It is expected that VWC may also participate in a review of counselling services in the Pacific region, scheduled by PWSDP in year 1. VWC participated in 2 reviews in the last phase: one in 2013 that focused on male advocacy work and CAVAWs; and the 2<sup>nd</sup> in 2015 that reviewed FWCC's regional work including outcomes from regional networking and support and training, which VWC has been closely involved with. Taking these past and planned reviews into account, VWC considers that it may be more useful to consider delaying the VWC review, so that it occurs in year 3 or 4, so that findings are as useful as possible for incorporation into planning for the next funding phase, which will commence in July 2021.

The review for a previous phase undertaken in 2010 was initiated by AusAID and undertaken as a joint exercise.<sup>74</sup> This was the first time that a review of VWC's work was conceived as a joint activity with VWC (and FWCC), and the process worked well. It demonstrated that it is possible to bring an independent and critical perspective to a review, while also ensuring that it is a useful learning exercise for the executing agency, with most conclusions and recommendations owned by VWC.

No discussions have been held with DFAT staff regarding the character or content of the next planned review. Joint reviews have been identified as good practice by the Evaluation Network of the Development Assistance Committee of the OECD, because they are more likely to result in joint ownership of findings and recommendations, and because they assist to strengthen monitoring and evaluation capacity in partner countries. Because progress towards attitudinal and behavioural change needs to be assessed within a challenging cultural, economic and political context, analytical input from VWC will be critical for ensuring that review findings are valid, and that recommendations are relevant, appropriate **and able to implemented** within financial limitations. VWC recommends that FWCC be involved as a partner in the review, recognising its expertise in this area.

Independent reviewers should have demonstrated experience in designing, implementing and reviewing programs to address violence against women. They will need to be fully conversant with ethical issues related to the assessment of crisis counselling activities (for example, the risks associated with breaches of confidentiality and the difficulties associated with interviewing clients), and the causes and consequences of violence against women and children. Commitment to and understanding of the principles of applying a human rights framework to preventing and addressing gender based violence is an essential selection criterion for reviewers. It is also essential to have an understanding of the politics of NGOs in small island states and to ensure that all informant opinions are adequately cross-checked. Previous experience and understanding of the Vanuatu context is needed. Comprehensive de-briefing with VWC should be undertaken in-country to ensure that information is accurate and that conclusions and recommendations are well-founded.

The methodology for the review will include an assessment of the impact, outcomes and performance of the program, using the evaluation questions and indicators outlined in the M&E Plan and this PDD (see above), taking into account any modifications to the design in Annual Plans. The methodology will take into account the fact that VWC's activities (including the work of the Branches, CAVAWs and male advocates) constitute an integrated national program where outcomes are best assessed over the long-term. VWC's view is that the methodology should enable the review to identify outcomes and impacts that are the cumulative result of VWC's efforts, in addition to those achieved in recent years. Such an approach will require a keen understanding of the process of change required to bring

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<sup>74</sup> Sue Finucane and Roselyn Tor 2010 "Mid Term Review of the Vanuatu Women's Centre Program Against Violence Against Women. Final Report: 30 April 2010".



about sustainable changes in attitudes and behaviour on violence against women and children and women's rights.

The assessment of impacts and outcomes will take into account the risks identified in the risk management matrix and the effectiveness of strategies to address those risks, and the pathways of change outlined in this PDD. The independent reviewer should draw on data and analysis included in VWC Progress Reports, in addition to focus groups discussion and interviews with key partners and other stakeholders. It is essential that the review team visit at least one Branch, and have discussions with Branch staff, CAVAWs, male advocates, and provincial government representatives, in addition to VWC staff. Both intended and unintended results should be investigated.

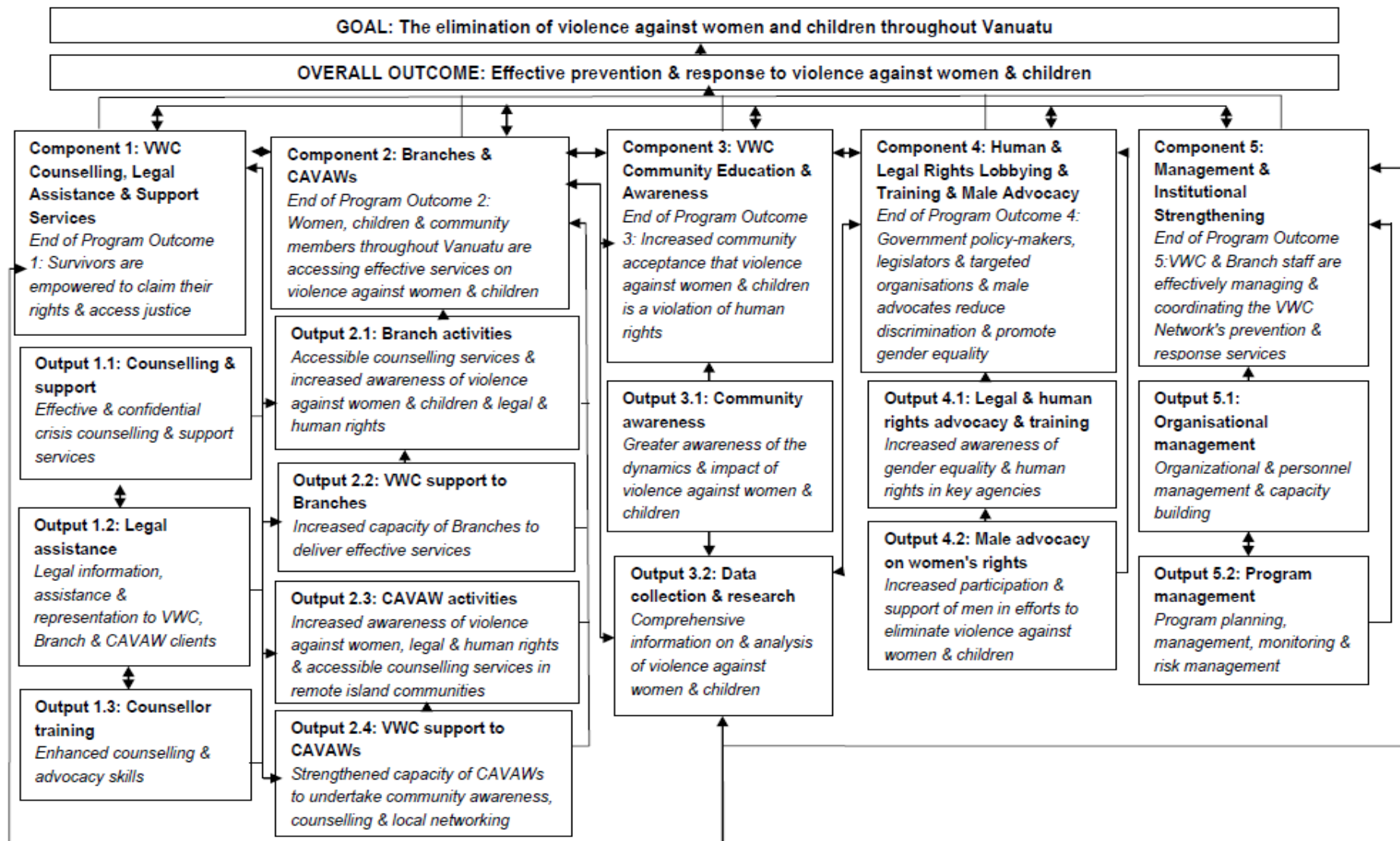
**VWC requests that the specific content of the review should be discussed towards the end of year 1, assuming that the next review goes ahead in year 2, taking into account the content and findings of the reviews undertaken in recent years.** One useful focus for the design of future programs (and the modification of the current program) may be to test conventional wisdom and assumptions regarding levels of exposure/dosage needed to achieve and sustain significant behavioural change from VWC prevention work, since there are currently different views held about this, and how this may vary among different target groups (**in particular, differences between women and men**), particularly in the context of a small island state such as Vanuatu, with its unique set of cultural and social conditions. The most recent international research and literature on the factors that contribute to transformational changes in gender relations should be taken into account when formulating the focus for the review.<sup>75</sup>

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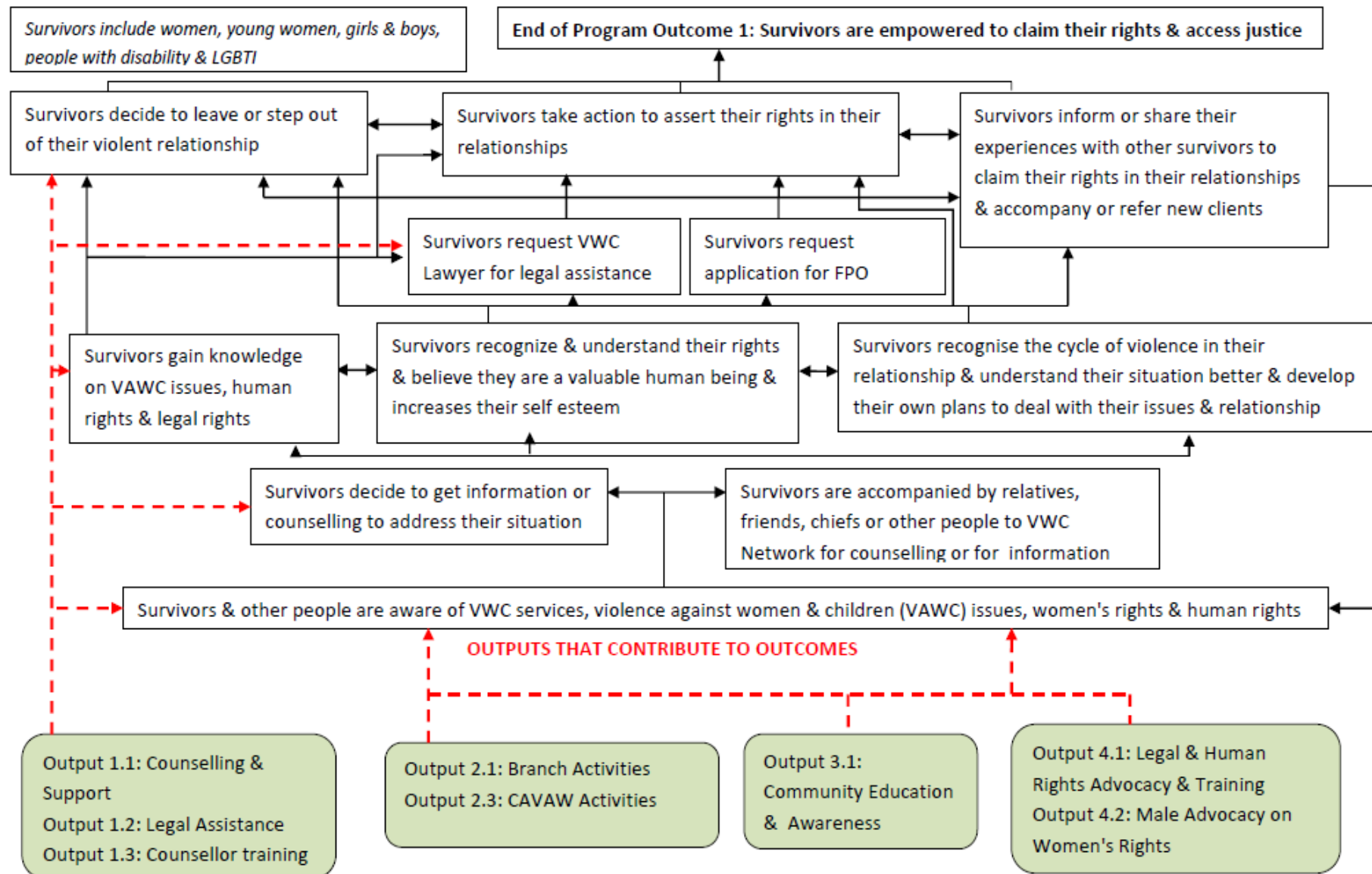
<sup>75</sup> See for example, Boudet et al 2012; and Hunt et al 2016 (forthcoming).



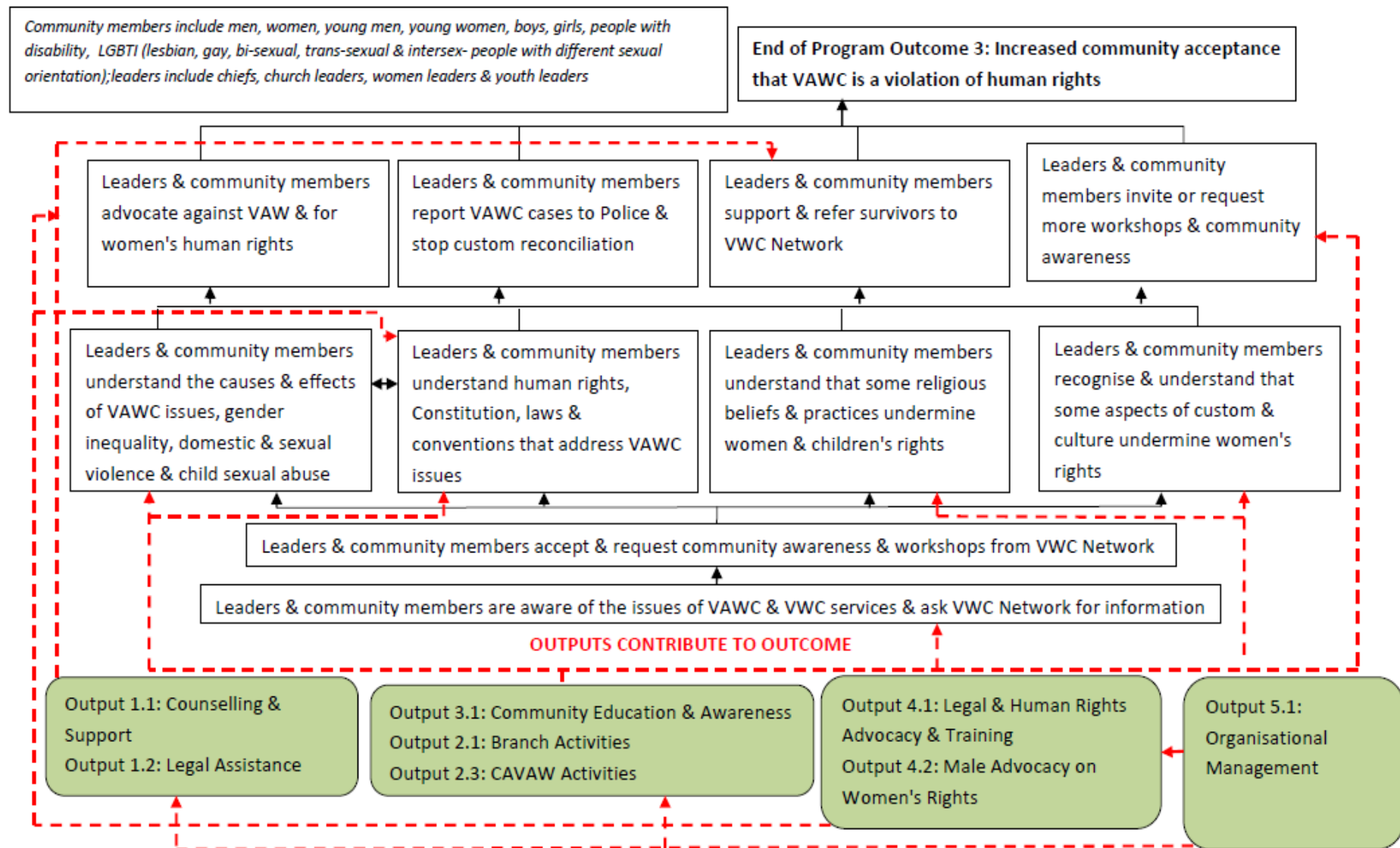
## ANNEX 1: VWC PROGRAM DESIGN LOGIC



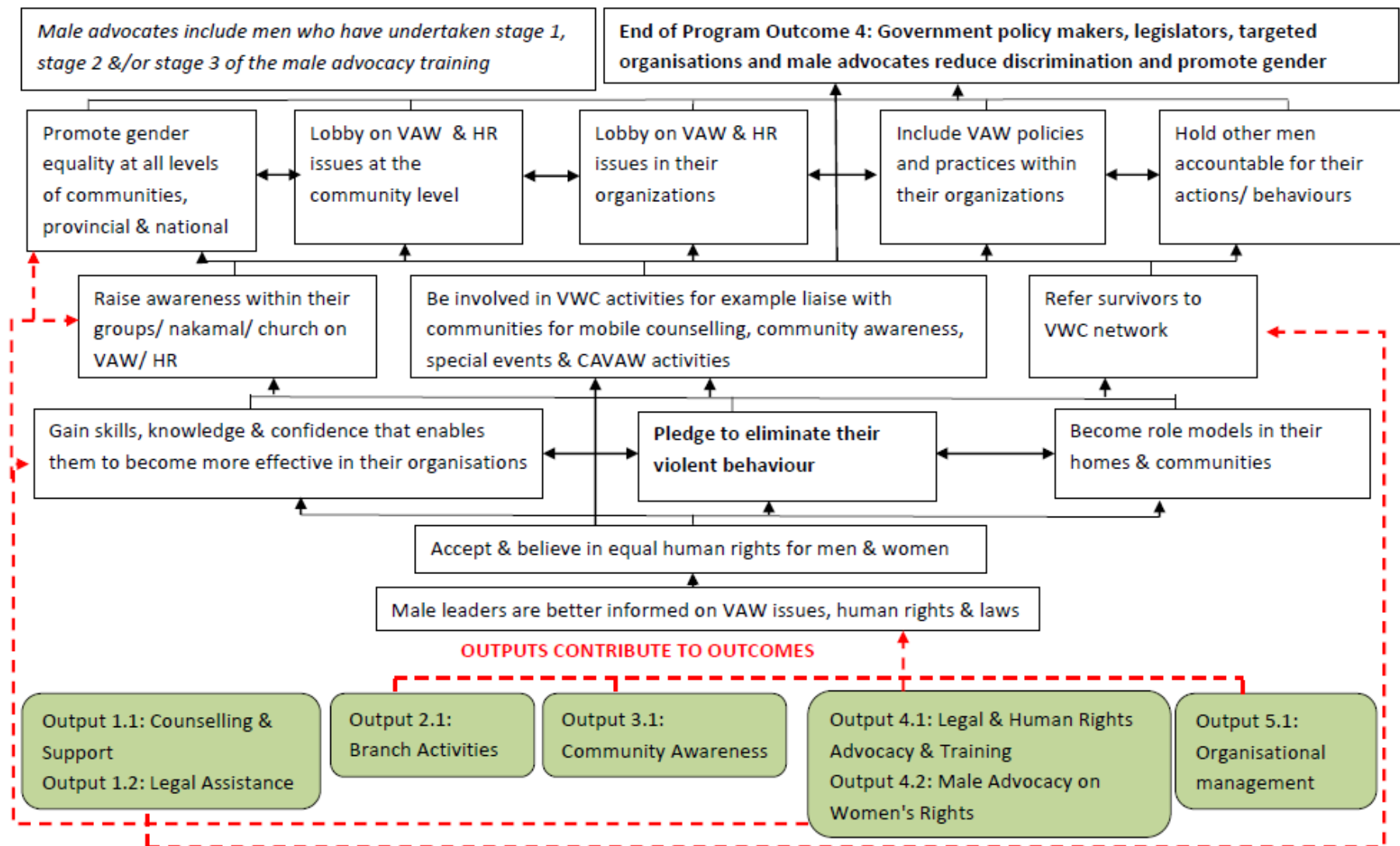
### ANNEX 1A: PATHWAY OF CHANGE FOR SURVIVORS



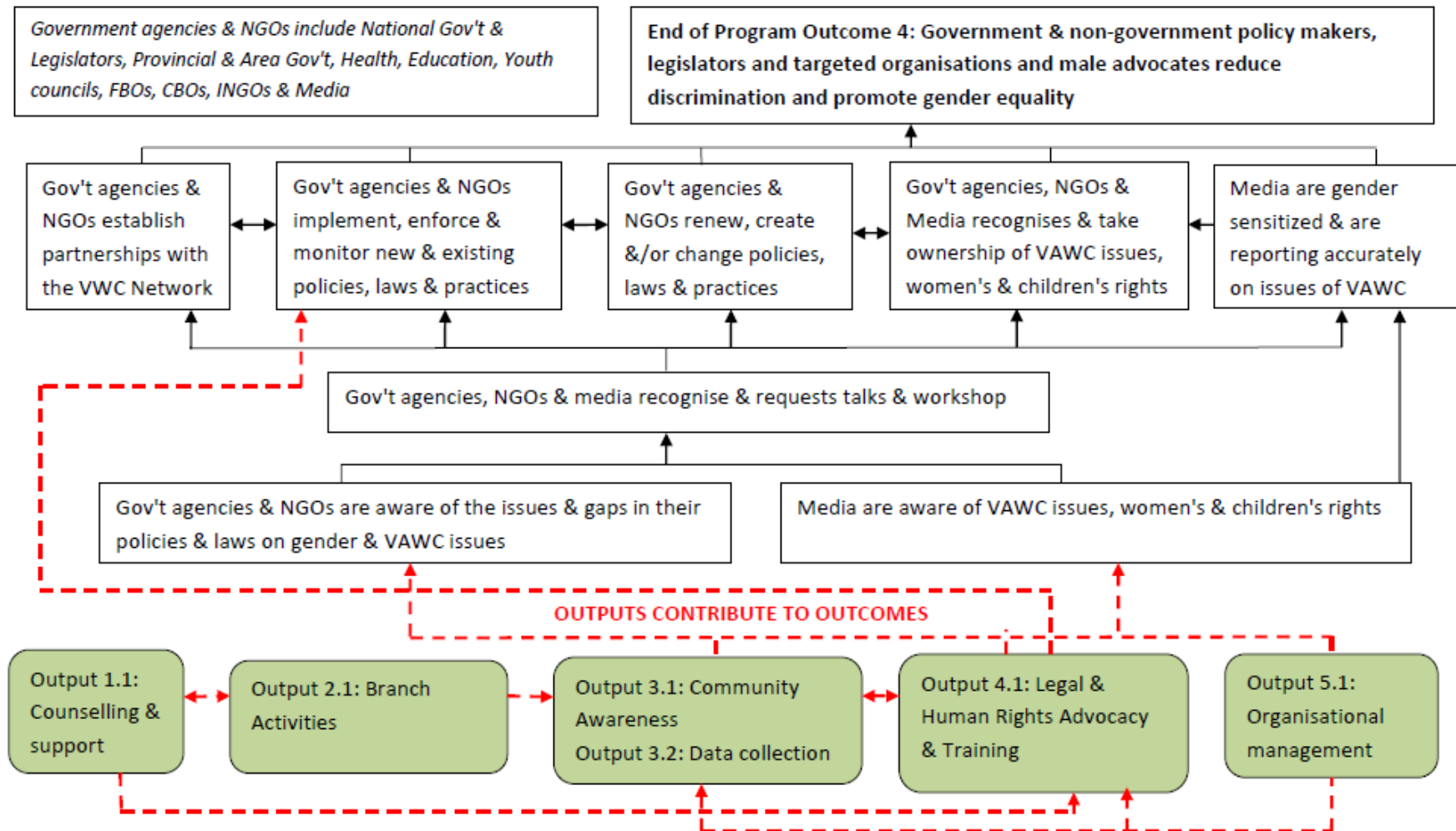
### ANNEX 1B: PATHWAY OF CHANGE FOR COMMUNITY MEMBERS AND LEADERS



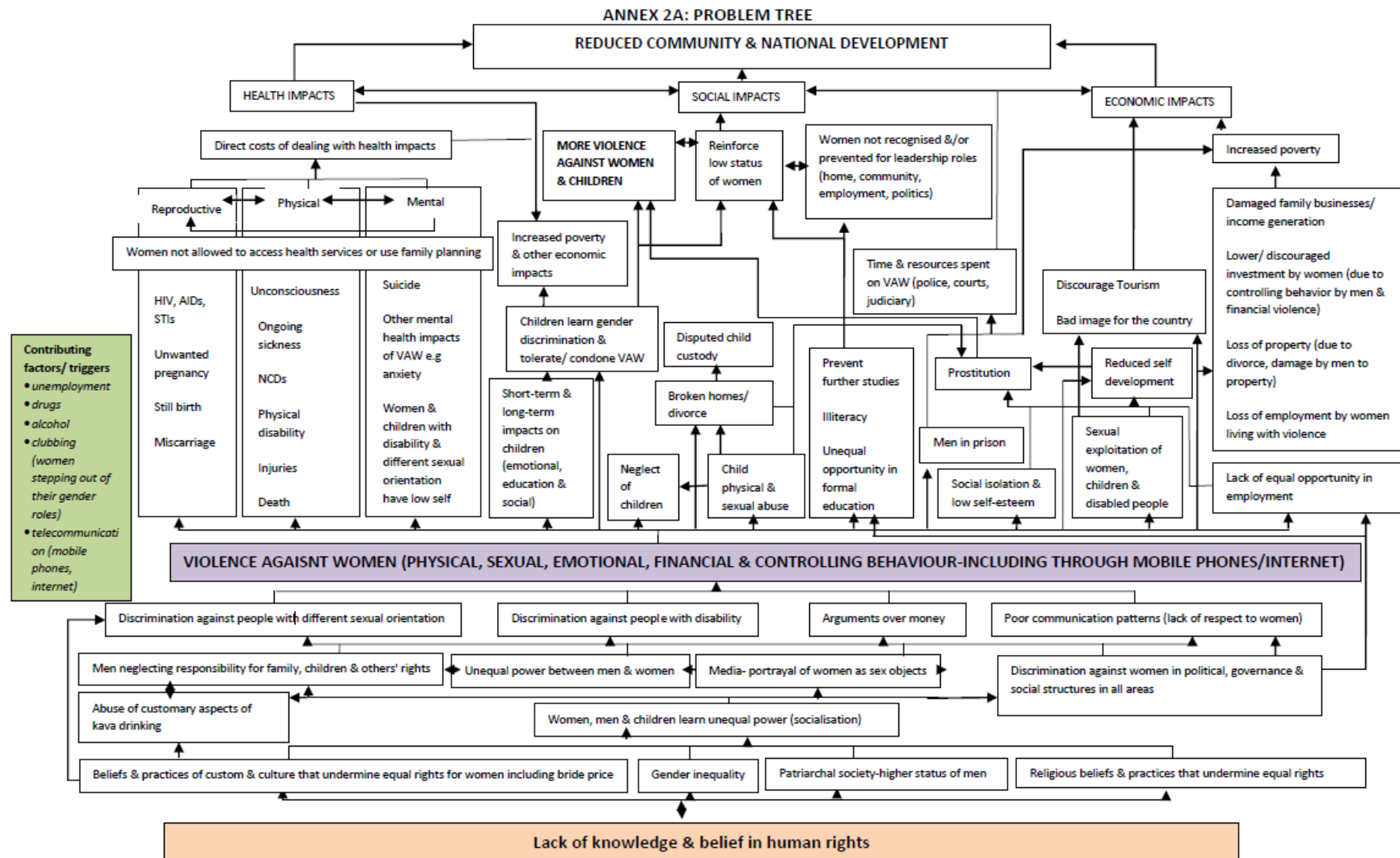
### ANNEX 1C: PATHWAY OF CHANGE FOR MALE ADVOCATES



**ANNEX 1D: PATHWAY OF CHANGE FOR GOVERNMENT AND NON-GOVERNMENT AGENCIES**









## **ANNEX 2B: EXTRACT FROM VWC RESEARCH REPORT <sup>76</sup>**

### **EXECUTIVE SUMMARY**

The aim of the Vanuatu National Survey on Women's Lives and Family Relationships was to conduct a population-based study to provide a reliable benchmark of the prevalence and incidence of violence against women in Vanuatu, and on attitudes to violence including: health and other effects of violence on women and children; risk and protective factors in the family and the community; coping strategies of women; and the implications for prevention and support services.

This report presents findings from the survey, which was conducted by the Vanuatu Women's Centre (VWC) in partnership with the Vanuatu National Statistics Office (VNSO) from March to May 2009. This is the first nation-wide study that has been undertaken in Vanuatu on violence against women and attitudes to women's human rights.

### **Methodology**

The survey used a household questionnaire and an individual women's questionnaire (Annex 2). These were adapted by VWC from the World Health Organisation (WHO) Multi-country Study on Women's Health and Domestic Violence against Women. This methodology has been used in many countries including 4 other Pacific nations to provide reliable and high quality data on the prevalence of violence against women.

VNSO technical expertise was used to design the survey sample to ensure that it was nationally representative. The survey was undertaken throughout the country and several islands were included from each of Vanuatu's 6 provinces. Random sampling techniques were used by VNSO to select enumeration areas in each province (Annex 5), and to select households in each enumeration area. In each household, one woman was randomly selected to be interviewed, among all the women living in the household aged between 15 and 49. The total number of households included in the sample was 3,619; from these, 3141 household interviews were completed by both women and men; and 2337 questionnaire interviews were completed with individual women.

There were 8 teams who undertook the survey in Vanuatu's 6 rural provinces and 2 urban municipalities. Each team included a supervisor, a field editor and 4 or 5 interviewers. All team members received 4 weeks training in Port Vila before the survey. WHO ethical and safety guidelines were followed through the design and implementation of the survey. Trained counsellors were included on all survey teams for women who requested immediate help or who were at risk of suicide.

### **Summary of survey findings**

This survey opens a door to women's lives: it challenges Vanuatu's view of itself as a happy nation that values and protects family and children. It explodes myths about who suffers from violence, the severity of violence and its impacts, and where it occurs. It reveals an intense web of intimidation, threats, humiliation, controlling behaviour and acts of physical and sexual violence imposed on the women who suffer from violence by their husbands and partners. It shows pervasive patterns of gender inequality in Vanuatu society, including widespread beliefs and attitudes that directly undermine women's human rights; and it shows that violence against women cannot be prevented unless these patterns of unequal power between women and men (gender power relations) are transformed.

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<sup>76</sup> VWC 2011 Vanuatu National Survey on Women's Lives and Family Relationships Vanuatu Women's Centre in Partnership with the Vanuatu National Statistics Office, Port Vila.

The high rates of all forms of violence against women (including violence by husbands/partners and non-partner violence) show that the use of violence as a form of punishment and discipline is accepted and condoned as a “normal” part of behaviour within many families and communities. Some women say that they have not sought help because the violence was “normal”. The findings show clearly that women do not exaggerate the effects of violence. On the contrary, many women minimise the impact of the violence on their health and well-being; for many, this is an important coping mechanism that helps them to deal with it, to continue in their relationships and to continue working and providing for their husbands/partners and their families.

The complex pattern of intimidation and multiple forms of violence experienced by so many women needs to be taken into account by all service providers, the law and justice sector, chiefs, faith-based organisations, civil society organisations and families who are asked to help women deal with violence. Controlling behaviours by husbands and intimate partners prevent women from finding out about their legal and human rights, reporting the violence to authorities, and telling family, friends, or community and church leaders.

The impacts of violence against women are wide-ranging and severe. They include serious short-term and long-term impacts on women’s physical, mental and reproductive health; and impacts on children’s emotional well-being and schooling, which reduce their opportunities for development and pre-dispose them to the risk of violence in their intimate relationships as adults. There are enormous economic costs to families, communities and the nation to deal with these health and other impacts; and ongoing lost opportunities for social and economic development at community and national level.

When women do take the difficult step of asking for help or leaving home temporarily because their lives are in crisis, family members, chiefs, church leaders, friends and service-providers need to take their requests for help very seriously. They need to respond appropriately to ensure that women’s rights are protected, and it is very important that they do not condone or excuse the violence. Given the evidence that violence continues throughout a woman’s life, the serious burden of injury, and the substantial costs to the community, all stakeholders and service-providers need to take steps to stop the violence.

On the positive side, the survey shows that there are high levels of social cohesion in Vanuatu, with much respect and trust given to chiefs and church leaders. Despite entrenched attitudes that oppose women’s rights, there is also considerable support within the community in favour of women’s rights and non-violent approaches to resolving conflict in families. These factors all put Vanuatu in a good position to reduce and prevent all forms of violence against women, by building on the positive work that has already been done by VWC and its network of branches and island-based committees against violence against women (CAVAWs), other civil society organisations, government, chiefs and other community leaders.

Findings from the survey are summarised in the following areas:

- the prevalence and types of violence against women by husbands/partners (chapter 4);
- attitudes to violence against women and women’s rights (chapter 4);
- violence against women and girls by people other than husbands/partners (chapter 5);
- consequences of violence against women for physical and mental health (chapter 6);
- consequences of violence against women for reproductive health and for children, including violence during pregnancy (chapter 7);
- other impacts of intimate partner violence against women, such as on women’s work, financial autonomy and other aspects of rights (chapter 8);
- coping strategies used by women to deal with violence (chapter 9);

- situations that trigger violence, and the statistical analysis of risk factors, and factors that help to protect women from violence (chapter 10); and
- recommendations to address the problem of violence against women and children (chapter 11).

### **Prevalence and types of violence against women by husbands/intimate partners**

Vanuatu has alarmingly high rates of violence against women by husbands/partners. Among women who have ever been married, lived with a man, or had an intimate sexual relationship with a partner, 3 in 5 (60%) experienced physical and/or sexual violence in their lifetime; more than 2 in 3 (68%) experienced emotional violence; more than 1 in 4 (28%) was subjected to several forms of control by their husband or partner, more than 2 in 3 (69%) experienced at least one form of coercive control, and most of these were living with physical and sexual violence. Most women who are subjected to violence by husbands/partners experience multiple forms of violence.

Violence by husbands/partners occurs in all provinces and islands, and among all age groups, education levels, socio-economic groups and religions. Contrary to the expectations of some community leaders, rates of physical and sexual violence are higher in rural areas (63%) than in urban areas (50%). For most women who experience physical or sexual violence, it occurs frequently, and it is often very severe, including being punched, dragged, kicked, beaten up, choked, burned, or hit with a weapon such as a piece of wood, iron bar, knife or axe. For more than 2 in 5 women (42%) who experienced physical violence, the violent incident has been followed by rape.

### **Attitudes to violence against women and women's rights**

Many women agree with a range of statements that seriously undermine women's rights – such as the notion that a good wife must obey her husband even if she disagrees with him (50%); that the man should be the boss (40%); that she becomes his property after bride price is paid (53%); or that he should choose her friends (50%). More than 1 in 3 women (36%) agree that it is all right for a woman or girl to be swapped or exchanged for marriage; and more than half (58%) believe that a woman should not touch food when she is menstruating. Three in 5 women (60%) agree with at least 1 justification for a man to beat his wife: more than 1 in 3 (34%) believe that violence is justified if a wife is disobedient to her husband; more than 1 in 4 (28%) thinks it is all right for him to beat her to discipline her or teach her a lesson; and almost 1 in 3 (32%) believe that a man is justified in beating his wife if bride price has been paid. While most women have a strong sense of their sexual autonomy, between 12% and 23% do not think they have the right to refuse sex in some situations, and 40% of women are unclear if they have the right to refuse sex if bride price has been paid. These attitudes demonstrate extraordinary control and power over women by men; they both reflect and perpetuate grossly unequal gender power relations.

Most women believe that bride price has a positive impact on how they are treated by their husband and his family. Nevertheless, the findings demonstrate clearly that bride price does not protect women from domestic violence. On the contrary, in relation to physical and sexual abuse by husbands and partners, the findings show that many women are confused about whether bride price protects their rights or undermines them.

On the other hand, more than 1 in 3 women do not agree with any justifications for a man to beat his wife. About half of respondents disagreed with each of the statements that undermine women's rights; this varied from 40% to 60% depending on the statement. In addition, although 4 in 5 women (82%) believe that family problems should only be discussed in the family, almost 3 in 4 (74%) believe that people outside the family should intervene if a man mistreats his wife. These findings indicate that there is a strong foundation of support in the community in favour of women's rights.

## **Violence against women and girls by people other than husbands/partners**

There are also high rates of physical and sexual violence against women committed by people who are not their husbands or intimate partners. Almost half of the women interviewed (48%) had experienced non-partner physical or sexual violence or both since they turned 15. Most non-partner physical abuse (experienced by more than 1 in 4 women, 28%) was by male family members. Most of the non-partner sexual abuse (affecting 1 in 3 women, 33%) was by boyfriends or male family members.

The prevalence of sexual abuse against girls under the age of 15 is also one of the very highest in the world. Almost 1 in 3 women (30%) were sexually abused before the age of 15 years, and the majority of perpetrators were male family members and boyfriends. For more than 1 in 4 women (28%), their first sexual experience was forced. These findings are disturbing because the survey has also shown that non-partner physical violence and child sexual abuse are both significant risk factors which increase the likelihood that women will be subjected to violence by their husbands and partners later in life.

## **Consequences of violence against women for physical and mental health**

The rates of injury from domestic physical and sexual violence are alarming and impose substantial social and economic costs, in addition to the pain and suffering of individual women. One in 4 ever-partnered women (24%) has been injured in her lifetime due to violence from her husband or partner, and 1 in 10 (11%) was injured in the previous 12 months before the survey. When we consider only those women who have experienced physical or sexual violence in their life (rather than all ever-partnered women), almost 2 in 5 (39%) have been injured, and almost half (45%) were injured in the last 12 months. These findings show that the violence is frequently very severe indeed; of those injured, more than 2 in 5 (41%) were injured more than 3 times; more than 1 in 5 (21%) now has a permanent disability; and almost half (48%) have lost consciousness at least once. The data show that more than 2 women in Vanuatu are hurt badly enough every week to need health care, more than 2 are admitted to hospital every week, and between 1 and 2 women are knocked unconscious every week due to violence by intimate partners. Yet less than half of those injured (42%) have ever told a health worker the reason for their injury, and many did not receive the health care that they needed.

Women living with physical and/or sexual violence also have much poorer overall health, are hospitalised more often, are more likely to need medication for pain, anxiety or depression, and are more likely to have an operation than women who are not experiencing violence. The impacts of physical, sexual and emotional violence on women's mental health have been seriously under-estimated. Women living with violence have significantly more symptoms of emotional distress, and are between 3 and 4 times more likely to attempt suicide than women who are not experiencing violence.

## **Consequences of violence against women for reproductive health and for children**

Pregnancy is a time of relative safety for some women living with violence. Nevertheless 15% of all women who have ever been pregnant have been hit during the pregnancy, and 1 in 10 ever-pregnant women (9%) have been hit or kicked in the stomach. Among the women who were hit during pregnancy, most (91%) had also been physically abused before the pregnancy, and for 1 in 3 (32%) the violence either stayed much the same or got worse during the pregnancy. For 9% the violence actually began during the pregnancy. Women who have experienced physical or sexual violence have a significantly higher rate of miscarriage (9% compared with 6% of those who have not experienced violence), and not surprisingly this is even higher for those physically abused during pregnancy (13%).

Children living in families where their mothers are subjected to physical and/or sexual abuse are significantly more likely to have a range of emotional and behavioural problems including aggressive behaviour towards their mothers and other children. They are also twice as likely as other children to repeat years of schooling, and to drop out of school. These long-term consequences for children are part of the overall economic costs of violence against women. In addition, 57% of children whose mothers experienced physical violence either saw or heard their mother being assaulted, and 17% of children were also beaten during a violent incident. These findings are even more disturbing when we consider that the survey also shows that girls who witness their mother's physical violence, or who experience it themselves, are more likely to experience violence in their own adult intimate relationships; and boys who witness or experience family violence are more likely to perpetrate violence against their wives or partners.

### **Other impacts of intimate partner violence against women**

The survey shows that women make a substantial contribution to family income. Overall, 80% of the women surveyed work to earn money; this rate is even higher for ever-partnered women, and for those living with violence (83%), although women in urban areas are much less likely to earn their own money (58% in Port Vila and 57% in Luganville, chapter 1). Among those who were currently earning an income and living with a man (either married or de facto), over half (53%) earned about the same or more than their husband/partner. Yet less than 1 in 5 (18%) has savings in the bank, 1 in 3 (31%) has other savings and few women own any major assets on their own.

The findings show that women living in violent relationships have a greater need to earn an income, and also that their attempts to do so and provide for their families are more likely to be disrupted or undermined. Among those who experienced physical and/or sexual violence by husbands/partners and were also earning an income, about 1 in 3 (30%) had their work disrupted due to the violence, and in most of these cases (94%) the husband directly interrupted the women's work; 16% had given up or refused a job because their husband/partner did not want them to work; more than 1 in 5 (22%) had their savings or earnings taken by their husband/partner; and more than 2 in 5 (41%) had their husband/partner refuse to give them money for household expenses. More than half of married women (56%) could not raise enough money to feed or house themselves and their children for 4 weeks if they need to leave temporarily due to violence; and about 4 in 5 (78%) could not raise enough money by herself to pay back the bride price. These findings need to be considered in the context of the fact that about 1 in 3 currently married women (32%) did not choose their husband, and more than 1 in 10 (11%) were forced to marry their husband.

Women living with physical and/or sexual violence are significantly more likely to have restrictions placed on their mobility (15%) and their participation in organisations (14%), and they are more likely to be prevented from continuing their education (27%). Among all ever-partnered women, more than 2 in 5 (41%) need permission from their husband/partner before getting health care and almost half (48%) before they undertake any activities. For those experiencing violence, control by husbands/partners over these basic activities is even higher, with half (50%) needing permission before she gets health care and 3 in 5 (61%) before she does anything.<sup>77</sup> This type of control is bad for women's and children's health; it prevents women from taking opportunities and seriously undermines their capacity to participate in social and economic development. All these impacts also have a negative effect on national economic and social development.

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<sup>77</sup> These findings are presented in chapter 4 and chapter 8.

## **Coping strategies used by women to deal with violence**

More than 2 in 5 women (43%) living with partner violence have never told anyone about the violence and almost 3 in 5 (57%) have never sought help from any agency to deal with it. Family members are usually the first people whom women tell about the violence, and the first ones they ask for help; they are also the people that many women would like more help from. The most common reasons for not getting help (mentioned by 33% of women) were fear of further violence, and the fact that their husbands/partners prevented them from asking for help.

When women do ask for help outside the family or leave home temporarily, they do so because the violence and its consequences are severe and their lives are in crisis – either they cannot take any more, they are seriously injured, or they fear for their lives. About half (49%) of the women living with violence have been forced to leave home temporarily several times in their life; less than 1% left permanently. In these circumstances women usually seek help from chiefs (24%), church leaders (23%), health agencies (15%) and police (10%). The most common reasons women gave for returning home, or for never leaving at all, were that she forgave her husband/partner, didn't want to leave her children, and several other reasons linked to the payment of bride price and belief in the sanctity of marriage (including advice from family members that she should stay with her husband/partner regardless of the violence).

Living with relatives from her birth family does not protect women from violence; women who live with her parents or relatives experience violence at the same rates as those who do not. However, women living with the husband's/partner's parents or relatives are about 1½ more likely to experience intimate partner violence than those who do not.

It is interesting to compare the findings above with women's views about community support and cooperation in general. Overall, 91% of women said they could ask their birth family for support if they have a problem; 80% said that people in their neighbourhood would help in case of illness or accident; and 88% said that neighbours would stop a street fight. Nevertheless, only 56% of women living with violence ever told anyone about it, and only 53% have ever been helped by anyone to deal with it.

On the positive side, 1 in 4 women said that they sought help because they knew their rights (24%) and had information about where to go (25%), 17% because their family or friends encouraged them to do so, and 15% were encouraged by his family. Also, more than 1 in 10 left home temporarily for similar reasons: 16% because they had information, 13% because they knew their rights, 11% because they were encouraged to do so by her family or friends, but only 7% were encouraged to do so by his family.

## **Situations that trigger violence, risk factors, and factors that protect women from violence**

The situations most commonly mentioned by women as triggers for violence are directly related to unequal gender power relations. Women most commonly report that their husbands/partners hit them for no reason (30%); because they were disobedient or to discipline them (23%); or because he was jealous of her (27%). These triggers underline the fact that many men believe they have a right to treat women in this inhuman and degrading way. Other common triggers are directly linked to women stepping outside traditional roles or expectations (refusing sex was mentioned by 15% of women), or not fulfilling men's expectations of what a woman should do (no food at home was mentioned by 20%).

It is important to acknowledge that many of the risk factors that increase women's likelihood of experiencing intimate partner violence are beyond women's control: most relate either to her experience as a child and her treatment by others in positions of power over her, or to characteristics in the



background of her husband. The majority of risk factors are also related directly or indirectly to gender inequality in Vanuatu society. For example:

- seeing or hearing their mother beaten significantly increases the likelihood that men will perpetrate violence against their wives/partners in adult life;
- seeing or hearing their mother beaten significantly increases the likelihood that women will be subjected to intimate partner violence in adult life;
- agreeing that it is justified for a man to beat his wife increases women's risk of violence;
- being physically abused by people who are not their husbands/partners increases women's risk of intimate partner violence, and being sexually abused as a child;
- women who are subjected to controlling behaviours by their husbands/partners have a greater likelihood of being physically or sexually abused by them; and
- men who have affairs with other women are more likely to physically or sexually abuse their wives/partners.

Behaviours and situations that challenge traditional gender roles are also significant risk factors:

- a woman who earns her own income is more likely to be physically or sexually abused by her husband/partner;
- a woman who agrees with one or more reason for refusing sex is more likely to be physically or sexually abused by her husband/partner; and
- a man who is unemployed is significantly more likely to physically or sexually abuse his wife/partner.

In addition, men who are violent towards other men are also more likely to abuse their wives/partners. The acceptance of violence as a legitimate way of resolving conflict and of punishing people, and the normalisation of these attitudes in the community, are a huge challenge for all stakeholders who aim to address the problem of violence against women.

The survey shows that there are serious impacts from alcohol, home brew and kava drinking by men, with many families experiencing money or family problems or both as a result. For example, 31% of ever-partnered women said that their families have money problems due to kava and 22% due to alcohol or home brew. For these reasons alone, frequent drinking of alcohol and kava need to be addressed, since these problems clearly bring considerable costs to families, communities and the nation as a whole. Drinking alcohol and home brew also emerged as a risk factor both for the men who perpetrate violence, and for the women who are subjected to violence, although very few women drink alcohol frequently compared with men (63% of husbands/partners drink kava more than once a week and 12% drink alcohol or home brew, compared with 22% and 7% of women respectively).

Several protective factors emerged from the statistical analysis of findings. Education has enormous potential to help protect women from violence in their intimate relationships. However, the association between educational achievement and the experience of violence was complex: it was a significant factor for the uni-variable analysis but not for the multi-variable analysis. Although the level of education was not a clear predictor of women's attitudes, all forms of violence tended to decline as the level of women's education increased, but as a protective factor it most strongly applied to women with tertiary education. The findings indicate that primary and secondary schools could do much more to educate both boys and girls about human rights, and to reinforce the view that violence is never justified in any circumstances. Women with high socio-economic status were less likely to experience intimate partner violence than other women. However, socio-economic status is very closely associated with higher education, and women with higher socio-economic status nevertheless experience all forms of violence at high levels.

Places where VWC has been most active have significantly lower rates of physical and sexual violence by husbands/partners than places where VWC has been less active. These findings strongly suggest that the influence of VWC's counselling and community education work over the past 19 years has contributed to reducing women's risk of violence. Awareness-raising about women's human and legal rights has been the foundation stone of VWC's approach since its establishment, in addition to providing information about services.

## **Recommendations for all stakeholders**

With so many risk factors linked to gender inequality, it is clear that strategies to reduce violence against women must focus on changing attitudes about women's rights and gender equality. Initiatives to address the problem of violence against women and children by government agencies, donor agencies, civil society organisations, chiefs, church and other community leaders need to be based on the following fundamental principles: violence under any circumstances is a crime; violence can never be justified or condoned on the basis of any tradition, culture or custom (including bride price); women have a right to live without violence; women and men are equal under Vanuatu's Constitution; and women and children can never be "owned" by men. A human rights and gender equality approach means that all training and awareness programs must be clear about the causes of violence against women: violence against women is caused by gender inequality in Vanuatu society; and violence reinforces the unequal power and control that many men have over their wives and partners.

### ***Prevention***

1. All community awareness, education and training programs to address violence against women by all stakeholders must be explicitly based on a human rights and gender equality approach.
2. Faith-based organisations should include human rights, gender equality, accurate information about violence against women, and non-violent methods of conflict resolution in their training and programs.
3. All training and other programs with men, particularly young men, must not perpetuate myths about violence against women nor condone men's control over women. In order for men to become effective advocates for women's human rights, programs with men must be based on accurate data and challenge attitudes that perpetuate gender inequality.
4. Programs with male perpetrators of violence against women must be based on sound evidence of effective strategies and carefully monitored to assess their outcomes. Such programs should not be supported by donors or local stakeholders unless they are firmly and explicitly based on a human rights approach which advances gender equality and women's rights.
5. All media organisations need to take care not to perpetuate or reinforce damaging myths about violence against women.
6. All stakeholders, agencies and programs that work with children need to have child protection policies, protocols and adequate monitoring and reporting on their implementation. This applies to government agencies at all levels, schools, health agencies, civil society organisations, sporting bodies and faith-based organisations.
7. Child protection, human rights, gender equality and non-violent methods of conflict resolution should be included in primary and secondary school curricula; these topics should also be included in primary and secondary teacher training curricula.
8. All training and other programs with young women should include a focus on women's human rights, gender equality and violence against women.

### ***Support services***

9. Service providers need to ensure that all staff are aware of the evidence in this report regarding the multiple forms of violence experienced by women: physical, sexual and emotional violence, physical abuse during pregnancy, intimidation, threats and controlling behaviours by husbands/partners including control over women's earnings, and refusal to provide money for household expenses. All service providers also need to be aware of the serious impacts of all these forms of violence, including physical injury, reproductive health problems, emotional distress, suicide risk, permanent disability, the impact on women's work and the impact on children.
10. All health staff need to be trained on the issue of violence against women. Assessment skills are needed for early detection of physical and sexual violence against women and children. Basic counselling skills are needed for dealing with victims in a non-judgemental, confidential, sensitive and respectful manner. These topics and the findings of this report need to be included in the nursing curriculum and refresher training for urban and rural health staff.
11. Protocols are needed in the health sector for the referral of victims of intimate partner violence and child abuse to other service providers (such as the VWC network and/or the police) and for ensuring that support and treatment is provided to women and children in a supportive and timely manner.
12. Training and services on mental health need to address the strong link found between physical, sexual and emotional violence against women, mental health problems, and significantly increased suicide risk. Specialist mental health staff such as a professional psychologist should be appointed to Port Vila hospital and specialist services should be available in rural areas to assist women who are traumatised by intimate partner violence.
13. Primary and secondary schools and other educational institutions need to have trained counsellors available to counsel girls and boys experiencing physical and sexual abuse, and to help address the emotional and other impacts experienced by children whose mothers are living in violent relationships.
14. A Victim Support Unit urgently needs to be established within the Vanuatu Police Force with staff trained and experienced in responding to crimes of violence against women and sexual and physical abuse of children.
15. The Police Family Protection Unit must be adequately resourced to respond effectively to cases of violence against women and child abuse throughout the country. At provincial level, police stations should have officers trained and dedicated to family protection cases, with adequate resources for transport and accommodation costs for cases to be followed up in remote areas.
16. The findings of this report should be included in police training curricula including refresher training for officers at all levels. Mandatory and refresher training should also be provided for all judicial officers and others in the law and justice sector on violence against women, human rights, gender equality and the findings of this survey.

### ***Strengthening the legal and policy framework***

17. Urgent action is needed to recruit and train authorised persons and registered counsellors to facilitate implementation of the Family Protection Act (FPA) throughout the country. Implementation of the FPA needs to be expedited in rural areas and its implementation needs to be carefully monitored, including provisions related to the criminalisation of offences of violence against women.
18. The FPA needs to be reviewed to strengthen its focus on the protection of pregnant women and women with disabilities. Violence against pregnant women and violence against women with disabilities should be highlighted as aggravating factors for conviction, and these cases must be prioritised when Family Protection Orders are issued.

19. A no-drop policy should be introduced by the Vanuatu Police Force for all cases of physical and sexual violence against women by husbands or intimate partners; implementation of the policy should be closely monitored.
20. The Marriage Act should be amended to raise the minimum of age of marriage for women from 16 to 18 years.
21. The Vanuatu Government should urgently develop comprehensive family law legislation, which takes into account the prevalence, severity and impacts of violence against women and children.
22. The Vanuatu Government should establish a Social Welfare Department within the Ministry of Justice and Community Services to strengthen child protection measures.
23. Recruitment criteria for all government staff appointed to gender-related adviser and child protection positions should include knowledge and experience in the area of violence against women and child protection.
24. The Correctional Services Act should be reviewed to ensure that women's and children's safety is given the highest priority when restorative or alternative justice approaches are implemented, including the use of community service for offenders convicted of physical and sexual crimes of violence against women and children.

***General recommendations for all stakeholders and development programs***

25. The findings from this study need to be considered and incorporated into policy development, training, programs and service provision across government agencies, development agencies and civil society organisations. This is particularly important for the law and justice, education and health sectors, including for mental health policy and programs. It is also critical for stakeholders and programs aimed at promoting economic development including income-generation programs and the economic empowerment of women. VWC's expertise should be used in all these areas.
26. All donor agencies should mainstream attention to gender equality, human rights and violence against women into all sector strategies, programs and projects.
27. All government agencies and service providers, particularly those in the law and justice sector and health agencies, need to systematically collect and report sex-disaggregated data on the problem of violence against women and children, to inform future policy development and programs and assist with monitoring prevention activities.
28. The Vanuatu Government should introduce legislation and policy to provide special leave entitlements for women living with violence.
29. Bilateral and multilateral donors must urgently prioritise funding for the implementation of the Family Protection Act throughout the country.
30. Bilateral and multilateral donors should provide funding for permanent premises for VWC and its Branches.

## ANNEX 3A: RISK ASSESSMENT AND MANAGEMENT MATRIX, JULY 2016 - JUNE 2021

Risk	Potential Consequence for the Program	L	C	R	Risk Management	Responsibility /Timing
<b>RISKS TO THE ACHIEVEMENT OF ALL END-OF-PROGRAM OUTCOMES</b>						
(a) Cultural & religious attitudes towards women & children: women & children are seen as the property of men, some men do not believe that women & children have equal human rights.	Strengthens arguments & institutions opposed to women's & children's rights, which will delay progress towards reaching the goal & all outcomes.	5	1	Mo	<ul style="list-style-type: none"> <li>Undertake activities to create &amp; promote community awareness on VAWC, &amp; on women's &amp; children's rights.</li> <li>Develop, nurture &amp; strengthen partnerships to prevent &amp; respond to VAWC at all levels.</li> <li>Increased focus on youth to bring about generational change.</li> </ul>	VWC Network <i>Ongoing</i>
(b) Chiefs & religious leaders discriminating against women, children & youth, & demanding respect for custom & religion.	Some traditional & religious leaders & institutions promote reconciliation & impunity, even in cases of serious violence, & don't protect women & children or promote their rights. Delays progress towards the goal & all outcomes.	5	2	Mo	<ul style="list-style-type: none"> <li>Train male advocates &amp; male community leaders to support/engage with VWC's work.</li> <li>Work with chiefs, religious leaders &amp; youth to raise awareness on women &amp; children's rights &amp; encourage them to request trainings &amp; workshops for themselves &amp; their communities so they understand the causes &amp; impacts of VAWC.</li> <li>Dissemination of VWC research.</li> <li>Develop &amp; strengthen partnerships with VCC &amp; other FBOs, &amp; with chiefs at various levels.</li> </ul>	VWC Network <i>Ongoing</i>
(c) Women's acceptance of violence & discrimination due to customary & religious attitudes, behaviour & practices.	Some church & women's organisations may be opposed to women's & children's rights, promote a negative view of the work of VWC, & influence other institutions, community leaders & groups. Some organisations use bible texts to justify ongoing discrimination & submission to husbands & men in general. Influences women & children by preventing them from reporting violence, accessing justice, using VWC services, & claiming their rights.	5	1	Mo	<ul style="list-style-type: none"> <li>Raise awareness of women's human rights, &amp; the impact of VAWC on families &amp; communities.</li> <li>Continue networking with women's groups.</li> <li>Develop &amp; strengthen partnerships.</li> <li>Dissemination of VWC research.</li> <li><b>Continue initiating &amp; responding to requests for CA talks, workshops &amp; special events in new areas where VWC's messages have not been heard before.</b></li> <li>Continue with media campaigns that reach both urban &amp; rural areas.</li> </ul>	VWC Network <i>Ongoing</i>

**Likelihood (L):** Almost certain (5), Likely (4), Possible (3); Unlikely (2), Rare (1); **Consequence (C):** Severe (5), Major (4), Moderate (3); Minor (2), Negligible (1)

**Overall Rating:** Low (Lo); Moderate (Mo); High (Hi); Very High (VH)

Risk	Potential Consequence for the Program	L	C	R	Risk Management	Responsibility /Timing
(d) Lack of political will to introduce & implement legislative changes which promote women's rights.	Slow progress with family law & legislative compliance with CEDAW.	5	1	Mo	<ul style="list-style-type: none"> <li>▪ Ongoing lobbying &amp; advocacy for legislative change that promotes women's rights.</li> <li>▪ Training of government agencies.</li> <li>▪ Dissemination of VWC research.</li> <li>▪ EVAW Task Forces established in Port Vila &amp; at all Branches.</li> </ul>	Coordinator, Lawyers <i>Ongoing</i> POs & Coordinator <i>Ongoing</i>
(e) Delays in implementing the FPA throughout Vanuatu, particularly in rural & remote areas.	<p>FPOs are mainly obtained in urban areas; women &amp; children from rural areas have little access to justice or protection from violence until the FPA is implemented nation-wide (apart from those assisted by the VWC Network).</p> <p>Lack of knowledge of the FPA in remote areas prevents women from accessing justice &amp; exposes them to further violence. Delays primary prevention (because knowledge of the law contributes to primary prevention).</p>	4	1	Mo	<ul style="list-style-type: none"> <li>▪ Ongoing lobbying &amp; advocacy for implementation of the FPA in rural areas.</li> <li>▪ Advocacy within the MJCS Head of Agency meetings &amp; through the Justice &amp; Community Services Sector Strategy.</li> <li>▪ Continue raising awareness of the FPA &amp; FPOs in rural areas.</li> <li>▪ Continue to facilitate applications for FPOs in rural areas through Branches &amp; CAVAWs.</li> <li>▪ EVAW Task Forces established in Port Vila &amp; at all Branches.</li> </ul>	<p>All staff at different levels <i>Ongoing</i></p> <p>Branch POs &amp; Coordinator <i>Ongoing</i></p>
(f) Hostility from community groups particularly in new locations	<p>Can prevent community members from hearing VWC's human rights messages &amp; accessing services.</p> <p><i>Likelihood is higher (4) in Malampa &amp; Penama where VWC has not been as active compared with other provinces.</i></p>	3	1	Lo	<ul style="list-style-type: none"> <li>▪ Provide information &amp; clarify VWC aims &amp; services wherever possible.</li> <li>▪ Involve male advocates &amp; police in CA activities &amp; provide training to community leaders.</li> <li>▪ National media campaigns.</li> </ul>	VWC Network <i>Ongoing</i>
(g) Many men in positions of authority (all social & legal institutions) currently abuse women & do not see violence against women & children as an issue.	<p>Slows progress with legislative reform &amp; implementation.</p> <p>Delays progress towards the goal.</p> <p>Prevents women from claiming their rights &amp; accessing justice.</p> <p>Undermines VWC's work in some communities where men in positions of power refuse to assist women &amp; children living with violence.</p>	4	1	Mo	<ul style="list-style-type: none"> <li>▪ Develop &amp; strengthen partnerships.</li> <li>▪ Target social institutions/agencies for gender, VAW &amp; human rights training.</li> <li>▪ Community awareness on: VAWC &amp; human rights; the FPA; the impact of VAWC on families &amp; communities; &amp; dissemination of research findings.</li> <li>▪ Use male advocates as role models in advocacy &amp; community awareness.</li> </ul>	VWC Network <i>Ongoing</i>

**Likelihood (L):** Almost certain (5), Likely (4), Possible (3); Unlikely (2), Rare (1); **Consequence (C):** Severe (5), Major (4), Moderate (3); Minor (2), Negligible (1)

**Overall Rating:** Low (Lo); Moderate (Mo); High (Hi); Very High (VH)

Risk	Potential Consequence for the Program	L	C	R	Risk Management	Responsibility /Timing
					<ul style="list-style-type: none"> <li>Involve male community leaders in VWC's work to prevent &amp; respond to VAWC.</li> <li>EVAW Task Forces established in Port Vila &amp; at all Branches</li> </ul>	POs & Coordinator <i>Ongoing</i>
(h) Women's & children's human rights are seen as foreign & imposed concepts.	Strengthens arguments & institutions opposed to women's & children's rights, which delays progress towards reaching the goal & outcomes.	4	1	Mo	<ul style="list-style-type: none"> <li>Community awareness, including on the rights afforded by the Vanuatu Constitution &amp; positive elements of Vanuatu custom.</li> <li>Gender relations, VAW &amp; HR training.</li> <li>Work with National Human Rights Committee to promote human rights for all.</li> <li>Undertake research on custom, attitudes human rights &amp; bride price.</li> </ul>	VWC Network <i>Ongoing</i> Coordinator, Deputy, Lawyers, <i>Ongoing</i> Research Team <i>Years 2 to 3</i>
(i) Women are blamed (by women & men) for causing & perpetuating violence & for destroying custom.	Perpetuates myths about violence & discrimination against women, & delays progress towards achieving the outcome. Prevents women from seeking help to stop the violence.	3	2	Mo	<ul style="list-style-type: none"> <li>Raise awareness on gender relations &amp; the causes &amp; impacts of VAWC, including through all community awareness activities &amp; the dissemination of research findings.</li> </ul>	VWC Network <i>Ongoing</i>
(j) Inadequate legal & institutional responses to violence against women & children.	This disempowers women & is a disincentive for them to report violence to the Police, other government agencies & CSOs & courts to claim their rights. Undermines the community's faith in the law & justice system (e.g. low & inconsistent sentencing for crimes of VAWC & early parole). Slows down primary & secondary prevention.	4	3	Hi	<ul style="list-style-type: none"> <li>Lobby government to implement &amp; monitor the FPA &amp; penal code, &amp; implement the VPF family violence policy and standard operating procedures.</li> <li>Lobby community leaders to adhere to existing laws &amp; human rights standards.</li> <li>Disseminate the findings of VWC research.</li> <li>Develop &amp; strengthen partnerships &amp; advocate for policies &amp; protocols to protect &amp; promote women's and children's rights.</li> <li>EVAW Task Forces established in Port Vila &amp; at all Branches.</li> </ul>	VWC Network <i>Ongoing</i>  Branch POs & Coordinator <i>Ongoing</i>
(k) Disabled women & children & LGBTI (lesbian, gay, bi-sexual, trans-sexual & intersex – people with	Disabled women & children lack knowledge about their human rights.	5	1	Mo	<ul style="list-style-type: none"> <li>Build partnerships with disability organisations, &amp; conduct awareness activities with disabled people and LGBTI.</li> </ul>	VWC Network <i>Ongoing</i>

**Likelihood (L):** Almost certain (5), Likely (4), Possible (3); Unlikely (2), Rare (1); **Consequence (C):** Severe (5), Major (4), Moderate (3); Minor (2), Negligible (1)

**Overall Rating:** Low (Lo); Moderate (Mo); High (Hi); Very High (VH)



Risk	Potential Consequence for the Program	L	C	R	Risk Management	Responsibility /Timing
different sexual orientation) are prevented from accessing VWC Network counselling & prevention services & have a higher risk of experiencing violence.	Less reporting by disabled women & children & LGBTI suffering from violence. Less exposure to VWC's human rights & prevention messages by people who are most vulnerable to violence.				<ul style="list-style-type: none"> <li>Reach out to disabled people through special events &amp; community awareness.</li> <li>Train staff to respond appropriately to requests for assistance from disabled people &amp; LGBTI.</li> <li>EVAW Task Forces established in Port Vila &amp; at all Branches.</li> </ul>	Branch POs & Coordinator <i>Ongoing</i>
(l) Discrimination against women in all political, governance & social structures perpetuates the view that women are not equal with men, which perpetuates VAW.	Delays progress towards the goal & reduces the number of women's leaders who are in a position to champion women's rights. VAW prevents women from taking on leadership positions.	5	1	Mo	<ul style="list-style-type: none"> <li>Raise awareness of the potential of women in leadership &amp; their human rights, including in workshops &amp; trainings, &amp; media.</li> <li>EVAW Task Forces established in Port Vila &amp; at all Branches.</li> </ul>	VWC Network <i>Ongoing</i> Branch POs & Coordinator <i>Ongoing</i>
<b>COMPONENT 1: VWC COUNSELLING, LEGAL ASSISTANCE AND SUPPORT SERVICES</b>						
<b>END OF PROGRAM OUTCOME 1: <i>Survivors are empowered, claim their rights and access justice</i></b>						
(a) Women & children not using VWC Network services due to remoteness & lack of knowledge about VWC services & women's rights.	Less reporting of violence against women & less use of VWC services. Women & children will continue to accept violence because they don't know their rights.	2	1	Lo	<ul style="list-style-type: none"> <li>Raise community awareness of VWC's services, including in new &amp; remote areas that have not heard VWC's messages before.</li> <li>Conduct mobile counselling.</li> </ul>	VWC Network <i>Ongoing</i>
(b) Women & children not allowed to use VWC services due to relatives forbidding them (because of the view that any problems should be resolved within the family or by Chiefs) & fear of repercussions.	Less reporting of violence against women & children & less use of VWC services. Women & children continue to accept violence because they don't know their rights. Ongoing impunity for offenders.	3	1	Lo	<ul style="list-style-type: none"> <li>Ongoing awareness on women's rights.</li> <li>Ongoing mobile &amp; telephone counselling.</li> <li>Target chiefs in male advocacy training &amp; encourage male advocates &amp; leaders to use custom court processes to raise awareness on women's rights.</li> </ul>	VWC Network <i>Ongoing</i>
(c) Women & children not using services due to lack of money to travel to VWC Network services.	Less reporting of violence against women & children & less use of VWC services. Women & children continue to accept violence because they don't know their rights. Ongoing impunity for offenders.	3	1	Lo	<ul style="list-style-type: none"> <li>Continue mobile counselling.</li> <li>Client Support Fund to enable women to access assistance from VWC &amp; Branches.</li> <li>Establish, support, strengthen &amp; monitor CAVAWs in the islands.</li> </ul>	VWC Network <i>Ongoing</i>
<b>OUTPUT 1.1: VWC Crisis Counselling and Support: <i>Effective and confidential crisis counselling and support services</i></b>						
(a) Counsellor burnout due to significantly increased new & repeat clients seeking help at VWC in Port	Increased stress of Counsellors because VWC may have less flexibility to appoint	5	3	Hi	<ul style="list-style-type: none"> <li>Monitor Counsellor workloads, &amp; provide stress-related days off &amp; support.</li> </ul>	Counselling

**Likelihood (L):** Almost certain (5), Likely (4), Possible (3); Unlikely (2), Rare (1); **Consequence (C):** Severe (5), Major (4), Moderate (3); Minor (2), Negligible (1)

**Overall Rating:** Low (Lo); Moderate (Mo); High (Hi); Very High (VH)

Risk	Potential Consequence for the Program	L	C	R	Risk Management	Responsibility /Timing
Vila & SCC in Luganville over the past 2 years (due to the effectiveness of VWC's community awareness, education & other prevention work), & due to increased requests for safehouse services (because Counsellors need to stay at the safehouse at all times with clients).	new staff with competing priorities for funding. Less flexibility to send VWC Counsellors to Branches to provide support & supervision when needed. Less flexibility to allow Counsellors to go on leave when requested. Group supervision may need to be held on Saturdays to achieve targets.				<ul style="list-style-type: none"> <li>▪ Ongoing peer &amp; group supervision, annual refresher trainings, &amp; periodic use of the client satisfaction survey to monitor &amp; ensure the quality of counselling.</li> <li>▪ Explore opportunities for additional funding &amp; provide information to donors on the huge increase in demand for VWC counselling services.</li> </ul>	Supervisor & SCC Project Officer <i>Ongoing</i>  Coordinator  <i>Ongoing</i>
<b>OUTPUT 1.2: Legal Assistance: Legal information, assistance &amp; representation of VWC, Branch &amp; CAVAW clients</b>						
No risks are identified for achieving this output.						
<b>OUTPUT 1.3: Counsellor Training: Enhanced counselling and advocacy skills</b>						
No risks are identified for achieving this output.						
<b>COMPONENT 2: BRANCHES AND CAVAWs</b>						
<b>END OF PROGRAM OUTCOME 2: Women and children and community members throughout Vanuatu are accessing effective services on VAWC</b>						
(a) Possibility that VWC staff resources may be strained due to the need to provide capacity-building & support to Branches to the optimum level (because of the lack of availability of qualified & committed staff for recruitment to Branch positions).	Delays in Branches working to full capacity & effectiveness. Increased workload on other Branch & VWC staff. Delays in appointment of staff & in the implementation of some activities.	3	2	Mo	<ul style="list-style-type: none"> <li>▪ VWC &amp; SCC share the load of supporting Branches.</li> <li>▪ Attachment of VWC staff to Branches.</li> <li>▪ Recruit staff with the capacity to learn &amp; develop over time.</li> <li>▪ Undertake formal &amp; non-formal training &amp; support according to identified needs.</li> <li>▪ Research/Branch Officer role to include responsibilities for supervision of Branches</li> </ul>	Coordinator, Deputy, Finance/Office Manager Counselling Supervisor, Branch POs <i>Ongoing</i>
<b>OUTPUT 2.1: Branch Activities: Accessible counselling services &amp; increased awareness of violence against women &amp; children &amp; legal &amp; human rights</b>						
The risks identified for component 1 also affect the Branches & have the same risk management strategies.						
<b>OUTPUT 2.2: VWC Support to Branches: Increased capacity of Branches to deliver effective services</b>						
No additional risks are identified for achieving this output (see risks identified for End of Program Outcome 2).						
<b>OUTPUT 2.3: CAVAW Activities: Increased awareness of violence against women &amp; legal &amp; human rights, &amp; accessible counselling services in remote island communities</b>						
(a) Difficulties in sustaining volunteer work over the long-term.	Reduced effectiveness of CAVAWs, who may be less able to undertake effective	3	1	Lo	<ul style="list-style-type: none"> <li>▪ Ongoing support &amp; regular visits from the VWC CAVAW Officer &amp; Branches.</li> </ul>	CAVAW Officer & Branch Project

**Likelihood (L):** Almost certain (5), Likely (4), Possible (3); Unlikely (2), Rare (1); **Consequence (C):** Severe (5), Major (4), Moderate (3); Minor (2), Negligible (1)

**Overall Rating:** Low (Lo); Moderate (Mo); High (Hi); Very High (VH)

Risk	Potential Consequence for the Program	L	C	R	Risk Management	Responsibility /Timing
	counselling & community awareness activities.				<ul style="list-style-type: none"> <li>■ All CAVAW trainings to be held at the provincial level during this phase to ensure that all CAVAW members have the same opportunity for learning &amp; skills development, which is expected to help maintain their commitment.</li> <li>■ CAVAW Officer to provide more focus on strengthening, training &amp; management of CAVAWs.</li> <li>■ Branch POs to provide training &amp; ongoing support to all CAVAWs in their province.</li> <li>■ Ongoing monitoring of the commitment &amp; developing skills of all CAVAWs.</li> </ul>	Officers, Community Educator Ongoing
<b>OUTPUT 2.4: VWC Support to CAVAWs: <i>Strengthened capacity of capacity of CAVAWs to undertake community awareness, counselling &amp; local networking</i></b>						
No additional risks are identified for achieving this output (see risks identified for End of Program Outcome 2).						
<b>COMPONENT 3: COMMUNITY EDUCATION AND AWARENESS</b>						
<b>END OF PROGRAM OUTCOME 3: <i>Increased community acceptance that violence against women &amp; children is a violation of human rights</i></b>						
All the risks for achieving this outcome are already discussed above (see risks to all outcomes).						
<b>OUTPUT 3.1: Community Awareness: <i>Greater awareness of the dynamics and impact of violence against women &amp; children</i></b>						
All the risks for achieving this output are already discussed above (see risks to all outcomes).						
<b>OUTPUT 3.2: Data Collection and Research: <i>Comprehensive information on &amp; analysis of violence against women &amp; children</i></b>						
(a) Inadequate data from other agencies.	Reduces VWC's ability to demonstrate impact (this affects overall outcome indicators in the M&E framework).	4	1	Mo	<ul style="list-style-type: none"> <li>■ Lobby for improved sex-disaggregated data collection &amp; publication with other agencies.</li> </ul>	Research Officer, Coordinator, Lawyers Ongoing
<b>COMPONENT 4: HUMAN AND LEGAL RIGHTS LOBBYING AND TRAINING AND MALE ADVOCACY</b>						
<b>END OF PROGRAM OUTCOME 4: <i>Government policy makers, legislators, targeted organisations &amp; male advocates reduce discrimination &amp; promote gender equality</i></b>						
All the risks for achieving this output are already discussed above (see risks to all outcomes).						
<b>OUTPUT 4.1: Legal &amp; human rights advocacy &amp; training: <i>Increased awareness of gender equality and human rights in key agencies</i></b>						
All the risks for achieving this output are already discussed above (see risks to all outcomes).						
<b>OUTPUT 4.2: Male Advocacy on Women's Rights: <i>Increased participation and support of men in efforts to eliminate violence against women and children</i></b>						

**Likelihood (L):** Almost certain (5), Likely (4), Possible (3); Unlikely (2), Rare (1); **Consequence (C):** Severe (5), Major (4), Moderate (3); Minor (2), Negligible (1)

**Overall Rating:** Low (Lo); Moderate (Mo); High (Hi); Very High (VH)

Risk	Potential Consequence for the Program	L	C	R	Risk Management	Responsibility /Timing
(a) Lack of accountability by trained male advocates to VWC & women's rights perspectives.	Undermining of the work of VWC, Branches & CAVAWs & the human rights approach. Communities may not accept VWC & CAVAW approaches for awareness if male trainees do not live by their commitments to gender equality.	3	1	Lo	<ul style="list-style-type: none"> <li>Male advocacy training emphasises the importance of accountability to VWC, Branches, women &amp; members of CAVAWs, &amp; to women's rights.</li> <li>Careful targeting of participants.</li> <li>Follow-up &amp; monitoring of male advocates after training.</li> </ul>	Coordinator, Deputy, Branch POs, & CAVAW Members  <i>Ongoing</i>
<b>COMPONENT 5: MANAGEMENT AND INSTITUTIONAL STRENGTHENING</b>						
<b>END OF PROGRAM OUTCOME 5: VWC staff are effectively managing &amp; coordinating the VWC Network's prevention &amp; response services</b>						
Availability of qualified & committed staff for recruitment	Delays in the appointment of staff & in the implementation of activities. Increased workload for existing staff.	3	1	Lo	<ul style="list-style-type: none"> <li>Teamwork approach.</li> <li>Recruit staff with the capacity to learn &amp; develop over time.</li> <li>Undertake formal &amp; non-formal training &amp; support according to identified needs.</li> <li>Networking to identify possible staff.</li> </ul>	Coordinator, Deputy, Finance/Office/HR Manager  <i>As needed</i>
<b>OUTPUT 5.1: Organisational Management: <i>Organisational &amp; personnel management &amp; capacity building</i></b>						
No risks are identified for achieving this output.						
<b>OUTPUT 5.2: Program Management: <i>Program planning, management, monitoring &amp; risk management</i></b>						
No risks are identified for achieving this output.						

**Likelihood (L):** Almost certain (5), Likely (4), Possible (3); Unlikely (2), Rare (1); **Consequence (C):** Severe (5), Major (4), Moderate (3); Minor (2), Negligible (1)

**Overall Rating:** Low (Lo); Moderate (Mo); High (Hi); Very High (VH)

## ANNEX 3B: DESIGN SUMMARY RISK ASSESSMENT

	Likelihood	Consequence	Rating
<b>1. Operating environment:</b> What factors in the operational or physical environment (political instability, security, poor governance, lack of essential infrastructure etc.) might impact directly on achieving the objectives?	Possible	Negligible	Low
<b>Event/Source:</b> Political instability, poor governance at various levels in government stakeholders, poor infrastructure, and natural disaster are possible or in some cases likely.  <b>Impact:</b> None of these events is likely to affect the achievement of outcomes. VWC has over 20 years' experience of dealing with physical risks such as poor infrastructure and transport, and managed to continue to achieve key deliverables throughout Vanuatu's periods of political instability and following Tropical Cyclone Pam. Rating the consequence as negligible assumes that bilateral funds will continue to be provided directly to VWC.			
<b>Mitigation</b> – what can DFAT do to decrease the likelihood and/or consequence of the risk? Continuing to provide funds as accountable cash grants directly to VWC will be essential to ensure continuity of funding, since experience following TC Pam and in previous phases indicates that channelling funds through government results in long delays in transfers.			
<b>2. Results:</b> How realistic are the objectives and can they be achieved within the timeframe? Are the objectives/results sustainable? Would the failure to achieve the results in the proposed timeframe, or at all, affect the targeted beneficiaries directly?	Unlikely	Minor	Low
<b>Event/Source:</b> All the events and their sources that could impact on the achievement of results are detailed in Annex 3A.  <b>Impact:</b> There is a very low risk that this program will fail to achieve the intended the results (see Risk Management Matrix in Annex 3A which addresses this question for all outcomes), due to VWC's experience, the use of a human rights approach, and the commitment of staff. Although several risks are rated as moderate in Annex 3A, most of these arise from features of the cultural and social context which perpetuate VAWC, and thus are part of the overall problem that VWC is directly addressing through its prevention and response strategies. Failure to achieve results would mean that fewer survivors would access services, and that work to prevent and reduce VAWC would be less effective.			
<b>Mitigation</b> – what can DFAT do to decrease the likelihood and/or consequence of the risk? Adequate funding to enable VWC to increase its prevention work and respond to the increased and growing demand by survivors would decrease the potential consequences of these types of risks.			
<b>3. Safeguards</b> (reference the checklist): Do any of the activities involved in this investment have the potential to cause harm relative to safeguard issues (child protection, displacement and resettlement and environmental protection)?	Rare	Minor	Low
<b>Event/Source:</b> Counsellors and other staff have direct contact with children who come to VWC, Branches and CAVAWs for help with dealing with violence.  <b>Impact:</b> VWC has a child protection policy, code of conduct signed by all staff, and reporting procedures that are compliant with DFAT policy. Staff were trained in the policy during VWC's annual retreat in 2014; new staff are given the policy and briefed on its implications. All Counsellors (the staff most likely to have contact with children) are trained in counselling skills and ethics. Child protection and promotion of the rights of children is a key part of VWC's work.			
<b>Mitigation</b> – what can DFAT do to decrease the likelihood and/or consequence of the risk? Update VWC on any new requirements as they arise.			

4. <b>Fraud/Fiduciary:</b> Are there any significant weakness through which fraud could occur or funds not being properly managed by a recipient individual, organisation or institution?	Rare	Minor	Low
<b>Event/Source:</b> Misuse of funds or assets. <b>Impact:</b> This is rated as minor because VWC has monthly internal auditing in place including a random check of transactions; this is carried out by an independent external auditor, in addition to annual audits of the accounts. Senior staff have been briefed on Australian Aid's zero tolerance approach to all types of fraud and the likely consequences and these expectations are known by all staff. Payments by Branches are approved and closely monitored by the VWC Finance/Office Manager.			
<b>Mitigation</b> – what can DFAT do to decrease the likelihood and/or consequence of the risk? None.			
5. <b>Reputation:</b> Could any of the risks, if they eventuated, cause damage to DFAT's reputation as a service provider? Could any aspect of the implementation of this damage bilateral relations?	Rare	Negligible	Low
<b>Event/Source:</b> Reputational risks are highly unlikely to arise because VWC's program is closely aligned with both Australian and Vanuatu Government policy commitments to promote gender equality and eliminate VAW, and there is growing momentum for change among key local leaders. The only possible risk is if VWC is unable to respond to the demand for services by survivors and for prevention work by community groups, due to limited funds to grow the program. <b>Impact:</b> Failure to respond to the demand for prevention and response services would mean that fewer survivors would access services, and there would be slower progress towards the goal of preventing and eliminating violence.			
<b>Mitigation</b> – what can DFAT do to decrease the likelihood and/or consequence of the risk? Assist with accessing further financial support if needed.			
6. <b>Partner relations:</b> Could a relationship breakdown occur with key partners/stakeholders and would this prevent the objectives/results from being achieved? Does the intended partner (if known) have the capacity to manage the risks involved with this investment? Could differing risk appetites affect the relationship?	Rare	Negligible	Low
<b>Event/Source:</b> This is highly unlikely to arise since VWC's objectives are closely aligned with those of the Vanuatu Government. Conflicts could arise with individual police or court clerks who fail to implement policy and procedures. <b>Impact:</b> This is negligible because VWC has demonstrated a capacity to resolve these issues through its advocacy with police and networking with other stakeholders. Earlier phases of the program demonstrate that this presents no risks to relationships with key partners.			
<b>Mitigation</b> – what can DFAT do to decrease the likelihood and/or consequence of the risk? Continue to advocate on VWC's behalf with other stakeholders and encourage them to work with VWC.			
7. <b>Other:</b> Are there any other factors specific to this investment that would present a risk (e.g. this is a new area of activity or it is an innovative approach), including potential opportunities? If yes, please describe and rate the risk.	Rare	Negligible	Low
<b>Event/Source/Impact:</b> All other risks and their impacts are included in Annex 3A.			
<b>Mitigation</b> – what can DFAT do to decrease the likelihood and/or consequence of the risk? None			
<b>Overall Risk Rating:</b>			Low-risk

**ANNEX 3C: SAFEGUARDS SCREENING CHECKLIST**

	Yes	No	Not Sure
<b>Child protection</b>			
Did the outcome of the child protection risk context assessment indicate a full assessment is required?		✓	
Is the investment likely to involve contact with or access to children (0-18 years old) due to the nature of the activity or the working environment?	✓		
Will the investment involve personnel working with children?	✓		
<b>Displacement and resettlement</b>			
Does the investment involve construction on: exclusion from: or repurposing of land that is occupied, accessed to generate livelihoods or of cultural or traditional importance?		✓	
Does the investment's success depend on other development activities that may involve construction only; exclusion from; or repurposing of land that is occupied, accessed to generate livelihoods; or of cultural or traditional importance?		✓	
Does the investment involve planning for, advising on or designing the economic or physical displacement of people to make way for infrastructure development, disaster risk reduction or exclusion of the local population from land accessed to generate livelihoods?		✓	
<b>Environment</b>			
3.1 Will the investment support any of the following: <ul style="list-style-type: none"> <li>• medium to large-scale infrastructure such as roads, bridges, railways, ports, infrastructure for energy generation; or</li> <li>• development of irrigation and drainage, diversion of water; or</li> <li>• land clearing, intensification of land use; or</li> <li>• hazardous materials and wastes; or</li> <li>• activity in mining, energy, forestry, fisheries, water supply, urban development, transport, tourism or manufacturing sectors?</li> </ul>		✓	
3.2 Will the investment support any of the following: <ul style="list-style-type: none"> <li>• small to medium scale infrastructure such as localised water supply and/or sanitation infrastructure; irrigation and drainage; rural electrification, rural roads; or</li> <li>• construction/renovation/refurbishment/demolition of any building for example: schools, hospitals or public buildings; or</li> <li>• localised use of natural resources, including small-scale water diversion, agriculture, or other types of land-use change?</li> </ul>		✓	
3.3 Will the investment contribute to, directly or indirectly, or facilitate, activities such as those listed above, including through: <ul style="list-style-type: none"> <li>• trust funds, procurement facilities; or</li> <li>• co-financing contributions; or</li> <li>• support for planning, change to regulatory frameworks, technical advice, training or;</li> <li>• applied research?</li> </ul>		✓	
3.4 Has an environmental review of the proposed investment already been, or will be completed by an implementing partner or donor?		✓	
3.5 Does this investment need to meet any national environmental standards or requirements?		✓	



## ANNEX 4C: ANNUAL PLAN FOR YEAR 1 FOR BRANCH ACTIVITIES

### Sanma Counselling Centre (SCC) Branch Activities

SCC will undertake 6 mobile counselling visits in rural settlements in year 1. The mobile counselling will be held at Banban, Aore, Usa community, Deprma, Tangoa Landing and Turtle Bay. SCC has collaborated with the local VANWODS Officer who has indicated that members of VANWODS are experiencing financial violence, which is affecting their loan repayments and savings. SCC has responded by targeting mobile counselling to VANWODS centres around Luganville. SCC will also have joint public talks with the Family Protection Unit in Luganville during the mobile counselling.

Throughout this phase, SCC will intensively focus on initiating and responding to requests for community awareness workshops with the targeted groups of women, youths, disabilities and LGBTI to the new communities, and to areas where SCC has visited before. SCC will allocate an extra day or evenings to deliver talks to youths and men during the same week of community awareness workshop delivered to women. This same strategy will be done to women if the workshop is targeted only for youth or men in that particular community. SCC will also allocate time for school talks in communities using the same practice as in previous years. SCC hopes that this strategy will increase the pace of change these communities, SCC will continue to run community awareness workshops in Penama province until PECC is established, and will provide ongoing support to PECC after it is set up. SCC will set up an EVAW taskforce committee that will involve SCC stakeholders in a meeting twice per year to address some challenges of women accessing justice and it is a way also for SCC to collaborate on VAW issues within Sanma province.

Four community awareness workshops are planned for year 1. One of these will target youth at Lonoc Village, East Santo. This is a follow up from Rural Women's Day event held with NTM members at Lonoc in 2015. The NTM Pastor requested that a workshop be carried out with the youth members of NTM church. Another workshop targeting youth will be held at Wunbuko, in the West Coast of Santo, along with a one-day follow-up on the 5-day workshop at Wunpuko with women in 2014. The other workshops will be targeting the NTM Church women in Luganville, and Lolkasai on North Pentecost. Requests have come from all communities for workshops to be held with community members who did not participate in previous workshops that were delivered to women. NTM church leaders in Port Vila have requested through VWC that an awareness workshop be held at NTM church in Luganville. This is a follow-up of VWC's community awareness workshops held with NTM women, youth and leaders at NTM church in Freshwater, Port Vila. Women leaders and men who attended SCC and VWC workshops for women and men at Lolong on Pentecost in November 2015 requested the workshop for Lolkasai women. SCC will organise a one day follow-up to the workshop held at Lolong, North Pentecost at the end of Lolkasai workshop. The purpose of this follow-up will be to find out changes that have occurred as a result of the previous workshop in the lives of women who attended the workshops and also the impact on their community. Fanafo community requested an awareness workshop through Matantas CAVAW during their awareness talk, and at Belmol community, but these workshops will only be done if additional funding is received. This is a new area; a chief from that community attended a VWC male leader's workshop in the last phase and is now requesting a five day community awareness workshop for the women of his village.

SCC will have 7 special events campaigns this year. A one day forum will be held to celebrate the social, economic, cultural and political achievement of women. This event will mark International Women's Day. A one day talk will be held at Solway in Luganville to mark National Women's Day in May. A series of talks over 5 days talk will be held in a primary school to mark Children's Day in July. A one day forum will be targeted for youth on SCC day in Luganville. A 3-day awareness activity will be held at Supernatavui Council of Chief's nakamal to mark International Peace Day in September. SCC will celebrate Rural Women's Day with rural women and youths from Sara village, and SCC will

organise a parade in Luganville to mark the International Day Against Violence Against Women during the 16 Days campaign. Main speakers for the day will be from SCC stakeholders and will intensively focus their talks on VAW and the challenges that women face in accessing justice throughout Vanuatu. SCC will also organise talks during the 16 days of Activism around Luganville with youths.

If additional funding is received for the supplementary budget in Annex 5G, SCC will deliver a 5 days training to Windsao CAVAW in the second quarter, and one member of Windsao CAVAW will attach at SCC in the third quarter of year 1.

### **Tafea Counselling Centre (TCC) Branch Activities**

TCC will carry out all the activities outlined in the implementation schedule in Annex 4B. A target of 24 counsellor meetings and group and/or peer supervision sessions will be held over year 1. These are the opportunities for training the counsellors and will enable the Project Officer to monitor the counsellors' performance.

Six mobile counselling are scheduled to be held in year 1, three around Lenakel at Etunka in September, Isini in December, and Lamlu in March 2017. Three mobile counselling visits will be in rural settlements at Laruwano in November, Lokweria in January 2017 and Epilmai in February 2017, each for 3 days. The mobile counselling will assist women and girls, who are having difficulties to get help from TCC as well as men and youth lacking information on women rights and FPOs, especially in the rural settlements.

Four community awareness visits to communities are scheduled for year 1. Two will be held on Tanna at Kwaramanu with youth in July 2016, and at Middle Bush in January 2017. Two will be to outer islands, at Erromango in October 2016, and at Aniwa in March 2017. These are all new places which have been selected because TCC have received clients from these communities as well as requests. An FPU officer and a male advocate will accompany staff on these visits. TCC will also contact awareness talks involving youths, primary and secondary school students.

There are 7 special events campaigns beginning with TCC Day on 3<sup>rd</sup> July 2016 at the TCC Branch Centre; then 24<sup>th</sup> July 2016 Children's Day at Lokaitai Primary School; International Peace Day on 21<sup>st</sup> September 2016 at Lenakel Market Area; Rural Women's Day in October 2016 where TCC will have a joint program with Mid-Mauk and Imaki CAVAWs. TCC will mark the 16 Days of Activism in November 2016 with a joint program with the Tafea FPU in the Lenakel area; International Women's Day in March 2017 will be a joint program with the Imaki community; National Women's Day in May 2017 will be held at MidMauk community. These special events will include youth, disabled people. TCC will liaise with VANWODS, church leaders, youth, and the Tafea Provincial Government to continue joint partnerships in 2017. TCC will be starting its EVAW Taskforce with its stakeholders twice a year in July 2016 and January 2017.

### **Torba Counselling Centre (TOCC) Branch Activities**

Six mobile counselling are planned for year 1, three around Sola area and three in the rural settlements, at the A.O.G in August 2016, at Neregasal in September, at Wesilat in October, at Kerepuak in November, at Period in February 2017 and at Mosina in March. TOCC will be having 24 counsellors group and/or peer supervision and case review for this period. One in house counsellor training is planned to build capacity for the TOCC counsellors.

TOCC will undertake 4 community awareness talks in year 1. One will be at NW Vanualava in August, Ureparapara in September, at West Gaua in October, and at NE Vanualava in February 2017. These are new places that have high rates of domestic violence and sexual violence. TOCC will be doing follow-ups especially on North Gaua where there are a few new settlements that TOCC has never

visited. These series of awareness talks will be targeting women and girls, men and boys, youth, schools and people with disability. TOCC will continue working together with community leaders and the area council secretaries in these areas for them to understand and have more knowledge of the issues of domestic violence. A police officer and a male advocate will be accompanying the TOCC Project Officer and Counsellor for the mobile counselling and community awareness visits to communities.

Seven Special Events will be celebrated during this period. Children's Day will be held at Sanlang School, in West Vanualava; World Peace Day will be at Port Patterson at the Fisher young Training Centre; Rural Women's Day will be celebrated on Sisiol community; and events to mark the 16 Days of Activism will be at Qanglap community, in East Vanualava. TOCC Day events will be held in Sola. International Women's Day is planned to be celebrated on Motalava, and National Women's Day at Tatuve community in East Vanualava.

Networking and support to CAVAWs has always been part of the work of the branches and the TOCC PO will make a training visit to Ureparapara CAVAW in September 2016 aimed at strengthening their capacity to undertake community awareness talks and counselling. For the CAVAW attachment during this period, one of the Ureparapara CAVAW members will be attached to TOCC in September 2016. However, both these activities will only be done if additional funding is available (see Annex 5G).

From year 1, TOCC will form its EAW taskforce and will have two meetings in July 2016 and January 2017; TOCC will develop partnerships with other agencies including Education, Health and people with disability and continue liaising with TVET, Vanuatu Red Cross Society, the Provincial Government, churches and community leaders (chiefs, women leaders and youth leaders).

### **Malampa Counselling Centre (MCC) Branch Activities**

MCC will undertake six mobile counselling: 3 around Lakatoro at Norsup Hospital, Small Tautu and Big Tautu, and 3 in the rural settlements at Wala, Rano, Pinalum. The targeted areas are the communities with a lot of cases of sexual and physical violence.

Four community awareness visits with a series of talks for each visit are planned for year 1: one will be held in July at SW Bay. One will be in August 2016 in Ambrym and one will be at Waetsans in September 2016, and one will be in Paama in February 2017. The community awareness talks will be in new places and it will be targeting women, girls, youth, people with disabled and LGBTI. MCC will be celebrating its seven special events in the communities where the awareness talks will be held. This will enable MCC to follow up on the awareness talks, to see if there are any changes in the community, and to clarify any issues.

If additional funding is available, MCC will undertake a visit to Maskelyne CAVAW in April to provide training in conducting community awareness talks, receive clients and to assist with FPO and child maintenance applications. MCC will also bring in Burbar CAVAW to MCC for attachment in January 2017 if the additional budget is funded. This will enable them to better assist clients with counselling. MCC will supervise and observe their counselling skills during peer supervision sessions. MCC will establish its EAW Taskforce and the meetings will be held in July 2016 and January 2017.

## ANNEX 6A: MONITORING AND EVALUATION MATRIX

Indicators & Targets	Data Source	Baseline Data	Data Collection & Analysis Methods	Frequency collection/analysis	Responsibility	Description, Issues, Assumptions
<b>OVERALL OUTCOME: <i>Effective prevention of &amp; response to violence against women &amp; children</i></b>						
<b>(i) Number of new clients reporting violence to VWC, Branches &amp; CAVAWs (women, girls, boys, disabled people by sex &amp; age)</b>  <b>Annual targets:</b> <b>VWC 500; SCC 170;</b> <b>TCC 100; TOCC 70;</b> <b>MCC 100;</b> <b>CAVAWs: 300</b>  <b>Total: 1240 per year</b>  <b>Total target: 6,200 over 5 years</b>	VWC, Branch & CAVAW client statistics	<ul style="list-style-type: none"> <li>2012/2013 client statistics</li> <li>Data on clients with disabilities to be collected from 2016/2017</li> <li>MCC from March 2015</li> </ul>	Review & analysis of <u>national</u> trends in client statistics (including breakdown by different types of violence) <ul style="list-style-type: none"> <li>Collection of data on clients with disabilities to be trialled from March to June 2016 after training in February &amp; update of client data collection formats.</li> </ul>	<ul style="list-style-type: none"> <li>Monthly collection &amp; annual analysis</li> <li>CAVAW data to be collected annually at provincial trainings</li> <li>Data on clients with disabilities will report on new clients (women, boys &amp; girls) with intellectual, physical &amp; sensory disabilities.</li> </ul>	Research Officer, Counselling Supervisor, Branch Project Officers, Counsellors	The design assumes that the number of new clients will remain steady if <u>all VWC's prevention activities (including outputs in components 2, 3 &amp; 4)</u> are effective at preventing further violence by contributing to the empowerment of survivors to come forward to seek assistance, & if good progress is made towards the achievement of all end-of-program outcomes. Seeking assistance to address violence is a major behavioural change, given that 57% of survivors have never asked any agency for help (VWC 2011:148). Analysis of trends in new clients will consider annual fluctuations - e.g. new clients peaked during/after VWC's research in 2009 & 2010, & dropped after VWC's move to new premises in 2012, but increased overall by 67% from 2012 to 2105; TCC clients dropped after TC Pam & throughout 2015 due to increased transport difficulties & lack of money for clients to travel to the centre.
<b>(ii) Number of cases of violence against women &amp; children reported to the Police &amp; health facilities</b>	Police & health statistics (national)	<ul style="list-style-type: none"> <li>Police statistics 2002</li> <li>Health statistics 2007</li> </ul>	Review of crime & health statistics, with qualitative analysis of police & health responses (based on VWC, Branch & CAVAW client files & reports).	Annually	Research Officer, with assistance from Lawyers	The quality & availability of police & health statistics at the national level may reduce the frequency of reporting. It is assumed that there is effective response to & prevention of VAWC if reporting is steady or increasing, since 57% of women have never asked any agency for help (VWC 2011:148). Increased reporting to police & health authorities is essential to prevent further violence & demonstrates improvements in prevention & response by all stakeholders. Data needs to be disaggregated by sex,

Indicators & Targets	Data Source	Baseline Data	Data Collection & Analysis Methods	Frequency collection/analysis	Responsibility	Description, Issues, Assumptions
						age, type of violence & relationship to the survivor to usefully analyse trends.
<b>(iii) Number &amp; % of new &amp; repeat VWC &amp; Branch clients who report to the police - domestic violence &amp; sexual assault only (women, girls, boys, disabled people by sex &amp; age)</b>	VWC & Branch client statistics	<ul style="list-style-type: none"> <li>■ VWC Network statistics for 2012/2013</li> <li>■ MCC from Mar 2015</li> </ul>	Review & analysis of client statistics with qualitative & quantitative analysis of police responses (based on VWC, Branch & CAVAW client files & reports).	Monthly collection & annual analysis	Research Officer, Counselling Supervisor, Counsellors, Branch Project Officers	Analysis will compare trends in VWC Network clients' reporting to Police, with national police statistics on reporting of VAW (if they are made available). Qualitative analysis will assess disincentives to reporting, including police responses to cases & the implementation of SOPs. This indicator may also be used to help assess whether women are being empowered to assert their rights through counselling. However it needs to be emphasised that whether survivors choose this option depends on several factors (including how the police respond to cases of VAWC). This is only one measure of empowerment & it is not expected that the percentage of survivors reporting to police will increase substantially, since baseline data shows that this fluctuates annually, depending on how survivors decide to deal with the violence. Therefore, no target is set for this indicator.
<b>(iv) Total number of women &amp; men accessing justice through the courts for domestic violence (criminal convictions), sexual offences, matrimonial, personal injury, child &amp; family maintenance &amp; custody</b>	National court data	National court data for 2011	Review & analysis of court data comparing women's & men's access to justice in key areas including positive changes, challenges & delays in completion of cases.	Annual	Research Officer, with assistance from Lawyers if needed	It is assumed that national prevention & response efforts of all stakeholders are effective if the number of women accessing justice in key areas increases over time. Experience from the previous phase shows that VWC has not been able to obtain detailed data from the courts in a timely manner to enable triangulation of this data with other outcome indicators.

Indicators & Targets	Data Source	Baseline Data	Data Collection & Analysis Methods	Frequency collection/analysis	Responsibility	Description, Issues, Assumptions
<b>(v) Family Protection Act implemented throughout Vanuatu</b>	<i>Implementation &amp; enforcement of the FPA has a significant preventative impact within communities (both primary &amp; secondary prevention), particularly in rural areas, in addition to strengthening response by providing access to justice &amp; protection for women &amp; children.</i>					
(a) Number of trained authorised persons & registered counsellors (women & men) by province & municipality	Ministry of Justice & Community Services records	The first year that any are appointed	Review & analysis of national coverage (% men & women) & how this changes over years 1-5	Annually	Research Officer & Coordinator, Lawyers & Branch POs	Assumes data will be systematically & regularly collected & made available by the Ministry of Justice & Community Services. Effective prevention & response requires good coverage of authorised persons in rural & remote areas.
(b) Total number of applications for TPOs & FPOs, & number issued, by province & municipality to women & men	Ministry of Justice & Community Services records	The first year that national data is made available from the MJCS for FPOs & TPOs	Analysis of applications, compared with orders issued, & analysis of trends, including differences for women & men	Annually	Research Officer with assistance from Lawyers if needed	Assumes that data on FPOs & TPOs will be systematically & regularly collected & available in a timely fashion by MJCS &/or the Courts. Data on the number of applications versus the number of TPOs & FPOs issued may not be available, but is important to analyse trends & differences between locations, & between women & men.
(c) Evidence of women's experiences with the FPA, including FPOs & TPOs, reported to VWC, Branches & CAVAWs	<ul style="list-style-type: none"> <li>■ VWC, Branch client records &amp; reports</li> <li>■ Annual CAVAW reports</li> </ul>	<ul style="list-style-type: none"> <li>■ Contextual analysis in the PDD (for FPOs)</li> <li>■ Not applicable for TPOs</li> </ul>	Review & analysis of women's experiences of how the law is being implemented, & women's access to justice	<ul style="list-style-type: none"> <li>■ Monthly for VWC &amp; Branches</li> <li>■ Annually for CAVAWs</li> <li>■ Annual analysis</li> </ul>	Lawyers, Counselling Supervisor, Research Officer, Branch POs, CAVAW Officer	Analysis will focus on trends & examples of positive & negative experiences from clients, including from different provinces, authorised persons & registered counsellors. Analysis will also include clients' experiences with breaches, early hearings, delays in issuing orders, & other issues related to the implementation of the Vanuatu Police Force Standard Operating Procedures.
<b>COMPONENT 1: VWC COUNSELLING, LEGAL ASSISTANCE AND SUPPORT SERVICES</b>						
<b>END-OF-PROGRAM OUTCOME 1: <i>Survivors are empowered, claim their rights and access justice</i></b>						
<b>(i) Evidence of significant changes in clients' lives</b>	VWC & Branch client records & CAVAW Officer reports	Contextual analysis in the PDD	Stories of significant change will be identified from counsellor meetings, group supervision & case reviews & CAVAW	<ul style="list-style-type: none"> <li>■ Monthly for VWC &amp; Branches</li> <li>■ Annually for CAVAWs</li> <li>■ Annual analysis</li> </ul>	Research Officer, Lawyers, Counselling Supervisor, Branch Project	Case studies will illustrate empowerment & positive changes in clients' lives, including progress towards short-term & medium-term outcomes outlined in the pathway of change for survivors (Annex 1A) & effective counselling & advocacy approaches. The type of behavioural changes & the time that it takes to achieve short & medium-term outcomes is expected to

Indicators & Targets	Data Source	Baseline Data	Data Collection & Analysis Methods	Frequency collection/analysis	Responsibility	Description, Issues, Assumptions
			<p>trainings, using criteria &amp; guidelines outlined in the (updated) M&amp;E Plan &amp; the pathways of change diagram (Annex 1A).</p> <ul style="list-style-type: none"> <li>▪ A smaller sample will be selected at annual workshops for inclusion in Progress Reports.</li> </ul>		Officers, CAVAW Officer	<p>vary considerably, depending on the individual case. Case studies will include examples from survivors who decide to step out of their violent relationships, as well as those who take action to assert their rights within their ongoing relationships, &amp; may include examples of change from disabled survivors. Trends observed in the total sample will be analysed. Case studies are also expected to provide insights into the challenges that face clients &amp; Counsellors in bringing about behavioural changes, &amp; changes in context such as the implementation of the law &amp; responses from other agencies &amp; community members. The quality of counselling outputs will be demonstrated by this indicator.</p>
<p><b>(ii) Number &amp; % of new &amp; repeat VWC clients who receive family protection orders (FPOs) or temporary protection orders (TPOs) per year</b></p> <p><i>No targets set because of the huge variation in time that it may take clients to take the step of applying for an FPO or TPO, &amp; because this should not be seen as the primary or only evidence of</i></p>	VWC client statistics	<ul style="list-style-type: none"> <li>▪ 2012/2013 for FPOs</li> <li>▪ For TPOs, from the first year that they are provided</li> </ul>	<p>Review &amp; analysis of client records. VWC will monitor whether VWC clients are receiving TPOs, but in most cases TPOs are expected to be issued in rural areas.</p> <ul style="list-style-type: none"> <li>▪ Data on FPOs &amp; TPOs will be disaggregated by sex, age &amp; disability</li> </ul>	Monthly collection & annual analysis	Research Officer, Counselling Supervisor, Counsellors	<p>This indicator demonstrates that survivors are empowered to make a decision to take action to protect themselves from violence, &amp; therefore is evidence of progress made towards medium-term outcomes, although it is not expected that the % asking for FPOs will increase substantially, &amp; there is a huge variation in the amount of time it can take for a client to make this decision &amp; take this step.</p> <ul style="list-style-type: none"> <li>▪ This quantitative indicator also demonstrates the effectiveness &amp; quality of counselling at providing information on options &amp; rights.</li> <li>▪ While FPOs &amp; TPOs are primarily a response to violence, they can have a significant preventative &amp; awareness-raising impact in communities, including a primary prevention impact on young people &amp; a secondary prevention impact for women living with violence.</li> <li>▪ Analysis will assess whether there is an increase in the number of women who have <u>already</u> decided that</li> </ul>



Indicators & Targets	Data Source	Baseline Data	Data Collection & Analysis Methods	Frequency collection/analysis	Responsibility	Description, Issues, Assumptions
<b>progress towards empowerment</b>						<p>they want an FPO before they come to VWC. If this remains steady, it will also demonstrate the <u>combined</u> effect of all VWC Network community awareness &amp; education efforts to prevent VAW &amp; change behaviour.</p> <p>▪ If national data is available on the total number of FPOs &amp; TPOs issued - see overall outcome indicator v(b) - analysis will include the % of FPOs facilitated nationally by VWC. This will also demonstrate the coverage of VWC Network outputs.</p>
<b>OUTPUT 1.1: VWC CRISIS COUNSELLING &amp; SUPPORT: <i>Effective &amp; confidential crisis counselling &amp; support services</i></b>						
<p><b>(i) Number of repeat counselling sessions at VWC per year (women, girls, boys, disabled people by sex &amp; age)</b></p> <p><b>Annual target: 1000</b> <b>Total: 5000 over 5 years</b></p>	VWC client statistics	<p>▪ 2012/2013 client statistics</p> <p>▪ Data on clients with disabilities to be collected from 2016/2017</p>	Review & analysis of client statistics (including breakdown between different types of violence)	Monthly collection & annual analysis	Research Officer, Counselling Supervisor, Counsellors	<p>This is one measure of client satisfaction with the quality of counselling services. Disaggregating data by age &amp; disability provides insight into the reach of this output. This indicator also provides insight into the exposure/dose of this output, by comparing the number of new &amp; repeat clients.</p> <p>This indicator provides quantitative evidence of progress towards achieving short-term &amp; medium term outcomes: if the number of repeat clients is steady (taking into account annual fluctuations) this demonstrates that counselling services are seen to be effective &amp; helpful by clients, who are then motivated to return to VWC to address their problems &amp; claim their rights. However, it is important to acknowledge that some clients do not return for a range of other reasons that are not related to the quality of counselling services (see the risk matrix in Annex 3A), &amp; that some may return months or even years after they first come to VWC in crisis.</p>
<b>(ii) Number of women &amp; children assisted</b>	VWC & Branch	2012/2013 client statistics	Review of VWC & Branch client records, including:	Monthly collection &	Research Officer, Counselling	Demonstrates that the VWC Network is providing a service that is accessible to women from the islands & others from the poorest & most isolated communities

Indicators & Targets	Data Source	Baseline Data	Data Collection & Analysis Methods	Frequency collection/analysis	Responsibility	Description, Issues, Assumptions
<b>by the Client Support Fund per year (VWC, Branch &amp; CAVAW clients)</b>  <b>Annual target: 250</b> <b>Total: 1250 over 5 years</b>	client statistics		women who receive accommodation, food & transport assistance; & clients assisted by providing fuel to Police to serve FPOs.	annual analysis	Supervisor, Branch Project Officers, Finance/Office Manager	(reach/coverage). Providing funds for arrests provides immediate protection & increases access to justice. Providing fuel for police to serve FPOs assists women & children to get immediate protection in urban & rural areas, and therefore demonstrates the effectiveness of this output. Showing the number of clients from VWC, Branches & CAVAWs demonstrates the reach of this service to provinces & remote islands.
<b>(iii) Number of clients using Safe House facilities per year (VWC, Branch &amp; CAVAW)</b> <b>Annual target: 20 clients</b> <b>Total: 100 in 5 years</b>	VWC, Branch & CAVAW client statistics	2012/2013 client statistics	Review & analysis of VWC, Branch & CAVAW client records	Monthly collection & annual analysis	Research Officer, Counselling Supervisor, Branch Project Officers, Finance/Office Manager	Although VWC does not operate a refuge service, this is a quantitative measure of the number of clients provided with safe accommodation & security during crisis, including in urban, rural & remote areas. This demonstrates the effectiveness & quality of the counselling service. Showing the number of clients from VWC, Branches & CAVAWs demonstrates the reach of this service to provinces & remote islands.
<b>(iv) % of VWC clients satisfied with VWC counselling service</b>	Periodic client feedback surveys (VWC only)	2012/2013	Analysis of findings from periodic client feedback surveys conducted by the Research Officer (questionnaire included in the M&E Plan).	Ongoing collection & 6-monthly tabulation for inclusion in Progress Reports & Annual Plans	Research Officer & Counselling Supervisor	The questionnaire will be administered to a sample of approximately 10% of new & repeat clients each year, using the questionnaire included in the M&E Plan which focuses on the quality of counselling (including satisfaction with the service & listening skills). This is only to be done at VWC, taking into account the very high numbers of clients at VWC compared with all Branches, & the high cost of travel to Branches to administer the questionnaire. Analysis & response to any issues raised in any questionnaire response is immediate.
<b>OUTPUT 1.2: LEGAL ASSISTANCE: <i>Legal information, assistance &amp; representation of VWC, Branch &amp; CAVAW clients</i></b>						
<b>(i) Number &amp; % of new &amp; repeat VWC, Branch &amp; CAVAW clients accessing</b>	VWC legal Statistics	2012/2013	Data will be collected on the number of cases opened in the following areas:	Monthly collection & annual analysis	Lawyers, Research Officer	This demonstrates the effectiveness & quality of the counselling output 1.1 at providing information on options & rights, in addition to providing quantitative evidence of the reach of output 1.2. Data on new cases opened by the lawyer & repeat legal sessions

Indicators & Targets	Data Source	Baseline Data	Data Collection & Analysis Methods	Frequency collection/analysis	Responsibility	Description, Issues, Assumptions
<b>VWC legal assistance (including assistance provided by phone &amp; email)</b> <b>Annual target: 45 new legal clients &amp; 150 new &amp; repeat legal sessions combined</b> <b>Total: 225 new &amp; 750 new &amp; repeat clients over 5 years</b>			child custody, divorce, property claims, family & child maintenance, complex FPOs, breaches of orders, DV, SA & others.			will provide some insight into exposure/dose of output 1.2, & the quality of the service provided (if women return to follow up on their legal case). This indicator also provides quantitative evidence of progress towards achieving short-term & medium term outcomes. Referrals to the legal section is a medium-term outcome on the pathway of change for survivors, because it shows that women have been empowered to consider legal options, beyond applying for FPOs (see Annex 1A).
<b>(ii) Number of new cases registered by VWC lawyers with the courts, &amp; outcomes from court cases</b>	VWC legal Statistics	2012/2013	Quantitative data will be collected on the number of cases opened including: restraining orders, child custody & access, property settlements, divorce, family & child maintenance, & others; & on outcomes	Monthly collection & annual analysis	Lawyers, Research Officer	This quantitative indicator shows the reach of output 1.2 and demonstrates that clients are empowered during counselling & legal assistance to get access to justice. The number of cases opened will fluctuate according to individual clients' situations, including delays in the court system & other contextual factors. Evidence of successful outcomes & challenges will also be included as case studies, from the sample of total cases. Outcomes from legal action will depend on a range of factors & will assist with analysis of the program context. Outcomes will not be used as a proxy for the effectiveness or quality of legal assistance.
<b>(iii) Number of clients assisted with Court Fees Fund by type of case per year (VWC, Branch &amp; CAVAW)</b> <b>Annual target: 150</b> <b>Total: 750 over 5 years</b>	VWC, Branch & CAVAW client statistics & financial acquittals	2012/2013	Review & analysis of financial records.	Monthly collection & annual analysis	Research Officer, Finance/Office Manager, Counselling Supervisor, Branch POs & CAVAW Officer	One of several quantitative measures of the number of clients assisted & VWC's effectiveness at delivering services to the poorest women. Indicators for EOP1 are also robust measures of the quality of this output.
<b>OUTPUT 1.3: COUNSELLOR TRAINING: Enhanced counselling &amp; advocacy skills</b>						

Indicators & Targets	Data Source	Baseline Data	Data Collection & Analysis Methods	Frequency collection/analysis	Responsibility	Description, Issues, Assumptions
<b>(i) Demonstrated improvement in core crisis counselling competencies over years 1 to 5</b>  <b>Target: 24 VWC &amp; Branch Counsellors trained annually</b>	Performance reviews, training reports, & peer & group supervision reports	2015/2016 staff performance reviews for VWC & Branches	Staff performance & training reports (from annual counsellor training in Vila) will assess improvements in competence (knowledge, counselling & advocacy skills, counselling ethics).	Ongoing & annually after trainings & performance reviews	Coordinator Deputy, Finance/Office Manager, Counselling Supervisor, & Branch POs	Assessments at staff performance reviews will draw on reports from counsellor training & group & peer supervision reports. Progress report workshops will assess overall progress of Counsellors & revise capacity building objectives for newer & more experienced Counsellors.
<b>(ii) Regular &amp; consistent group &amp; peer supervision undertaken</b>  <b>Target: fortnightly supervision undertaken at VWC &amp; Branches</b>	Group & peer supervision reports for VWC & Branches	Not applicable	Group & peer supervision reports will feed into ongoing & annual performance assessment reviews.	Fortnightly collection & 6-monthly review for Progress Reports & Annual Reports	Counsellor Supervisor, Branch Project Officers	This quantitative indicator assumes that if skilled peer & group supervision is undertaken regularly, this will help to improve counselling & advocacy skills, & help to identify counsellor training needs at VWC and Branch level. Regular peer & group supervision is an essential investment in counselling quality.
<b>COMPONENT 2: BRANCHES AND CAVAWS</b> <b>END-OF-PROGRAM OUTCOME 2: <i>Women &amp; children &amp; community members throughout Vanuatu are accessing effective services on VAWC</i></b>						
<b>(i) Evidence that branches &amp; CAVAWs are delivering effective counselling &amp; community awareness prevention services</b>	Branch & CAVAW reports	Not applicable	Review of Branch & CAVAW reports	■ Monthly for Branches ■ Annually for CAVAWs	Branch Project Officers, CAVAW Officer, Research Officer	Branches & CAVAWs need to be operating effectively & undertaking all their activities in order to provide effective prevention & response services throughout Vanuatu. Review of Branch & CAVAW reports will compare achievements with implementation schedules.
<b>(ii) Number of repeat counselling sessions provided by Branches &amp; CAVAWs per year (women, girls, boys,</b>	Branch & CAVAW client statistics	■ 2012/2013 client statistics ■ Data on clients with	Review & analysis of client statistics (including breakdown between	Monthly collection & annual analysis	Research Officer, Branch Project Officers	Along with the number of new clients seen by Branches & CAVAWs (see overall outcome indicator [i]), this indicator provides evidence that counselling services are accessible in remote & rural areas. It also provides insight into the exposure/dose of Branch and

Indicators & Targets	Data Source	Baseline Data	Data Collection & Analysis Methods	Frequency collection/analysis	Responsibility	Description, Issues, Assumptions
disabled people by sex & age) <b>Annual targets:</b> <b>SCC 700; TCC 100;</b> <b>TOCC 100; MCC; 100</b> <b>CAVAWs: 100</b> <b>Total target: 5,500</b> <b>over 5 years</b>		disabilities to be collected from 2016/2017	different types of violence)	■ CAVAW data to be collected annually at provincial trainings	CAVAW Officer & Research Officer	CAVAW counselling services & the quality of outputs (by comparing the number of new & repeat clients). It provides quantitative evidence of progress towards achieving short-term & medium term outcomes in the islands: if the number of repeat clients is steady (taking into account annual fluctuations) this demonstrates that counselling services are seen to be effective & helpful by clients, who are then motivated to return to address their problems & claim their rights.
(iii) Number & % of new & repeat Branch & CAVAW clients who receive family protection orders (FPOs) or temporary protection orders (TPOs) per year	Branch & CAVAW client statistics	■ 2012/2013 for FPOs ■ For TPOs, from the first year that they are provided	Review & analysis of client records.	■ Branches: monthly collection & annual analysis ■ CAVAWs: at annual provincial CAVAW trainings.	Research Officer, Branch Project Officers  CAVAW Officer & Research Officer	This is the same indicator as for EOP1 & has the same assumptions. It demonstrates both the quality & reach of Branch & CAVAW counselling, including the accessibility of services into provinces & islands. ■ If national data is available by province & municipality on the total number of FPOs & TPOs issued - see overall outcome indicator [v(b)] - analysis will include the % facilitated by Branches & CAVAWs. This will also demonstrate the coverage & quality of VWC Network outputs.
(iv) Number of Branch & CAVAW community awareness prevention activities per year (talks, workshops, special event campaigns, media campaigns, radio & other media) including those targeted at children & youth (v) Number & % of women, men, girls &	Branch & CAVAW community education records	2012/2013	Review of Branch & CAVAW Network community awareness records (the number initiated & the number requested by community leaders); the number of new & repeat areas/ agencies/ groups; & the number of activities specifically	Monthly collection & annual analysis ■ CAVAW data to be collected annually at provincial trainings	Research Officer, Branch Project Officers  CAVAW Officer & Research Officer	This demonstrates the reach & coverage of Branch & CAVAW prevention work with communities (number of activities initiated, & the number of new communities/ groups). The level of demand for community awareness activities (the number of requests from community leaders for the various types of prevention activities) is a good measure of increased awareness of the problem of VAWC & the desire to know more to be able to prevent & respond VAWC, & thus is a measure of progress towards short-term outcomes. The number of sessions targeted at youth is a good indication of efforts to increase the focus on prevention of VAWC with children & youth.

Indicators & Targets	Data Source	Baseline Data	Data Collection & Analysis Methods	Frequency collection/analysis	Responsibility	Description, Issues, Assumptions
<b>boys participating in community awareness activities per year</b> <i>Annual targets:</i> <b>▪ 4 intensive CA visits by each Branch per year (6 if additional funding is available)</b>			targeted at children &/or youth under 18 years; disabled people & LGBTI (for target groups only).			From July 2016, full details will be provided of community education & awareness activities, to provide more information on the range of collaborations & partnerships with stakeholders at various levels. Summary tables will also be provided.
<b>OUTPUT 2.1: BRANCH ACTIVITIES: Accessible counselling services &amp; increased awareness of violence against women &amp; children &amp; legal &amp; human rights</b>						
<i>The reach/coverage, quality &amp; exposure/dose of this output will be demonstrated in the end-of-program outcome 2 indicators above. Progress at achieving short-term &amp; medium-term outcomes on VWC's pathways of change will be demonstrated by end-of-program outcome 1 and 3 indicators. Additional information on the effectiveness of Branch counselling including support to survivors will also be demonstrated by output 1.1 indicators (ii) &amp; (iii), &amp; output 1.2 indicator (iii).</i>						
<b>OUTPUT 2.2: VWC SUPPORT TO BRANCHES: Increased capacity of Branches to deliver effective services</b>						
<i>The achievement of this output are demonstrated by several other indicators including those identified for outputs 1.3, 5.1 &amp; end-of-program outcome 2 indicator (i).</i>						
<b>OUTPUT 2.3: CAVAW ACTIVITIES: Increased awareness of legal &amp; human rights, &amp; accessible counselling services in remote island communities</b>						
<i>The reach/coverage, quality &amp; exposure/dose of this output are covered in the end-of-program outcome 2 indicators above.</i>						
<b>OUTPUT 2.2: VWC SUPPORT TO CAVAWs: Strengthened capacity of CAVAWs to undertake community awareness, counselling &amp; local networking</b>						
<b>(i) No. of CAVAW members trained, by type of training per year</b>  <i>Annual target:</i> <b>▪ 42 at 6 provincial CAVAW trainings in year 1; 44 in year 2-3; 47 in years 4-5</b>	VWC Reports	Not applicable	Review of VWC records.	Annually	Research Officer & CAVAW Officer	A quantitative measure of VWC's capacity building activities with CAVAWs. Some indicators used for outputs 1.1, 1.2, end-of-program outcome 1 & output 3.1 will also provide insights into the quality of their work.  <i>The targets for provincial CAVAW trainings assumes 42 CAVAWs in year 1, because Mosina &amp; Uripiv CAVAWs (which are very close to TOCC &amp; MCC respectively) will be closed to enable other CAVAWs to be established. VWC plans to establish 5 more CAVAWs over years 1 to 3 of this phase.</i>



Indicators & Targets	Data Source	Baseline Data	Data Collection & Analysis Methods	Frequency collection/analysis	Responsibility	Description, Issues, Assumptions
<b>COMPONENT 3: VWC COMMUNITY EDUCATION AND AWARENESS</b>						
<b>END-OF-PROGRAM OUTCOME 3: <i>Increased community acceptance that VAWC is a violation of human rights</i></b>						
(i) Evidence of initiatives taken by community leaders & members to prevent & address VAW & promote equal rights <i>New indicator to be trialled in years 1-2</i>	VWC Network reports	Contextual analysis in the PDD	Description & analysis of actions taken (changes in behaviour) by community leaders & members following exposure to VWC's messages from all prevention, community awareness & education activities in outputs 3.1, 2.1 & 2.3, by VWC, Branches & CAVAWs).	Ongoing collection & quarterly review by Research Officer	All staff to collect evidence; Community Educator, Branch Project Officers & Research Officer to collate information & case studies	Information & examples will be collected on the medium-term outcomes identified in the pathway of change for EOP3, from people who have participated in the range of types of prevention activities, & particularly in 5-day workshops at community level. Examples of the types of changes in behaviour may include: requests for further prevention activities in new areas where the VWC Network has not gone before or for follow-ups; referrals by Chiefs, other community leaders & members to the VWC Network to assist survivors; examples of people advocating for EAW & women's rights (e.g. asking police to make an arrest, or distributing VWC materials). Evidence to be included in PRs may not include all the examples collected; it is more likely that a selection will be made to highlight trends & breakthroughs. Follow up visits to be undertaken initially by SCC will be included in the trial of this indicator. <i>A new data collection format was developed during the PDD workshop; training in data collection will be done before year 1 begins &amp; the approach will be trialled from February to June 2016, with oversight by the Research Officer.</i> <i>No targets are set for behavioural change outcomes because these vary considerably according to the local context.</i>
(ii) Total number & % of requests for information by women & men from the VWC Network	VWC, Branch & CAVAW information statistics	2012/2013	Review & analysis of trends in information requests. Data to be collected on boys &	Monthly collection & annual analysis	Research Officer, Branch Project Officers, Counselling Supervisor,	Assumes that there is increased community acceptance that VAWC is a violation of human rights if women & men seek information about the issues associated with VAWC & women's rights at much the same rate as in the previous phase, taking into



Indicators & Targets	Data Source	Baseline Data	Data Collection & Analysis Methods	Frequency collection/analysis	Responsibility	Description, Issues, Assumptions
<b>Annual target: 2500 requests for information per year (50% women/ girls &amp; 50% men/boys)</b> <b>Total target: 12,500 over 5 years</b>			girls as well as disabled people. ■ Data on information requests from disabled people will be trialled from March to June 2016 following training in February in 2016.	■ CAVAW data to be collected annually at provincial trainings	Community Educator  CAVAW Officer & Research Officer	account annual fluctuations. Whereas indicator (i) demonstrates medium-term outcomes, this provides insight into progress toward short-term outcomes, because requesting information is a necessary first step & behavioural change for most people, in a context where there is still very little understanding of the problem of VAWC & women's rights among community members (whether they request information for themselves, other community members or relatives). This indicator also provides insight into the combined effectiveness of VWC media & other prevention work, & at targeting all sections of the country & community. Data will be collected on information requests at the centre, as well as requests made by phone & at booths during public events, & requests made outside the work environment (although these are not collected consistently, they represent a significant amount of work for some staff). In all cases, the request will involve some discussion with those requesting information, & does not include those who merely pick up brochures. The annual target assumes that CAVAWs will continue to be effective in their outreach with high numbers or requests for information from community members.
<b>OUTPUT 3.1: COMMUNITY AWARENESS: <i>Greater awareness of the dynamics &amp; impact of violence against women &amp; children</i></b>						
<b>(i) Number of VWC community awareness activities per year (talks, workshops, special event campaigns, media campaigns, radio &amp; other media)</b>	VWC community education records	2012/2013	Review of community awareness records (the number initiated & the number requested by community leaders); the	Monthly collection & annual analysis	Community Educator, Research Officer	This demonstrates the reach & coverage of VWC's prevention work with communities (number of activities initiated by VWC, & the number of new communities /groups, compared with the number that were requested). The level of demand for community awareness activities (the number of requests from community leaders for the various types of prevention activities) is

Indicators & Targets	Data Source	Baseline Data	Data Collection & Analysis Methods	Frequency collection/analysis	Responsibility	Description, Issues, Assumptions
including those targeted at children & youth  (ii) Number & % of women, men, girls & boys participating in community awareness activities per year <i>Annual target: 7 CA workshops including 1 with men</i>			number of new & repeat areas/ agencies/ groups; & the number of activities specifically targeted at children &/or youth under 18 years; disabled people & LGBTI (for target groups only).			a good measure of increased awareness of the problem of VAWC & the desire to know more to be able to prevent & respond VAWC, & thus is a measure of progress towards short-term outcomes. The number of sessions targeted at youth is a good indication of efforts to increase the focus on prevention of VAWC with children & youth.  From July 2016, full details will be provided of community education & awareness activities, to provide more information on the range of collaborations & partnerships with stakeholders at various levels. Summary tables will also be provided.
<b>OUTPUT 3.2: DATA COLLECTION AND RESEARCH: <i>Comprehensive information on &amp; analysis of violence against women &amp; children</i></b>						
(i) Research on custom, VAWC & bride price completed by the end of year 4 <i>Only to be undertaken if adequate/additional funding is available</i>	Research Report	Not applicable	Research report published & findings disseminated	Years 2-3; report to be published yr 4 <i>Only if additional funds are available to carry out the research</i>	Research Officer, Coordinator, Branch Project Officers	Qualitative research will explore the links between custom & violence against women & bride price, including aspects of custom that contribute to prevention & protection; & aspects that increase women's & children's risk of experiencing violence, & which undermines their rights. The research will also be used to test VWC's pathways of change for prevention & response outputs, & to identify strategies that can improve the effectiveness of all aspects of the work to eliminate VAWC.
<b>COMPONENT 4: HUMAN AND LEGAL RIGHTS LOBBYING AND TRAINING AND MALE ADVOCACY</b> <b>END-OF-PROGRAM OUTCOME 4: <i>Government policy-makers, legislators, targeted organisations &amp; male advocates reduce discrimination &amp; promote gender equality</i></b>						
(i) Evidence of changes in policies, law reform, protocols & actions from VWC Network partnerships with government &	<ul style="list-style-type: none"> <li>VWC Network reports</li> <li>National &amp; provincial</li> </ul>	Contextual analysis in the PDD	Description & analysis of practice changes & breakthroughs at all levels with partners including: National	Monthly in VWC & Branch reports; 6-monthly review	Research Officer & all VWC Network including Branch Project Officers & Lawyers	Assumes that VWC's partnerships will result in changes at institutional level to improve the actions of other agencies to prevent & respond to violence against women & children. Both positive & "backward" steps & examples will be recorded, to provide contextual information & analysis on constraints &

Indicators & Targets	Data Source	Baseline Data	Data Collection & Analysis Methods	Frequency collection/analysis	Responsibility	Description, Issues, Assumptions
<b>non-government agencies</b>	government policies & reports, ▪ Other agency policies & reports ▪ Media reports		Gov't & Legislators, Provincial & Area Gov't, Health & Education sector agencies, Youth councils, FBOs, CBOs, INGOs & Media			risks. Case studies will provide evidence of the achievement of short-term & medium-term outcomes outlined in Annex 1D for End-of-Program Outcome 4. Steps taken towards legislative compliance with CEDAW (e.g. in family law, including the full recognition of de facto unions), the outlawing of customary reconciliation for sexual offences, & improvements in consistent sentencing (according to the penal code) are examples of changes that will be monitored in the law & justice sector, along with evidence of the implementation of the VPF Family Violence policy & Standard Operating Procedures. The work of the Human Rights Committee to promote & protect women's & children's rights will be monitored. Evidence of agencies taking ownership of the issue of VAWC, including the implementation of policies & changes in practices in other sectors will vary by the type of agency & its partnership with VWC. <i>It should be noted that these types of changes are typically the result of all the VWC Network's work over many years, &amp; not just from this phase.</i>
<b>(ii) Changes in knowledge &amp; attitudes after VWC training</b>	Pre- & post-training questionnaires	Completed pre-training questionnaires	Review & analysis of the questionnaire responses	Before & after training with other agencies	Coordinator, Research Officer & other VWC Network trainers	This will provide evidence on the quality of training & the achievement of short-term outcomes on the pathway of change for EOP4. A follow-up questionnaire may be trialled after the training (possibly after 12 months), to assess whether changes are sustained & if behavioural changes have occurred (during 1-2 day follow-up sessions with trainees).
<b>OUTPUT 4.1: LEGAL &amp; HUMAN RIGHTS ADVOCACY &amp; TRAINING: <i>Increased awareness of gender equality &amp; human rights in key agencies</i></b>						
<b>(i) Number of trainings provided to other agencies &amp;</b>	VWC training reports	Not applicable	Data collection & analysis will show new & follow-up trainings with	Ongoing collection following each training & 6-	Coordinator, Lawyer, Community	This will demonstrate the outreach/coverage of VWC's prevention activities to various sectors & agencies. Training provided to new agencies & follow-up requests from these agencies is a robust indication of

Indicators & Targets	Data Source	Baseline Data	Data Collection & Analysis Methods	Frequency collection/analysis	Responsibility	Description, Issues, Assumptions
<b>number of women &amp; men trained</b> <i>Annual target: 50 participants (incl 5 at the RTP)</i> <i>Total: 250 over 5 years</i>			agencies in different sectors, including government agencies & CSOs.	monthly collation	Educator & other trainers, Research Officer	increased awareness & of the strength of VWC's developing partnerships. Comparing quantitative data on new & follow-up activities will provide insight into exposure/dose. Quality of this output is covered in the EOP4 indicator (ii) above.
<b>OUTPUT 4.2: MALE ADVOCACY ON WOMEN'S RIGHTS: <i>Increased participation &amp; support of men in efforts to eliminate VAWC</i></b>						
<b>(i) Number of male advocacy trainings &amp; number of male advocates trained per year</b> <i>Total target: 50 men trained during male advocacy workshops over this phase</i>	VWC training reports	Not applicable	Review of VWC records. Links will also be made with training provided & actions taken by trainees (see EOP4 outcome indicator [i])	Ongoing collection following each training & 6-monthly collation	Coordinator, Lawyer, Community Educator & other trainers, Research Officer	A quantitative measure of VWC's achievement in targeting & training male leaders to become active male advocates for women's rights. The number of men who proceed through the different stages of training will be noted: stage 2 of the training is scheduled in years 1 & 2 with 2 different groups; participants from this training will be selected to proceed to stage 3 training to be conducted in years 3 & 4 before selecting another stage 2 group for year 5.
<b>(ii) Involvement of trained male advocates in VWC, Branch &amp; CAVAW activities</b>	VWC, Branch & CAVAW Community Education reports; Male advocacy training reports	Not applicable	Review & analysis of the type of support & advocacy that male advocates undertake in cooperation with VWC, Branches & CAVAWs.	Monthly in Branch reports & ongoing as needed in VWC; Annual collation & analysis	Research Officer, Coordinator, Community Educator, Branch Project Officers, & CAVAW Officer	This indicator will demonstrate short-term & medium-term outcomes along the pathway of change (Annex 1C). Monitoring of male advocates will be undertaken by VWC, Branches & CAVAWs. Reports from male advocacy training workshops will also be used (where advocates report back on the steps they have taken to advance women's rights & eliminate VAWC since the previous training). This indicator will also demonstrate the quality of this output.
<b>COMPONENT 5: MANAGEMENT AND INSTITUTIONAL STRENGTHENING</b>						
<b>END-OF-PROGRAM OUTCOME 5: <i>VWC &amp; Branch staff are effectively managing &amp; coordinating the VWC Network's prevention &amp; response services</i></b>						
<b>Evidence that results are achieved, strategies reviewed &amp;</b>	VWC various reports	Not applicable	Assessed during 6-monthly & annual reviews of program achievements,	6-monthly & annually	All staff, particularly the reporting team	This will be demonstrated by the level of achievement on all the indicators above, during annual participatory workshops with key staff with responsibilities for monitoring & reporting. These include: Coordinator,

Indicators & Targets	Data Source	Baseline Data	Data Collection & Analysis Methods	Frequency collection/analysis	Responsibility	Description, Issues, Assumptions
risks assessed & managed			effectiveness & risks.			Lawyers, Finance/Office Manager, Research/Branch Officer, CAVAW Officer, Branch POs & Community Educator.
<b>OUTPUT 5.1: ORGANISATIONAL MANAGEMENT: <i>Organisational &amp; personnel management &amp; capacity building</i></b>						
(i) Number of trainings by type & number of VWC & Branch staff trained <i>Annual target: 35 VWC &amp; Branch staff trained</i>	VWC training records	Not applicable	Review of VWC training records	Monthly, 6-monthly & annually	Research Officer	A quantitative measure of the amount & type of staff training undertaken, which will also show the exposure of staff to different types of training, including training of trainer sessions. The quality of training outputs will be demonstrated by assessing progress towards staff competence as outlined in indicator [ii] below, & the output 1.3 indicator [i].
(ii) Demonstrated improvement in staff capacities over years 1 to 5	Staff performance reviews	2015/2016 performance reviews	Staff performance & training reports to assess improvements in core competencies (knowledge, skills, ethics). Review during annual planning workshop.	Annually	Coordinator, Deputy, Finance/Office Manager & Branch Project Officers	Assessments at staff performance reviews will monitor the application of new knowledge & skills. Capacity building objectives will be reviewed & revised annually.
<b>OUTPUT 5.1: PROGRAM MANAGEMENT: <i>Program planning, management, monitoring &amp; risk management</i></b>						
The indicator for the EOP5 above also will be used to assess the achievement of this output.						

## ANNEX 6B: SCHEDULE OF MONITORING AND EVALUATION ACTIVITIES

What	By When	Who is Responsible	Comments
Collect all quantitative client data for all M&E indicators and put into monthly sheets	End of 1 <sup>st</sup> week of each month	Counsellors, Counsellor Supervisor, Branch Project Officers, Research/Branch Officer	Prepare monthly data sheets for the previous month
Collect all community awareness/prevention and training data for M&E indicators and put into tables	Ongoing	Community Educator, Counsellors, Branch Project Officers, Research/Branch Officer	Record every time there is a CA or training activity
Write up case studies for all qualitative indicators (using the formats for qualitative indicators)	Ongoing	All staff, oversight, collection and filing by Research/Branch Officer	Branches: at least 1 case study in each monthly report; Other staff try to write up 1 case study every month
Legal assistance data	Ongoing	Lawyers	
Client Satisfaction Survey	Ongoing	VWC Counsellors, Research/Branch Officer and Coordinator	Aim for equal numbers from each VWC Counsellor, & from new clients & repeat counselling sessions
Branch Monthly Reports	End of 1 <sup>st</sup> week each month	Branch Project Officers, oversight, feedback & follow up by Research/Branch Officer	Using format for Branch Monthly Reports
Internal financial auditing at VWC	10 <sup>th</sup> of each mth	Finance/Administration Manager	Follow up any issues raised
Monthly acquittals (budget, actual and variance)	End of 2 <sup>nd</sup> week of each mth	VWC Finance/Admin Manager, SCC Project Officer	To be discussed with Coordinator and Deputy
Quarterly acquittals (budget, actual and variance)	End of 2 <sup>nd</sup> week after the end of the quarter	VWC Finance/Admin Manager SCC Project Officer	To be discussed with Coordinator and Deputy
Annual financial audit	1 <sup>st</sup> quarter each FY	Deputy Coordinator and Finance/Admin Manager and SCC Project Officer	Follow up if necessary by Deputy
Pre- and post-training questionnaire and follow-up questionnaire	Before training, end of training	Coordinator, Deputy, Research/Branch Officer, other trainers	Follow up questionnaire to be trialled in year 1
Staff performance appraisal reports	June	Coordinator, Deputy, Branch Project Officers, Finance/Admin Manager, Research/Branch Officer	Research/Branch Officer responsible for ensuring reports done by Branches

What	By When	Who is Responsible	Comments
Collect and process all CAVAW data	Provincial CAVAW trainings by end Oct	CAVAW Officer, Research/Branch Officer, Community Educator (after training??)	Collect at annual CAVAW trainings Process in time for PR in December
Request data from other agencies; Follow-up to ensure data is ready for PRs	Request: Oct; due: end Oct	Deputy, Research/Branch Officer	Letter requesting data for previous calendar year
All M&E data and financial acquittals prepared for Progress Reports	End Nov/ 5 Dec	Deputy, Research/Branch Officer, Branch Project Officers, Community Educator, Coordinator, CAVAW Officer, Finance Manager	Assistance, capacity building and quality assurance by Australian consultant
Analysis of all M&E data	Mid-Nov	Management team and Australian consultant	During preparation of Progress Report
Annual Review of M&E plan and framework	Mid-Dec	Coordinator, Deputy/Lawyers, Research/Branch Officer, Branch Project Officers, Community Educator, CAVAW Officer,	During progress reporting Some counsellors may also be involved in this process
Review and identify capacity building objectives for the following year	Dec May	Management team	During preparation of Progress Report and Annual Plan
Financial Acquittal prepared for Annual Plan	5 May	Finance/Admin Manager, Deputy, SCC Project Officer, Coordinator	Acquittal from Dec – April Assistance, capacity building and quality assurance by Australian consultant
Review risks and risk management strategies and update risk management matrix	May  Ongoing	Management team  Management team	During preparation of Annual Plan Ongoing assessment and management of risks by VWC's Coordinator and other staff
Prepare Annual Plan	May	All staff	Assistance, capacity building and quality assurance by Australian consultant and FWCC technical adviser
Financial Acquittal	June, July or August	Finance/Admin Manager, Deputy, SCC Project Officer, Coordinator	Prepare when acquittal target reached to trigger the next annual tranche



## ANNEX 7: BASELINE DATA

### 1. VWC, BRANCH AND CAVAW NEW CLIENTS

#### 1.1. VWC NEW CLIENTS

**Table 1.1a: Total VWC New Clients (Women and Children)**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012-June 2013	258	75	12	11	2	4	0	2	38	402
July 2013-June 2014	376	87	12	4	7	5	1	1	36	529
July 2014-June 2015	582	112	10	13	10	6	0	2	20	755
July 2015-Nov 2015	230	41	4	4	6	0	0	0	7	292

DV: Domestic Violence; CM: Child Maintenance; FM: Family Maintenance; CA: Child Abuse; P: physical; S: sexual; SH: Sexual Harassment.

**Table 1.1b: Total VWC New Clients Girls 0-17 Years**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012-June 2013	0	0	0	4	2	0	0	1	0	7
July 2013-June 2014	3	1	0	4	7	1	0	0	0	16
July 2014-June 2015	4	0	0	10	10	0	0	0	0	24
July 2015-Nov 2015	0	2	0	3	6	0	0	0	0	11

**Table 1.1c: Total VWC New Clients Boys 0-17 Years**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012-June 2013	0	0	0	7	0	0	0	0	0	7
July 2013-June 2014	0	0	0	0	0	0	0	0	0	0
July 2014-June 2015	0	0	0	3	0	0	0	0	0	3
July 2015-Nov 2015	0	0	0	1	0	0	0	0	0	1

**Table 1.1d: Total VWC Breakdown Summary of New Clients**

Year	Women (18+ years)		Girls (0-17 years)		Boys (0-17 years)		Total
	Number	%	Number	%	Number	%	
July 2012-June 2013	388	96.7%	7	1.7%	7	1.7%	402
July 2013-June 2014	513	97%	16	3%	0	0%	529
July 2014-June 2015	728	96.4%	24	3.2%	3	0.4%	755
July 2015-Nov 2015	280	95.9%	11	3.8%	1	0.3%	292

#### 1.2 SCC NEW CLIENTS

**Table 1.2a: Total SCC New Clients (Women and Children)**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012-June 2013	79	46	6	2	1	5	1	0	33	173
July 2013-June 2014	72	65	10	1	5	0	5	0	36	194
July 2014-June 2015	134	56	9	3	11	2	2	1	23	241
July 2015-Nov 2015	66	22	1	3	8	3	0	0	12	115

**Table 1.2b: Total SCC New Clients Girls 0-17 years**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012-June 2013	0	2	0	1	1	0	0	0	1	5
July 2013-June 2014	1	0	0	0	5	0	0	0	1	7

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2014-June 2015	0	0	0	3	11	0	0	0	0	14
July 2015-Nov 2015	0	0	0	1	8	0	0	0	0	9

**Table 1.2c: Total SCC New Clients Boys 0-17 Years**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012-June 2013	0	0	0	1	0	0	0	0	0	1
July 2015-Nov 2015	0	0	0	2	0	0	0	0	0	2

Note: there was no New Clients Boys 0-17 years for year 2 and year 3.

**Table 1.2d: Total SCC Breakdown Summary of New Clients**

Year	Women (18+ years)		Girls (0-17 years)		Boys (0-17 years)		Total
	Number	%	Number	%	Number	%	
July 2012-June 2013	167	97%	5	3%	1	0%	173
July 2013-June 2014	187	96%	7	4%	0	0%	194
July 2014-June 2015	227	94%	14	6%	0	0%	241
July 2015-Nov 2015	104	90%	9	8%	2	2%	115

**1.3 TCC NEW CLIENTS****Table 1.3a: Total TCC New Clients (Women and Children)**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012-June 2013	49	27	6	1	0	2	0	0	13	98
July 2013-June 2014	73	43	8	5	2	9	0	2	10	152
July 2014-June 2015	88	27	5	4	10	4	0	0	12	150
July 2015-Nov 2015	37	13	0	0	5	1	0	0	1	57

Note: TCC is underreported for year 4 due to lack of capacity in data collection, particularly after the dismissal of the TCC PO.

**Table 1.3b: Total TCC New Clients Girls 0-17 Years**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012-June 2013	0	2	0	1	0	0	0	0	0	3
July 2013-June 2014	0	1	0	2	2	0	0	0	0	5
July 2014-June 2015	7	0	0	3	10	0	0	0	0	20
July 2015-Nov 2015	0	0	0	0	3	0	0	0	0	3

**Table 1.3c: Total TCC New Clients Boys 0-17 Years**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2013-June 2014	0	0	0	3	0	0	0	0	0	3
July 2014-June 2015	0	0	0	1	0	0	0	0	0	1
July 2015-Nov 2015	0	0	0	0	2	0	0	0	0	2

\*Note: There was no New Clients Boys in year 1.

**Table 1.3d: Total TCC Breakdown Summary of New Clients**

Year	Women (18+ years)		Girls (0-17 years)		Boys (0-17 years)		Total
	Number	%	Number	%	Number	%	
July 2012-June 2013	95	97%	3	3%	0	0%	98
July 2013-June 2014	144	95%	5	3%	3	2%	152
July 2014-June 2015	129	86%	20	13%	1	1%	150

Year	Women (18+ years)		Girls (0-17 years)		Boys (0-17 years)		Total
	Number	%	Number	%	Number	%	
July2015-Nov2015	52	91%	3	5%	2	4%	57

#### 1.4 TOCC NEW CLIENTS

Table 1.4a: Total TOCC New Clients (Women and Children)

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012-June 2013	12	6	1	1	5	1	3	0	18	47
July 2013-June 2014	39	8	0	1	9	1	1	0	11	70
July 2014-June 2015	41	23	0	1	5	2	7	0	10	89
July2015-Nov2015	28	12	0	2	4	1	1	0	3	51

Table 1.4b: Total TOCC New Clients Girls 0-17 years

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012-June 2013	0	0	0	1	5	0	1	0	0	7
July 2013-June 2014	2	1	0	0	8	0	0	0	0	11
July 2014-June 2015	0	0	0	1	4	0	4	0	0	9
July2015-Nov2015	0	0	0	0	4	0	1	0	0	5

Table 1.4c: Total TOCC New Clients Boys 0-17 Years

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012-June 2013	0	0	0	0	0	0	0	0	0	0
July 2013-June 2014	0	0	0	1	1	0	1	0	0	3
July 2014-June 2015	0	0	0	0	1	0	0	0	0	1
July2015-Nov2015	0	0	0	2	0	0	0	0	0	2

\*Note: There was no New Clients Boys 0-17 years in year 1.

Table 1.4d: Total TOCC Breakdown Summary of New Clients

Year	Women (18+ years)		Girls (0-17 years)		Boys (0-17 years)		Total
	Number	%	Number	%	Number	%	
July 2012-June2013	40	85%	7	15%	0	0%	47
July 2013-June 2014	56	80%	11	16%	3	4%	70
July 2014-June 2015	79	89%	9	10%	1	1%	89
July2015-Nov2015	44	86%	5	10%	2	4%	51

#### 1.5 MCC NEW CLIENTS

Table 1.5a: Total MCC New Clients (Women and Children)

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
Mar 2015-June2015	25	5	0	3	1	2	0	0	8	44
July2015-Nov2015	42	10	0	0	6	3	0	0	1	62

Table 1.5b: Total MCC New Clients Girls 0-17 years

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
Mar2015-June2015	0	0	0	0	1	0	0	0	0	1
July2015-Nov2015	0	0	0	0	2	0	0	0	0	2

**Table 1.5c: Total MCC New Clients Boys 0-17 Years**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
Mar2015-June2015	0	0	0	3	0	0	0	0	0	3
July2015-Nov2015	0	0	0	0	4	0	0	0	0	4

**Table 1.5d: Total MCC Breakdown Summary of New Clients**

Year	Women (18+ years)		Girls (0-17 years)		Boys (0-17 years)		Total
	Number	%	Number	%	Number	%	
March2015-June2015	40	90%	1	5%	3	5%	44
July2015-Nov2015	56	90%	2	3%	4	7%	62

**1.6 CAVAW NEW CLIENTS****Table 1.6a: Total CAVAW New Clients (Women and Children)**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012 –June 2013 (33 CAVAWs)	229	18	3	6	8	3	0	3	7	277
July 2013-June 2014 (39 CAVAWs)	289	42	12	2	0	8	8	2	23	386
July 2014-June 2015 (37 CAVAWs)	271	47	8	18	8	4	1	0	31	388

**Table 1.6b: Total CAVAW New Clients Girls 0-17 years**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012 -June 2013 (33 CAVAWs)	3	1	0	0	8	0	0	1	1	14
July 2013-June 2014 (39 CAVAWs)	23	1	0	2	0	5	3	0	0	34
July 2014-June 2015 (37 CAVAWs)	0	0	0	15	8	0	0	0	0	23

**Table 1.6c: Total CAVAW New Clients Boys 0-17 years**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2014 -June 2015 (37 CAVAWs)	0	0	0	3	0	0	0	0	0	3

**Table 1.6d: Total CAVAW Breakdown Summary of New Clients**

Year	Women (18+ years)		Girls (0-17 years)		Boys (0-17 years)		Total
	Number	%	Number	%	Number	%	
July 2012-June2013 (33 CAVAWs)	263	94%	14	6%	0	0%	277
July 2013-June 2014 (39 CAVAWs)	352	91%	34	9%	0	0%	386
July 2014-June 2015 (37 CAVAWs)	362	93%	23	6%	3	1%	388

\*Note: Most CAVAWs are not yet disaggregating client data by age and sex.

## 2. VWC, BRANCH AND CAVAW REPEAT CLIENTS

### 2.1 VWC REPEAT CLIENTS

**Table 2.1a: Total VWC Repeat Clients (Women and Children)**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012-June 2013	350	169	30	2	2	6	0	2	80	641
July 2013-June 2014	622	238	17	0	13	2	0	3	73	968
July 2014-June 2015	960	310	27	4	4	1	1	0	126	1,433
July 2015-Nov 2015	576	237	14	8	15	0	0	0	52	902

**Table 2.1b: Total VWC Repeat Clients Girls 0-17 years**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012-June 2013	1	0	0	1	2	2	0	0	0	6
July 2013-June 2014	3	1	0	0	13	1	0	0	0	18
July 2014-June 2015	2	0	0	3	4	0	1	0	0	10
July 2015-Nov 2015	0	2	0	6	15	0	0	0	0	23

**Table 2.1c: Total VWC Repeat Clients Boys 0-17 years**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012-June 2013	0	0	0	1	0	0	0	0	0	1
July 2014-June 2015	0	0	0	1	0	0	0	0	0	1
July 2015-Nov 2015	0	0	0	2	0	0	0	0	0	2

\*Note: VWC had no repeat client Boys 0-17 years for Year 2.

**Table 2.1d: Total VWC Breakdown Summary of Repeat Clients**

Year	Women (18+ years)		Girls (0-17 years)		Boys (0-17 years)		Total
	Number	%	Number	%	Number	%	
July 2012-June 2013	634	98.9%	6	0.9%	1	0.2%	641
July 2013-June 2014	950	98%	18	2%	0	0%	968
July 2014-June 2015	1,422	99.2%	10	0.7%	1	0.1%	1,433
July 2015-Nov 2015	877	97.2%	23	2.5%	2	0.2%	902

### 2.2 SCC REPEAT CLIENTS

**Table 2.2a: Total SCC Repeat Clients (Women and Children)**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012-June 2013	191	326	57	2	0	0	0	0	74	650
July 2013-June 2014	173	383	68	5	6	2	1	0	57	695
July 2014-June 2015	363	582	81	6	7	2	0	3	120	1,164
July 2015-Nov 2015	189	184	24	2	18	6	0	0	37	460

**Table 2.2b: Total SCC Repeat Clients Girls 0-17 years**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012-June 2013	0	0	0	2	0	0	0	0	0	2
July 2013-June 2014	1	3	0	0	6	0	0	0	0	10
July 2014-June 2015	0	0	0	6	7	0	0	0	0	13
July 2015-Nov 2015	0	0	0	1	18	0	0	0	0	19

**Table 2.2c: Total SCC Repeat Clients Boys 0-17 years**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2013-June 2014	0	0	0	5	0	0	0	0	0	5
July 2015-Nov 2015	0	0	0	1	0	0	0	0	0	1

\*Note: SCC had no repeat client Boys 0-17 years for year 1 and year 3.

**Table 2.2d: Total SCC Breakdown Summary of Repeat Clients**

Year	Women (18+ years)		Girls (0-17 years)		Boys (0-17 years)		Total
	Number	%	Number	%	Number	%	
July 2012-June 2013	648	99.7%	2	0.3%	0	0%	650
July 2013-June 2014	680	98%	10	1%	5	1%	695
July 2014-June 2015	1,151	99%	13	1%	0	0%	1,164
July 2015-Nov 2015	440	95.6%	19	4.1%	1	0.2%	460

## 2.3 TCC REPEAT CLIENTS

**Table 2.3a: Total TCC Repeat Clients (Women and Children)**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012-June 2013	24	9	4	0	0	0	0	0	4	41
July 2013-June 2014	59	28	11	0	0	0	0	2	7	107
July 2014-June 2015	75	25	0	1	2	0	0	0	13	116
July 2015-Nov 2015	19	18	1	0	0	1	0	0	3	42

Note: TCC is underreported for year 4 due to lack of capacity in data collection, particularly after the dismissal of the TCC PO.

**Table 2.3b: Total TCC Repeat Client Girls 0-17 years**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012-June 2013	1	2	0	0	0	0	0	0	0	3
July 2014-June 2015	3	0	0	1	2	0	0	0	0	6

Note: TCC had no Repeat Client Girls 0-17 years for year 2 & year 4 July-Nov 2015; and no Repeat Client Boys 0-17 years for year 1 to year 4 July-Nov 2015.

**Table 2.3c: Total TCC Breakdown Summary of Repeat Clients**

Year	Women (18+ years)		Girls (0-17 years)		Total
	Number	%	Number	%	
July 2012 -June 2013	38	93%	3	7%	41
July 2013-June 2014	107	100%	0	0%	107
July 2014-June 2015	110	95%	6	5%	116
July 2015-Nov 2015	42	100%	0	0%	42

## 2.4 TOCC REPEAT CLIENTS

**Table 2.4a: Total TOCC Repeat Clients (Women and Children)**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012-June 2013	4	0	2	0	2	0	0	0	5	13
July 2013-June 2014	40	12	0	0	5	3	0	1	10	71
July 2014-June 2015	48	40	0	0	2	5	4	0	4	103
July 2015-Nov 2015	85	37	0	2	5	1	0	0	7	137

**Table 2.4b: Total TOCC Repeat Clients Girls 0-17 years**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012-June 2013	0	0	0	0	2	0	0	0	0	2
July 2013-June 2014	0	0	0	0	5	0	0	0	0	5
July 2014-June 2015	0	0	0	0	2	0	2	0	0	4
July 2015-Nov 2015	0	0	0	0	5	0	0	0	0	5

**Table 2.4c: Total TOCC Repeat Clients Boys 0-17 years**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2015-Nov 2015	0	0	0	2	0	0	0	0	0	2

Note: TOCC had no repeat clients Boys 0-17 years for year 1, year 2 & year 3.

**Table 2.4d: Total TOCC Breakdown Summary of Repeat Clients**

Year	Women (18+ years)		Girls (0-17 years)		Boys (0-17 years)		Total
	Number	%	Number	%	Number	%	
July 2012-June 2013	11	85%	2	15%	0	0%	13
July 2013-June 2014	66	93%	5	7%	0	0%	71
July 2014-June 2015	99	96%	4	4%	0	0%	103
July 2015-Nov 2015	130	95%	5	4%	2	1%	137

## 2.5 MCC REPEAT CLIENTS

**Table 2.5a: Total MCC Repeat Clients (Women and Children)**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
Mar 2015-Jun 2015	24	3	0	0	3	2	0	0	4	36
July 2015-Nov 2015	129	27	0	10	2	8	0	0	2	178

**Table 2.5b: Total MCC Repeat Clients Girls 0-17 years**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
March 2015-Jun 2015	0	0	0	0	3	0	0	0	0	3
July 2015-Nov 2015	0	0	0	2	3	0	0	0	0	5

**Table 2.5c: Total MCC Repeat Clients Boys 0-17 years**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2015-Nov 2015	0	0	0	8	0	0	0	0	0	8

\*Note: MCC had no repeat client Boys 0-17 years for year 3.

**Table 2.5d: Total MCC Breakdown Summary of Repeat Clients**

Year	Women (18+ years)		Girls (0-17 years)		Boys (0-17 years)		Total
	Number	%	Number	%	Number	%	
March 2015-Jun 2015	33	92%	3	8%	0	0%	36
July 2015-Nov 2015	165	92.7%	5	2.8%	8	4.5%	178

## 2.6 CAVAW REPEAT CLIENTS

**Table 2.6a: Total CAVAW Repeat Clients (Women and Children)**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2012 -June 2013 (33 CAVAWs)	48	2	0	1	0	0	0	0	3	54



Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2013-June 2014 (39 CAVAWs)	144	8	0	0	0	1	0	0	5	158
July 2014-June 2015 (37 CAVAWs)	61	7	2	2	0	1	0	0	2	75

\*Note: Most CAVAWs are not yet disaggregating client data by age and sex.

**Table 2.6b: Total CAVAW Repeat Clients Girls 0-17 years**

Year	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
				P	S					
July 2013-June 2014 (39 CAVAWs)	35	0	0	0	0	1	0	0	0	36
July 2014-June 2015 (37 CAVAWs)	0	0	0	2	0	0	0	0	0	2

Note: There was no Repeat Clients Girls and Boys 0-17 years for year 1.

**Table 2.6c: Total CAVAW Breakdown Summary of Repeat Clients**

Year	Women (18+ years)		Girls (0-17 years)		Total
	Number	%	Number	%	
July 2012 -June2013 (33 CAVAWs)	54	100%	0	0%	54
July 2013-June 2014 (39 CAVAWs)	122	77%	36	23%	158
July 2014-June 2015 (37 CAVAWs)	73	97%	2	3%	75

### 3. REQUESTS FOR INFORMATION (NEW AND REPEAT)

**Table 3.1: Number & Percent of Women, Girls, Men and Boys Requesting information from VWC**

Year	Women	Girls	Total Female		Men	Boys	Total Male		Total No.
	No.	No.	No.	%	No.	No.	No.	%	
Jul 2012-Jun 2013	86	3	89	43%	110	6	116	57%	205
Jul 2013-Jun 2014	292	83	375	52%	257	91	348	48%	723
Jul2014-Jun 2015	223	38	261	50%	212	45	257	50%	518
July2015-Nov2015	48	1	49	46%	56	1	57	54%	106

\*Note this includes information requests at booths from year 2.

**Table 3.2: Number & Percent of Women, Girls, Men and Boys Requesting information from SCC**

Year	Women	Girls	Total Female		Men	Boys	Total Male		Total No.
	No.	No.	No.	%	No.	No.	No.	%	
Jul2012-June2013	164	2	166	73%	59	2	61	27%	227
Jul2013-Jun2014	230	19	249	60%	160	4	164	40%	413
July2014-Jun2015	978	43	1,021	84%	163	31	194	16%	1,215
July2015-Nov2015	46	0	46	49%	47	0	47	51%	93

\*Note this includes information requests at booths from year 3.

**Table 3.3: Number & Percent of Women, Girls, Men and Boys Requesting information from TCC**

Year	Women	Girls	Total Female		Men	Boys	Total Male		Total No.
	No.	No.	No.	%	No.	No.	No.	%	
Jul 2012-Jun2013	82	3	85	47%	96	0	96	53%	181
Jul2013-June2014	97	2	99	34%	189	2	191	66%	290
July2014-Jun2015	118	1	119	40%	177	1	178	60%	297
July2015-Nov2015	18	10	28	41%	40	1	41	59%	69

**Table 3.4: Number & Percent of Women, Girls, Men and Boys Requesting information from TOCC**

Year	Women	Girls	Total Female		Men	Boys	Total Male		Total No.
	No.	No.	No.	%	No.	No.	No.	%	
Jul 2012-Jun2013	28	0	28	30%	63	3	66	70%	<b>94</b>
Jul2013-Jun2014	62	0	62	50%	63	0	63	50%	<b>125</b>
July2014-Jun2015	103	9	112	57%	84	0	84	43%	<b>196</b>
July2015-Nov2015	38	1	39	51%	37	0	37	49%	<b>76</b>

\*Note this includes information requests from booth in year 2 for TOCC.

**Table 3.5: Number & Percent of Women, Girls, Men and Boys Requesting information from MCC**

Year	Women	Girls	Total Female		Men	Boys	Total Male		Total No.
	No.	No.	No.	%	No.	No.	No.	%	
Mar2015-Jun2015	28	0	28	41%	39	2	41	59%	<b>69</b>
July2015-Nov2015	94	2	96	69%	44	0	44	31%	<b>140</b>

**Table 3.6: Number & Percent of Women, Girls, Men and Boys Requesting information from CAVAWs**

Year	Women	Girls	Total Female		Men	Boys	Total Male		Total No.
	No.	No.	No.	%	No.	No.	No.	%	
Jul 2012-Jun2013 (33 CAVAWs)	707	5	712	61%	452	0	452	39%	<b>1,164</b>
Jul2013-June2014 (39 CAVAWs)	435	124	559	53%	410	89	499	47%	<b>1,058</b>
Jul2014-June2015 (37 CAVAWs)	705	30	735	61%	461	16	477	39%	<b>1,212</b>

#### 4.1 VWC, BRANCH AND CAVAW TOTAL NEW AND REPEAT CLIENT SUPPORT AND INFORMATION REQUESTS

**Table 4.1.1: Total VWC New & Repeat Clients and Request for Information**

Year	Type of Support	DV	CM	FM	CA		Rap e	SH	Inces t	Other s	Total
					P	S					
July 2012 – June 2013	Centre-based counselling	468	193	36	8	2	7	0	4	90	808
	Phone counselling	87	36	5	0	0	2	0	0	26	156
	Mobile counselling	53	15	1	5	2	1	0	0	2	79
	<i>Sub-total clients (Woman and Children)</i>	608	244	42	13	4	10	0	4	118	1,043
	Information(female and male)	96	41	6	16	5	3	5	0	33	205
	<b>TOTAL</b>	<b>704</b>	<b>285</b>	<b>48</b>	<b>29</b>	<b>9</b>	<b>13</b>	<b>5</b>	<b>4</b>	<b>151</b>	<b>1,248</b>
July 2013- June 2014	Centre based counselling	861	302	28	2	18	7	1	4	90	1,313
	Phone counselling	97	16	1	0	2	0	0	0	15	131
	Mobile counselling	40	7	0	2	0	0	0	0	4	53
	<i>Subtotal clients (Woman and Children)</i>	998	325	29	4	20	7	1	4	109	1,497

Year	Type of Support	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
					P	S					
	Information (female and male)	262	104	13	52	5	40	3	1	243	723
	<b>TOTAL</b>	<b>1,260</b>	<b>429</b>	<b>42</b>	<b>56</b>	<b>25</b>	<b>47</b>	<b>4</b>	<b>5</b>	<b>352</b>	<b>2,220</b>
July 2014- June 2015	Centre based counselling	1,456	391	36	17	14	6	1	1	127	2,049
	Phone counselling	66	20	0	0	0	1	0	1	18	106
	Mobile counselling	20	11	1	0	0	0	0	0	1	33
	Subtotal clients (Woman and Children)	1,542	422	37	17	14	7	1	2	146	2,188
	Information (female and male)	286	72	23	7	9	14	5	11	91	518
	<b>TOTAL</b>	<b>1,828</b>	<b>494</b>	<b>60</b>	<b>24</b>	<b>23</b>	<b>21</b>	<b>6</b>	<b>13</b>	<b>237</b>	<b>2,706</b>
July 2015- Nov 2015	Centre based counselling	721	246	18	12	20	0	0	0	56	1,073
	Phone counselling	68	30	0	0	1	0	0	0	3	102
	Mobile counselling	17	2	0	0	0	0	0	0	0	19
	Subtotal clients (Woman and Children)	806	278	18	12	21	0	0	0	59	1,194
	Information (female and male)	46	14	4	1	1	5	0	0	35	106
	<b>TOTAL</b>	<b>852</b>	<b>292</b>	<b>22</b>	<b>13</b>	<b>22</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>94</b>	<b>1,300</b>

Table 4.1.2: Total SCC New &amp; Repeat Clients and request for information

Year	Type of Support	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
					P	S					
July 2012 – June 2013	Centre-based counselling	246	344	60	4	1	5	1	0	87	748
	Phone counselling	21	25	3	0	0	0	0	0	11	60
	Mobile counselling	3	3	0	0	0	0	0	0	9	15
	Sub-total clients (Woman and Children)	270	372	63	4	1	5	1	0	107	823
	Information (female and male)	43	71	7	4	6	5	0	5	86	227
	<b>TOTAL</b>	<b>313</b>	<b>443</b>	<b>70</b>	<b>8</b>	<b>7</b>	<b>10</b>	<b>1</b>	<b>5</b>	<b>193</b>	<b>1,050</b>
July 2013- June 2014	Centre based counselling	217	397	68	6	11	2	6	0	82	789
	Phone counselling	23	47	10	0	0	0	0	0	9	89
	Mobile counselling	5	4	0	0	0	0	0	0	2	11

Year	Type of Support	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
					P	S					
	<i>Subtotal clients (Woman and Children)</i>	245	448	78	6	11	2	6	0	93	889
	Information (female and male)	81	65	19	14	16	20	10	5	183	413
	<b>TOTAL</b>	<b>326</b>	<b>513</b>	<b>97</b>	<b>20</b>	<b>27</b>	<b>22</b>	<b>16</b>	<b>5</b>	<b>276</b>	<b>1,302</b>
July 2014- June 2015	Centre based counselling	399	504	67	7	16	3	2	4	99	1,101
	Phone counselling	95	129	23	0	2	1	0	0	44	294
	Mobile counselling	3	5	0	2	0	0	0	0	0	10
	<i>Subtotal clients (Woman and Children)</i>	497	638	90	9	18	4	2	4	143	1,405
	Information (female and male)	204	143	22	10	20	44	5	1	766	1,215
	<b>TOTAL</b>	<b>701</b>	<b>781</b>	<b>112</b>	<b>19</b>	<b>38</b>	<b>48</b>	<b>7</b>	<b>5</b>	<b>909</b>	<b>2,620</b>
July 2015- Nov 2015	Centre based counselling	188	160	22	5	20	9	0	0	37	441
	Phone counselling	67	43	3	0	4	0	0	0	11	128
	Mobile counselling	0	3	0	0	2	0	0	0	1	6
	<i>Subtotal clients (Woman and Children)</i>	255	206	25	5	26	9	0	0	49	575
	Information (female and male)	47	20	1	2	0	1	0	0	22	93
	<b>TOTAL</b>	<b>302</b>	<b>226</b>	<b>26</b>	<b>7</b>	<b>26</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>71</b>	<b>668</b>

Table 4.1.3: Total TCC New &amp; Repeat Clients and request for information

Year	Type of Support	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
					P	S					
July 2012 – June 2013	Centre-based counselling	69	30	9	1	0	2	0	0	13	124
	Phone counselling	3	0	1	0	0	0	0	0	2	6
	Mobile counselling	1	6	0	0	0	0	0	0	2	9
	<i>Sub-total clients (Woman and Children)</i>	73	36	10	1	0	2	0	0	17	139
	Information (female and male)	61	56	9	0	0	11	1	3	40	181
	<b>TOTAL</b>	<b>134</b>	<b>92</b>	<b>19</b>	<b>1</b>	<b>0</b>	<b>13</b>	<b>1</b>	<b>3</b>	<b>57</b>	<b>320</b>
July 2013- June 2014	Centre based counselling	111	51	18	4	1	8	0	3	17	213
	Phone counselling	8	3	0	0	0	0	0	0	0	11
	Mobile counselling	13	17	1	1	1	1	0	1	0	35
	<i>Subtotal clients (Woman and Children)</i>	132	71	19	5	2	9	0	4	17	259
	Information (female and male)	91	72	21	7	5	16	0	2	76	290
	<b>TOTAL</b>	<b>223</b>	<b>143</b>	<b>40</b>	<b>12</b>	<b>7</b>	<b>25</b>	<b>0</b>	<b>6</b>	<b>93</b>	<b>549</b>

Year	Type of Support	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
					P	S					
July 2014- June 2015	Centre based counselling	139	47	4	4	12	4	0	0	22	232
	Phone counselling	19	1	0	1	0	0	0	0	1	22
	Mobile counselling	5	4	1	0	0	0	0	0	2	12
	<i>Subtotal clients (Woman and Children)</i>	163	52	5	5	12	4	0	0	25	266
	Information (female and male)	128	46	13	0	6	23	0	2	79	297
	<b>TOTAL</b>	<b>291</b>	<b>98</b>	<b>18</b>	<b>5</b>	<b>18</b>	<b>27</b>	<b>0</b>	<b>2</b>	<b>104</b>	<b>563</b>
July 2015- Nov 2015	Centre based counselling	53	30	1	0	5	2	0	0	3	94
	Phone counselling	2	1	0	0	0	0	0	0	1	4
	Mobile counselling	1	0	0	0	0	0	0	0	0	1
	<i>Subtotal clients (Woman and Children)</i>	56	31	1	0	5	2	0	0	4	99
	Information (female and male)	35	17	1	0	0	5	0	1	10	69
	<b>TOTAL</b>	<b>91</b>	<b>48</b>	<b>2</b>	<b>0</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>14</b>	<b>168</b>

Table 4.1.4: Total TOCC New &amp; Repeat Clients and request for information

Year	Type of Support	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
					P	S					
July 2012 – June 2013	Centre-based counselling	13	5	3	1	4	0	1	0	20	47
	Phone counselling	2	1	0	0	2	1	2	0	2	10
	Mobile counselling	1	0	0	0	1	0	0	0	1	3
	<i>Sub-total clients (Woman and Children)</i>	16	6	3	1	7	1	3	0	23	60
	Information (female and male)	22	4	2	0	6	11	6	3	40	94
	<b>TOTAL</b>	<b>38</b>	<b>10</b>	<b>5</b>	<b>1</b>	<b>13</b>	<b>12</b>	<b>9</b>	<b>3</b>	<b>63</b>	<b>154</b>
July 2013- June 2014	Centre based counselling	55	10	0	0	11	0	1	0	14	91
	Phone counselling	13	6	0	1	2	4	0	1	4	31
	Mobile counselling	11	4	0	0	1	0	0	0	3	19

Year	Type of Support	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
					P	S					
	<i>Subtotal clients (Woman and Children)</i>	79	20	0	1	14	4	1	1	21	141
	Information (female and male)	39	7	2	2	1	1	0	0	73	125
	<b>TOTAL</b>	<b>118</b>	<b>27</b>	<b>2</b>	<b>3</b>	<b>15</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>94</b>	<b>266</b>
July 2014- June 2015	Centre based counselling	42	24	0	1	5	3	9	0	9	93
	Phone counselling	30	23	0	0	2	3	0	0	1	59
	Mobile counselling	17	16	0	0	0	1	2	0	4	40
	<i>Subtotal clients (Woman and Children)</i>	89	63	0	1	7	7	11	0	14	192
	Information (female and male)	112	26	0	6	4	0	1	0	47	196
	<b>TOTAL</b>	<b>201</b>	<b>89</b>	<b>0</b>	<b>7</b>	<b>11</b>	<b>7</b>	<b>12</b>	<b>0</b>	<b>61</b>	<b>388</b>
July 2015-Nov 2015	Centre based counselling	68	16	0	1	3	0	0	0	9	97
	Phone counselling	45	29	0	3	6	2	1	0	1	87
	Mobile counselling	0	4	0	0	0	0	0	0	0	4
	<i>Sub-total clients (Woman and Children)</i>	113	49	0	4	9	2	1	0	10	188
	Information (female and male)	31	6	2	1	0	2	0	0	34	76
	<b>TOTAL</b>	<b>144</b>	<b>55</b>	<b>2</b>	<b>5</b>	<b>9</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>44</b>	<b>264</b>

Table 4.1.5: Total MCC New &amp; Repeat Clients and request for information

Year	Type of Support	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
					P	S					
March 2014 – June 2015	Centre-based counselling	49	7	0	3	3	3	0	0	9	74
	Phone counselling	0	1	0	0	1	1	0	0	3	6
	Mobile counselling	0	0	0	0	0	0	0	0	0	0
	<i>Sub-total clients (Woman and Children)</i>	49	8	0	3	4	4	0	0	12	80
	Information (female and male)	36	7	1	2	1	0	2	0	20	69

	<b>TOTAL</b>	<b>85</b>	<b>15</b>	<b>1</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>32</b>	<b>149</b>
July 2015- Nov 2015	Centre based counselling	145	28	0	9	8	10	0	0	2	202
	Phone counselling	24	6	0	1	1	0	0	0	1	33
	Mobile counselling	2	3	0	0	0	0	0	0	0	5
	<i>Subtotal clients (Woman and Children)</i>	171	37	0	10	9	10	0	0	3	240
	Information (female and male)	40	27	16	9	0	20	4	1	23	140
	<b>TOTAL</b>	<b>211</b>	<b>64</b>	<b>16</b>	<b>19</b>	<b>9</b>	<b>30</b>	<b>4</b>	<b>1</b>	<b>26</b>	<b>380</b>

Table 4.1.6: Total CAVAWs New &amp; Repeat Clients and request for information

Year	Type of Support	DV	CM	FM	CA		Rape	SH	Incest	Others	Total
					P	S					
July 2012 – June 2013 (33 CAVAWs)	Counselling (Woman)	277	20	3	7	8	3	0	3	10	331
	Information (female and male)	855	45	5	16	73	36	12	15	107	1,164
	<b>TOTAL</b>	<b>1,132</b>	<b>65</b>	<b>8</b>	<b>23</b>	<b>73</b>	<b>47</b>	<b>12</b>	<b>18</b>	<b>117</b>	<b>1,495</b>
July 2013- June 2014 (39 CAVAWs)	<i>Counselling (Woman and Children)</i>	433	50	12	2	0	9	8	2	28	544
	Information (female and male)	791	85	15	11	15	40	23	1	77	1,058
	<b>TOTAL</b>	<b>1,221</b>	<b>135</b>	<b>27</b>	<b>15</b>	<b>16</b>	<b>49</b>	<b>31</b>	<b>3</b>	<b>105</b>	<b>1,602</b>
July 2014- June 2015	<i>Counselling (Woman and Children)</i>	332	54	10	20	8	5	1	0	33	463
	Information (female and male)	831	160	35	43	7	40	22	0	74	1,212
	<b>TOTAL</b>	<b>1,163</b>	<b>214</b>	<b>45</b>	<b>63</b>	<b>15</b>	<b>45</b>	<b>23</b>	<b>0</b>	<b>107</b>	<b>1,675</b>

\*Note: CAVAW data for whole of year 4 will be included after the National CAVAW Training in July 2016.

Table 4.1.7: Grand Total Breakdown Summary of VWC Network New &amp; Repeat Clients

Year	Women (18+ years)		Girls (0-17 years)		Boys (0-17 years)		Total
	Number	%	Number	%	Number	%	
July 2012-June 2013	2,341	98%	46	1.9%	9	0.3%	<b>2,396</b>
July 2013-June 2014	3,177	95%	142	4.2%	11	0.3%	<b>3,330</b>
July 2014-Jun 2015	4,453	96.9%	129	2.8%	12	0.3%	<b>4,594</b>
July 2015-Nov 2015	2,190	95%	82	4%	24	1%	<b>2,296</b>

\*Note: July 2015 –Nov 2015 figures do not include CAVAW data. CAVAW data for whole of year 4 (July 2015 – June 2016) will be included after the National CAVAW Training in July 2016.



**Table 4.1.8: Grand Total Breakdown Summary of VWC Network Information Requests**

Year	Women		Girls		Men		Boys		Total
	Number	%	Number	%	Number	%	Number	%	
Jul2012-Jun2013	1,067	57%	13	0.6%	780	42%	11	0.6%	<b>1,871</b>
Jul 2013-Jun2014	1,116	43%	228	9%	1,079	41%	186	7%	<b>2,609</b>
Jul2014-Jun 2015	2,155	61%	121	3%	1,136	32%	95	3%	<b>3,507</b>
Jul2015-Nov2015	244	50.4%	14	2.9%	224	46.3%	2	0.4%	<b>484</b>

\*Note: Year 1 and year 2 data includes information requests from CAVAW; most are not disaggregated by age.

\*Note: July 2015 –Nov 2015 figures do not include CAVAW data. CAVAW data for whole of year 4 (July 2015 – June 2016) will be included after the National CAVAW Training in July 2016.

**Table 4.1.9: Grand Total of VWC Network New & Repeat Clients and Requests for Information**

Year	Total New Clients	Total Repeat Clients	Grand Total Counselling sessions	Total Information Requests VWC & Network	Grand Total Assistance (Counselling sessions & Information Requests)
Jul 2012-Jun 2013	997	1,399	2,396	1,871	4,267
Jul 2013-Jun2014	1,332	1,998	3,330	2,609	5,939
July2014-Jun 2015	1,667	2,927	4,594	3,507	8,101
July2015-Nov2015	577	1,717	2,296	480	2,776

\*Note: CAVAW data for whole of year 4 will be included after the National CAVAW Training in July 2016.

#### 4.2 VWC, BRANCH AND CAVAW CLIENT SUPPORT FUND

**Table 4.2: Total Client Support Fund (number of women and children assisted)**

Year	Who was assisted (client)	VWC	SCC	TCC	ToCC	MCC	CAVAWs	Others	Total
July 2012 – June 2013	Number of women (18+ years)	12	12	31	3	-	1	76	<b>135</b>
	Number of girls (0-17 years)	0	5	2	2	-	14	0	<b>23</b>
	Number of boys (0-17 years)	0	2	0	0	-	0	0	<b>2</b>
	<b>Total assisted</b>	<b>12</b>	<b>19</b>	<b>33</b>	<b>5</b>	<b>-</b>	<b>15</b>	<b>76</b>	<b>160</b>
July 2013- June 2014	Number of women (18+ years)	25	10	50	4	-	4	155	<b>248</b>
	Number of girls (0-17 years)	4	1	2	3	-	8	1	<b>19</b>
	Number of boys (0-17 years)	0	0	0	0	-	0	0	<b>0</b>
	<b>Total assisted</b>	<b>29</b>	<b>11</b>	<b>52</b>	<b>7</b>	<b>-</b>	<b>12</b>	<b>156</b>	<b>267</b>
July 2014- June 2015	Number of women (18+ years)	208	36	63	10	7	5	18	<b>347</b>
	Number of girls (0-17 years)	5	5	4	1	1	1	0	<b>17</b>
	Number of boys (0-17 years)	3	1	0	0	1	0	0	<b>5</b>
	<b>Total assisted</b>	<b>216</b>	<b>42</b>	<b>67</b>	<b>11</b>	<b>9</b>	<b>6</b>	<b>18</b>	<b>369</b>

Year	Who was assisted (client)	VWC	SCC	TCC	ToCC	MCC	CAVAWs	Others	Total
July 2015-Nov 2015	Number of women (18+ years)	130	22	17	10	20	2	0	201
	Number of girls (0-17 years)	0	2	0	0	0	0	0	2
	Number of boys (0-17 years)	0	0	0	0	0	0	0	0
	<b>Total assisted</b>	<b>130</b>	<b>24</b>	<b>17</b>	<b>10</b>	<b>20</b>	<b>2</b>	<b>0</b>	<b>203</b>

\*Notes: "others" are women and children who benefit from the Client Support Fund who are not VWC, Branch or CAVAW clients. This mainly applies to situations where VWC or SCC pays for fuel for Police to serve FPOs, and in some cases the orders are served for applications from women who are not VWC clients. For year 1 and year 2 many women who benefitted from the serving of FPOs were also VWC clients. From July 2014, the FPU has referred all clients for FPOs to VWC. In year 4 July to Nov 2015, VWC pays for fuel for Police to serve FPOs and child maintenance summons for VWC clients.

### 4.3 SAFEHOUSE

**Table 4.3: Total Number of Women and Children Assisted with Safe House Facilities by VWC Network**

Year	Number of clients		Number of accompanying children		Total
	Women	Girls	Girls	Boys	
Jul 2012-Jun 2013	9	1	2	4	16
Jul2014-June 2014	22	0	2	2	26
Jul2014-June 2015	24	1	3	5	33
July2015-Nov 2015	23	0	4	4	31

### 4.4 CLIENT SATISFACTION WITH VWC SERVICES

**Table 4.4: Number and % of Clients Satisfied with VWC Counselling Services (number and % who answered yes)**

Year	Survey Question	New Clients		Repeat Clients		Total New and Repeat Clients	
		No.	%	No.	%	No.	%
July 2012 – Nov 2012	Satisfied with the counselling	5	100%	10	100%	15	100%
	Got what she came for	5	100%	9	90%	14	93%
	Felt counsellor listened	5	100%	9	90%	14	93%
<b>Total surveyed</b>		<b>5</b>		<b>10</b>		<b>15</b>	<b>100%</b>
April 2014- June 2014	Satisfied with the counselling	32	100%	3	100%	35	100%
	Got what she came for	32	100%	3	100%	35	100%
	Felt counsellor listened	32	100%	3	100%	35	100%
<b>Total surveyed</b>		<b>32</b>		<b>3</b>		<b>35</b>	<b>100%</b>
Jul2014- June 2015	Satisfied with the counselling	34	100%	71	100%	105	100%
	Got what she came for	32	94%	68	96%	100	95%
	Felt counsellor listened	34	100%	70	99%	104	99%
<b>Total surveyed</b>		<b>34</b>		<b>71</b>		<b>105</b>	

Year	Survey Question	New Clients		Repeat Clients		Total New and Repeat Clients	
		No.	%	No.	%	No.	%
July 2015- Nov 2015	Satisfied with the counselling	43	100%	29	91%	72	96%
	Got what she came for	43	100%	32	100%	75	100%
	Felt counsellor listened	43	100%	32	100%	75	100%
<b>Total surveyed</b>		43		32		75	

\*Note: No client satisfaction surveys were undertaken from Dec 2012 to March 2014 due to the dismissal of the former Research Officer.

## 5. VWC AND BRANCH CLIENTS WHO REPORT TO THE POLICE

**Table 5.1.1: Total number and % of VWC new and repeat domestic violence and sexual assault (rape, child sexual assault and incest) clients who reported to police**

Year	Type of Case	No. of New Clients Reported to Police	Total No. of New Cases	% of New Clients Reported to Police	No. of Repeat Clients Reported to Police	Total No. of Repeat Cases	% of Repeat Clients Reported to Police	Total New & Repeat Clients who Reported to Police	Total New & Repeat Clients	Total % reported
Jul 2012- June 2013	Domestic Violence	32	258	12%	67	350	19%	99	608	16%
	Sexual Assault	5	8	63%	6	10	60%	11	18	61%
	<b>Total</b>	37	266	14%	73	360	20%	110	626	18%
Jul 2013- June 2014	Domestic Violence	121	376	32%	107	622	17%	228	998	23%
	Sexual Assault	11	13	85%	6	18	33%	17	31	55%
	<b>Total</b>	132	389	34%	113	640	18%	245	1,029	24%
July 2014- June 2015	Domestic Violence	210	582	36%	99	960	10%	309	1,542	20%
	Sexual Assault	5	18	28%	2	6	33%	7	24	29%
	<b>Total</b>	215	600	36%	101	966	10%	316	1,566	20%
July 2015- Nov 2015	Domestic Violence	64	230	28%	31	576	5%	95	806	12%
	Sexual Assault	3	6	50%	0	15	0%	3	21	14%
	<b>Total</b>	67	236	28%	31	591	5%	98	827	12%

**Table 5.1.2: Total VWC Breakdown by age of clients who report to police**

Year	Type of Case	Women New & Repeat Clients who Reported to Police	Girl New & Repeat Clients who Reported to Police	Total
Jun2012-Jul 2013	DV	99	0	99
	SA	7	4	11
	<b>Total</b>	<b>106</b>	<b>4</b>	<b>110</b>
Jul 2013- June 2014	DV	227	1	228
	SA	7	10	17
	<b>Total</b>	<b>234</b>	<b>11</b>	<b>245</b>
Jul 2014- June 2015	DV	308	1	309
	SA	2	5	7

Year	Type of Case	Women New & Repeat Clients who Reported to Police	Girl New & Repeat Clients who Reported to Police	Total
	<b>Total</b>	<b>310</b>	<b>6</b>	<b>316</b>
July 2015- Nov 2015-	DV	95	0	95
	SA	0	3	3
	<b>Total</b>	<b>95</b>	<b>3</b>	<b>98</b>

**Table 5.2.1: Total number and % of SCC new and repeat domestic violence and sexual assault (rape, child sexual assault and incest) clients who reported to police**

Year	Type of Case	No. of New Clients Reported to Police	Total No. of New Cases	% of New Clients Reported to Police	No. of Repeat Clients Reported to Police	Total No. of Repeat Cases	% of Repeat Clients Reported to Police	Total New & Repeat Clients who Reported to Police	Total New & Repeat Clients	Total % reported
July-Jun 2013	Domestic Violence	31	79	39%	0	191	0%	31	270	11%
	Sexual Assault	3	6	50%	0	0	0%	3	6	50%
	<b>Total</b>	<b>34</b>	<b>85</b>	<b>40%</b>	<b>0</b>	<b>191</b>	<b>0%</b>	<b>34</b>	<b>276</b>	<b>12%</b>
Jul 2013-June 2014	Domestic Violence	7	72	10%	20	173	12%	27	245	11%
	Sexual Assault	5	5	100%	3	8	38%	8	13	62%
	<b>Total</b>	<b>12</b>	<b>77</b>	<b>16%</b>	<b>23</b>	<b>181</b>	<b>13%</b>	<b>35</b>	<b>258</b>	<b>14%</b>
Jul 2014-June 2015	Domestic Violence	46	134	34%	31	363	9%	77	497	15%
	Sexual Assault	10	16	63%	2	12	17%	12	28	43%
	<b>Total</b>	<b>56</b>	<b>150</b>	<b>37%</b>	<b>33</b>	<b>375</b>	<b>9%</b>	<b>89</b>	<b>525</b>	<b>17%</b>
July 2015-Nov 2015	Domestic Violence	10	66	15%	15	189	8%	25	255	10%
	Sexual Assault	3	11	27%	2	24	8%	5	35	14%
	<b>Total</b>	<b>13</b>	<b>77</b>	<b>17%</b>	<b>17</b>	<b>213</b>	<b>8%</b>	<b>30</b>	<b>290</b>	<b>10%</b>

**Table 5.2.2: Total SCC Breakdown by age of clients who report to police**

Year	Type of Case	Women New & Repeat Clients who Reported to Police	Girl New & Repeat Clients who Reported to Police	Total
July 2012-Jun 2013	DV	31	0	31
	SA	3	0	3
	<b>Total</b>	<b>34</b>	<b>0</b>	<b>34</b>
Jul 2013-June 2014	DV	27	0	27
	SA	0	8	8
	<b>Total</b>	<b>27</b>	<b>8</b>	<b>35</b>
Jul 2014-June 2015	DV	77	0	77
	SA	1	11	12
	<b>Total</b>	<b>78</b>	<b>11</b>	<b>89</b>
July 2015-Nov 2015	DV	25	0	25
	SA	0	5	5
	<b>Total</b>	<b>25</b>	<b>5</b>	<b>30</b>

**Table 5.3.1: Total number and % of TCC new and repeat domestic violence and sexual assault (rape, child sexual assault and incest) clients who reported to police**

Year	Type of Case	No. of New Clients Reported to Police	Total No. of New Cases	% of New Clients Reported to Police	No. of Repeat Clients Reported to Police	Total No. of Repeat Cases	% of Repeat Clients Reported to Police	Total New & Repeat Clients who Reported to Police	Total New & Repeat Clients	Total % reported
Jul 2012- June 2013	Domestic Violence	25	49	51%	3	24	13%	28	73	38%
	Sexual Assault	2	2	100%	0	0	0%	2	2	100%
	<b>Total</b>	<b>27</b>	<b>51</b>	<b>53%</b>	<b>3</b>	<b>24</b>	<b>13%</b>	<b>30</b>	<b>75</b>	<b>40%</b>
Jul 2013- June 2014	Domestic Violence	36	73	49%	12	59	20%	48	132	36%
	Sexual Assault	10	13	77%	0	2	0%	10	15	67%
	<b>Total</b>	<b>46</b>	<b>86</b>	<b>53%</b>	<b>12</b>	<b>61</b>	<b>20%</b>	<b>58</b>	<b>147</b>	<b>39%</b>
Jul 2014- June 2015	Domestic Violence	55	88	63%	10	75	13%	65	163	40%
	Sexual Assault	13	14	93%	1	2	50%	14	16	88%
	<b>Total</b>	<b>68</b>	<b>102</b>	<b>67%</b>	<b>11</b>	<b>77</b>	<b>14%</b>	<b>79</b>	<b>179</b>	<b>44%</b>
July 2015- Nov 2015	Domestic Violence	7	37	19%	6	19	32%	13	56	23%
	Sexual Assault	5	6	83%	0	1	0%	5	7	71%
	<b>Total</b>	<b>12</b>	<b>43</b>	<b>28%</b>	<b>6</b>	<b>20</b>	<b>30%</b>	<b>18</b>	<b>63</b>	<b>29%</b>

**Table 5.3.2: Total TCC Breakdown by age of clients who report to police**

Year	Type of Case	Women New & Repeat Clients who Reported to Police	Girl New & Repeat Clients who Reported to Police	Boy New & Repeat Clients who Reported to Police	Total
Jul2012- June 2013	DV	28	0	0	28
	SA	2	0	0	2
	<b>Total</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>30</b>
Jul 2013- June 2014	DV	48	0	0	48
	SA	9	1	0	10
	<b>Total</b>	<b>57</b>	<b>1</b>	<b>0</b>	<b>58</b>
Jul 2014- June 2015	DV	60	5	0	65
	SA	4	10	0	14
	<b>Total</b>	<b>64</b>	<b>15</b>	<b>0</b>	<b>79</b>
Jul2015 – Nov 2015	DV	13	0	0	13
	SA	1	2	2	5
	<b>Total</b>	<b>14</b>	<b>2</b>	<b>2</b>	<b>18</b>

**Table 5.4.1: Total number and % of TOCC new and repeat domestic violence and sexual assault (rape, child sexual assault and incest) clients who reported to police**

Year	Type of Case	No. of New Clients Reported to Police	Total No. of New Cases	% of New Clients Reported to Police	No. of Repeat Clients Reported to Police	Total No. of Repeat Cases	% of Repeat Clients Reported to Police	Total New & Repeat Clients who Reported to Police	Total New & Repeat Clients	Total % reported
Jul 2012- June 2013	Domestic Violence	7	12	58%	1	4	25%	8	16	50%
	Sexual Assault	6	6	100%	1	2	50%	7	8	88%
	<b>Total</b>	13	18	72%	2	6	33%	15	24	63%
Jul 2013- June 2014	Domestic Violence	7	39	18%	2	40	5%	9	79	11%
	Sexual Assault	8	10	80%	3	9	33%	11	19	58%
	<b>Total</b>	15	49	31%	5	49	10%	20	98	20%
Jul 2014- June 2015	Domestic Violence	6	41	15%	1	48	2%	7	89	8%
	Sexual Assault	7	7	100%	2	7	29%	9	14	64%
	<b>Total</b>	13	48	27%	3	55	5%	16	103	16%
July 2015 – Nov 2015	Domestic Violence	0	28	0%	1	85	1%	1	113	1%
	Sexual Assault	5	6	83%	1	6	17%	6	12	50%
	<b>Total</b>	5	34	15%	2	91	2%	7	125	6%

**Table 5.4.2: Total TOCC Breakdown by age of clients who report to police**

Year	Type of Case	Women New & Repeat Clients who Reported to Police	Girl New & Repeat Clients who Reported to Police	Boy New & Repeat Clients who Reported to Police	Total
Jul2012- June 2013	DV	8	0	0	8
	SA	0	7	0	7
	<b>Total</b>	8	7	0	15
Jul 2013- June 2014	DV	7	2	0	9
	SA	2	8	1	11
	<b>Total</b>	9	10	1	20
Jul 2014- June 2015	DV	6	1	0	7
	SA	2	6	1	9
	<b>Total</b>	8	7	1	16
July 2015 – Nov 2015	DV	1	0	0	1
	SA	0	6	0	6
	<b>Total</b>	1	6	0	7

**Table 5.5.1: Total number and % of MCC new and repeat domestic violence and sexual assault (rape, child sexual assault and incest) clients who reported to police**

Year	Type of Case	No. of New Clients Reported to Police	Total No. of New Cases	% of New Clients Reported to Police	No. of Repeat Clients Reported to Police	Total No. of Repeat Cases	% of Repeat Clients Reported to Police	Total New & Repeat Clients who Reported to Police	Total New & Repeat Clients	Total % reported
March 2014 – June 2015	Domestic Violence	16	25	64%	16	24	67%	32	49	65%
	Sexual Assault	3	3	100%	2	5	40%	5	8	63%
	<b>Total</b>	<b>19</b>	<b>28</b>	<b>68%</b>	<b>18</b>	<b>29</b>	<b>62%</b>	<b>37</b>	<b>57</b>	<b>65%</b>
July 2015 – Nov 2015	Domestic Violence	38	42	90%	5	129	4%	43	171	25%
	Sexual Assault	9	9	100%	0	10	0%	9	19	47%
	<b>Total</b>	<b>47</b>	<b>51</b>	<b>92%</b>	<b>5</b>	<b>139</b>	<b>4%</b>	<b>52</b>	<b>190</b>	<b>27%</b>

**Table 5.5.2: Total MCC Breakdown by age of clients who report to police**

Year	Type of Case	Women New & Repeat Clients who Reported to Police	Girl New & Repeat Clients who Reported to Police	Boy New & Repeat Clients who Reported to Police	Total
March 2015–Jun 2015	DV	32	0	0	32
	SA	3	2	0	5
	<b>Total</b>	<b>35</b>	<b>2</b>	<b>0</b>	<b>37</b>
July 2015–Nov 2015	DV	43	0	0	43
	SA	0	5	4	9
	<b>Total</b>	<b>43</b>	<b>5</b>	<b>4</b>	<b>52</b>

## 6. DATA FROM OTHER AGENCIES

### 6.1 Health Data

**Table 6.1: Number of Sexual Assaults and Domestic Assaults Reported to all Hospitals and Provinces in Vanuatu**

Year	Number of sexual assaults reported	Number of domestic assaults reported		
		F	M	Total
2007	12	58	36	94
2008	83	353	125	478
2009	41	170	32	202
2010	50	213	61	274
2011	20	151	63	214
2012	Not Available	Not Available	Not Available	Not Available
2013	76	131	113	244

Source: Vanuatu Ministry of Health, Health Information System, 2012 (provided by email, 24/08/2012); and email from Port Vila hospital 22 January 2014. Note: the Ministry of Health was requested for the definition of “domestic assault/domestic violence” but this has not been provided to VWC. 2013 data is probably Port Vila only. Data for 2014 has been provided but is incomplete.



## 6.2 Police data

**Table 6.2.1: Police Data on Sexual Offences**

Year	Crime Statistics*	% change over previous year	Sexual Offences Unit/Vila FPU Statistics#	% change over previous year
2002	Not available	Not available	76	Not known
2003	56	+52%	115	Not known
2004	74	+32%	104	-8%
2005	118	Not available	131	+26%
2006	Not available	Not available	107	-18%
2007	Not available	Not available	100	-7%
2008	Not available	Not available	83	-20%
2009	85	Not available	77	-7%
2010	201	+142%	126	+64%
2011	127	-37%	110	-13%
2012	Not available	Not available	210	+91%
2013	Not available	Not available	242	+15%

Sources: \* Vanuatu Police Force Criminal Records Office “Crime Statistics 2004”; Vanuatu Crime Statistics “Summary Blong 2003” (Table: Age Group by Sexual Abuse Only 2003); and Vanuatu Police Force “Crime Statistics 2005”.<sup>6</sup> The figure for 2005 is the total number of crimes against morality for 2005 – the report does not provide a breakdown of the number of cases of sexual assault within the broader category of crimes against morality, which also includes prostitution. Data for 2009 to 2011 was provided in a letter from the Vanuatu Police Force CRIMS Unit to VWC, 18/09/2012 and may include all crimes against morality (including prostitution and other offences).

# Vanuatu Police Force, Port Vila Family Protection Unit “Presentation”, July 2012 presentation to the VWC CAVAW training; “Family Protection Unit: Statistics 2012”; and FPU “2013 Statistic”.

Note: Some data in Table 6.2.1 differs from that provided in the PDD and previous Annual Plans and Progress Reports, because figures for the number of sexual offences in the source reports have been revised several times. FPU statistics are crimes reported to the Port Vila office of FPU, whereas the Crime Statistics are supposed to cover Vanuatu as a whole.

**Table 6.2.2: Police Data on Domestic Violence**

Year	Crime Statistics*	FPU Statistics#
2007	296	-
2008	79 (Jan-May 2008 only)	-
2009	151	-
2010	164	50 (Nov-Dec 2010 only)
2011	116	463
2012	Not available	461
2013	Not available	508

Sources: \* Letter from the Vanuatu Police Force CRIMS Unit to VWC, 27/08/2012 (2007 and 2008 figures are from a previous Crime statistical report). # Vanuatu Police Force, Port Vila Family Protection Unit “Presentation”, July 2012 presentation to the VWC CAVAW training: FPU Statistics 2012 and FPU “2013 Statistic”. The FPU was established in Nov 2010.

Note: Some data in Table 6.2.2 differs from that provided in previous Annual Plans and Progress Reports, because figures for the number of cases in the source reports have been revised several times. FPU statistics are crimes reported to the Port Vila office of FPU, whereas the Crime Statistics are supposed to cover Vanuatu as a whole.

### 6.3 Court data\*

**Table 6.3.1: Supreme Court Data on Sexual Offences**

Year	Registered	Completed	Pending	Sexual Offences as a % of Completed Criminal Cases
Jan – Dec 2009	Not Available	132	Not Available	70%
Jan – Dec 2010	Not Available	Not Available	Not Available	Not Available
Jan – Dec 2011	Not Available	86	Not Available	40%

**Table 6.3.2: Magistrate Court Data on Domestic Violence (Family Protection Orders)**

Year	Applications	Issued	Pending	FPOs as a % of Completed Civil Cases
Jan – Dec 2009	139	112	Not Available	29%
Jan – Dec 2010	279	Not Available	Not Available	Not Available
Jan – Dec 2011	542	391	159	Not Available

**Table 6.3.3: Magistrate Court Data on Matrimonial Cases**

Year	Registered	Completed	Pending	Matrimonial Cases as a % of Completed Civil Cases
Jan – Dec 2009	Not Available	Not Available	Not Available	Not Available
Jan – Dec 2010	Not Available	Not Available	Not Available	Not Available
Jan – Dec 2011	48	14	30	Not Available

**Table 6.3.4: Island Court Data on Child Maintenance Cases**

Year	Registered	Completed	Pending	Child Maintenance as a % of Completed Civil Cases
Jan – Dec 2009	236	194	260	55%
Jan – Dec 2010	261	168	142	30%
Jan – Dec 2011	253	268	143	Not Available

Sources for the tables 6.3.1 to 6.3.4: Judiciary of the Republic of Vanuatu, 2009, 2010, 2011 Annual Reports

\*Note: Court data has not been disaggregated by sex or age

## 7. LEGAL ASSISTANCE

### 7.1 New and Repeat Clients Receiving Family Protection Orders and Temporary Protection Orders

**Table 7.1.1: VWC New and Repeat Clients Receiving FPOs and TPOs**

Year	No. of Clients Received FPOs		Total No. of Clients Received FPOs	Total New and Repeat DV Cases	Percentage Received FPOs
	New	Repeat			
Jul 2012 –Jun 2013	57	132	189	608	31%
Jul2013-June 2014	100	155	255	998	26%
Jul 2014-June 2015	178	280	458	1,542	30%
Jul2015- Nov2015	81	89	170	806	21%

Note: No TPOs because authorised persons are not appointed yet.

**Table 7.1.2: SCC New and Repeat Clients Receiving FPOs and TPOs**

Year	No. of Clients Received FPOs		Total No. of Clients Received FPOs	Total New and Repeat DV Cases	Percentage Received FPOs
	New	Repeat			
Jul 2012 –Jun 2013	37	0	37	270	14%
Jul2013-June 2014	18	13	31	245	13%
Jul2014-June 2015	38	26	64	497	13%
Jul2015- Nov2015	22	0	22	239	9%

**Table 7.1.3: TCC New and Repeat Clients Receiving FPOs**

Year	No. of Clients Received FPOs		Total No. of Clients Received FPOs	Total New and Repeat DV Cases	Percentage Received FPOs
	New	Repeat			
Jul 2012 –Jun 2013	33	12	45	73	62%
Jul2013-June 2014	31	18	49	132	37%
Jul2014-June 2015	33	2	35	158	22%
Jul2015- Nov2015	8	2	10	56	18%

**Table 7.1.4: TOCC New and Repeat Clients Receiving FPOs**

Year	No. of Clients Received FPOs		Total No. of Clients Received FPOs	Total New and Repeat DV Cases	Percentage Received FPOs
	New	Repeat			
Jul 2012 –Jun 2013	1	0	1	16	6%
Jul2013-June 2014	17	2	19	79	24%
Jul2014-June 2015	14	0	14	89	16%
Jul2015- Nov2015	10	4	14	113	12%

**Table 7.1.5: MCC New and Repeat Clients Receiving FPOs**

Year	No. of Clients Received FPOs		Total No. of Clients Received FPOs	Total New and Repeat DV Cases	Percentage Received FPOs
	New	Repeat			
Mar2015-Jun2015	18	0	18	49	37%
Jul2015- Nov2015	30	1	31	171	18%

**Table 7.1.6: CAVAW Clients Receiving FPOs**

Year	No. of Clients Received FPOs		Total No. of Clients Received FPOs	Total New and Repeat DV Cases	Percentage Received FPOs
	New	Repeat			
Jul 2012 –Jun2013	8	0	8	236	3%
Jul2013-June 2014	15	0	15	467	3%
Jul2014-Jun2015	28	0	28	332	8%

\*Note: CAVAW data for whole of year 4 will be included after the National CAVAW Training in July 2016

**Table 7.1.7: Grand Total VWC Network FPOs**

Year	Total New Clients Received FPOs	Total Repeat Clients Received FPOs	Grand Total Received FPOs
Jul 2012 –June 2013	136	144	280
Jul2013-June 2014	181	188	369
July 2014-June 2015	309	308	617
Jul2015- Nov2015	151	96	247

## 7.2. VWC Network Clients Accessing Legal Assistance

**Table 7.2.1 Total Legal Assistance Provided by VWC's Lawyer**

Year	FP O	CM *	F M	Divorc e	Custod y	Injury / comp claim	Propert y claim	Breac h of FPOs & ROs	D V	S A	Other s	Tota l
Jul2012 –Jun 2013	9	2	2	54	9	16	10	0	0	0	13	115
Jul 2013-	2	2	2	45	24	20	7	1	0	2	8	113

Year	FP O	CM *	F M	Divorc e	Custod y	Injury / comp claim	Propert y claim	Breac h of FPOs & ROs	D V	S A	Other s	Tota l
June 2014												
July 2014- June 2015	4	1	6	67	22	27	5	1	4	3	7	147
Jul 2015- Nov 2015	4	11	15	105	18	16	12	1	0	2	13	197

\*CM: Child maintenance enforcement and appeals cases.

FPOs in this table are only the ones where additional assistance and information was needed from the Lawyer, and do not include those facilitated by Counsellors. The figures above include both new and repeat cases.

**Table 7.2.2: Total Court Cases Registered on Behalf of VWC Network Clients**

Year	Divorce	FM*	CM*	Child Custody/ Access	Property Settlements	Civil Claims	Restraining Orders	Total
Jul 2012- Jun 2013	11	0	0	2	1	2	1	17
Jul2013- Jun2014	8	0	0	1	0	1	1	11
Jul 2014- Jun2015	12	0	0	1	1	2	0	16
Jul2015- Nov2015	8	2	1	3	0	0	1	15

\* FM (family maintenance) and CM (child maintenance) are enforcement and appeals cases. Note that this table does not include applications to the Magistrates Court for FPOs.

### 7.3 Number of Clients Assisted with Court Fees Fund

**Table 7.3.1: Total VWC Clients Assisted with Court Fees Fund**

Year	Child Maintenance	Medical Fees	Child Custody	Matrimonial	Civil Claim	Others	Total
Jul 2012-June 2013	62	3	0	3	2	1	71
Jul2013-Jun2014	73	9	0	4	2	1	89
Jul 2014-June 2015	72	23	1	10	1	10	117
Jul2015- Nov 2015	30	11	1	8	0	11	61

**Table 7.3.2: Total SCC Clients Assisted with Court Fees Fund**

Year	Child Maintenance	Medical Fees	Child Custody	Matrimonial	Civil Claim	Others	Total
Jul2012-June 2013	33	16	0	2	0	1	52
Jul2013-Jun2014	55	6	0	1	0	3	65
Jul2014-June 2015	40	10	0	0	0	4	54
Jul2015-Nov 2015	11	5	0	0	0	0	16

**Table 7.3.3: Total TCC Clients Assisted with Court Fees Fund**

Year	Child Maintenance	Medical Fees	Child Custody	Matrimonial	Civil Claim	Others	Total
Jul2012–Jun 2013	18	0	0	0	0	0	18
Jul2013-Jun2014	23	2	0	0	0	0	25
Jul 2014-Jun2015	11	1	0	0	0	4	16
Jul2015-Nov 2015	5	0	0	0	0	0	5

**Table 7.3.4: Total TOCC Clients Assisted with Court Fees Fund**

Year	Child Maintenance	Medical Fees	Child Custody	Matrimonial	Civil Claim	Others	Total
Jul 2012-Jun2013	1	0	0	0	0	0	1
Jul2013-Jun2014	7	5	0	0	0	0	12
Jul 2014-Jun2015	5	4	0	0	0	0	9
Jul2015-Nov 2015	4	2	0	0	0	0	6

**Table 7.3.5: Total MCC Clients Assisted with Court Fees Fund**

Year	Child Maintenance	Medical Fees	Child Custody	Matrimonial	Civil Claim	Others	Total
Mar-Jun2015	4	0	0	0	0	0	4
Jul2015-Nov2015	11	1	0	0	0	0	12

**Table 7.3.6: Grand Total VWC Network Court Fees Fund**

Year	Child Maintenance	Medical Fees	Child Custody	Matrimonial	Civil Claim	Others	Total
Jul 2012 –June 2013	114	19	0	5	2	2	142
July 2013-June 2014	158	22	0	5	2	4	191
July 2014-June 2015	132	38	1	10	1	18	200
Jul2015- Nov 2015	61	19	1	8	0	11	100

## 8. COMMUNITY AWARENESS

**Table 8.1.1: Number of VWC Community Awareness Activities and Target Groups**

Year	Target Groups	New	Repeat	Total
Jul 2012- June 2013	Community groups (including mobile counselling and others)	9	6	15
	Primary schools	5	2	7
	Secondary Schools	2	1	3
	Women's groups (church and other community-based)	18	1	19
	Youth groups (church and other community-based)	6	1	7
	Faith based Organisation (target groups at the institutional level)	1	0	1
	Private sector organisations	2	0	2
	Other (market house)	0	4	4
	<b>Total</b>	<b>43</b>	<b>15</b>	<b>58</b>
July 2013- June 2014	Community groups (including mobile counselling and others)	13	3	16
	Primary schools	13	4	17
	Women's groups (church and other community-based)	9	3	12
	Youth groups (church and other community-based)	7	1	8
	Children's groups (church and other community-based)	1	0	1
	Women's organisations (target groups at the institutional level)	1	0	1
	Private sector organisations	4	0	4
	Government Institutions	2	0	2
	Tertiary Institution	1	0	1
	Faith-based Organisation	1	0	1

Year	Target Groups	New	Repeat	Total
	Provincial Government (Councillors, Area Secretaries, SG)	2	0	2
	Sporting Association	1	0	1
	Other (market house, seafront, Annual Public Meeting)	2	4	6
	<b>Total</b>	<b>57</b>	<b>15</b>	<b>72</b>
July 2014- June 2015	Community groups (including mobile counselling and others)	23	2	25
	Primary school	3	0	3
	Women's groups (church and other community-based)	16	0	16
	Children's groups (church and other community-based)	1	0	1
	Church groups (including men and women)	1	0	1
	Faith based Organisation (target groups at the institutional level)	1	0	1
	Men's groups (church and other community- based)	2	0	2
	Private Sector Organisations	3	1	4
	Government institutions	1	0	1
	<b>Total</b>	<b>51</b>	<b>3</b>	<b>54</b>
July 2015 – Nov 2015	Community groups (including mobile counselling and others)	7	1	8
	Primary School	1	0	1
	Government institutions	6	0	6
	Private Sector Organisations	1	0	1
	Youth group	1	0	1
	Women's groups (church and other community-based)	5	2	7
	Men's groups (church and other community-based)	1	1	2
	Church groups (including men and women)	1	0	1
	Faith based Organisations (target groups at the institutional level)	1	0	1
	Provincial Government (Councillors, Area Secretaries, SG)	1	0	1
	<b>Total</b>	<b>19</b>	<b>4</b>	<b>23</b>

New: If this is the first time VWC, Branch or CAVAW has undertaken community education or awareness with that target group; Repeat: If this is a follow-up visit to the target group.

**Table 8.1.2: Number of VWC Participants in Community Awareness Activities**

Year	Women	Girls	Total Female		Men	Boys	Total Male		Total No.
	No.	No.	No.	%	No.	No.	No.	%	
Jul 201 –Jun2013	1,573	1,299	2,872	66%	682	818	1,500	34%	<b>4,372</b>
Jul 2013-Jun 2014	1,811	980	2,791	56%	1,222	936	2,158	44%	<b>4,949</b>
Jul 2014-Jun 2015	1,335	916	2,251	66%	640	509	1,149	34%	<b>3,400</b>
July2015-Nov2015	1,595	1,265	2,851	59%	986	1,019	2,005	41%	<b>4,856</b>

**Table 8.2.1: Number of SCC Community Awareness Activities and Target Groups**

Year	Target Groups	New	Repeat	Total
July 2012- June 2013	Community groups (including mobile counselling and others)	8	25	33
	Women's groups (church and other community-based)	3	5	8
	Faith based organisations (target groups at the institutional level)	1	0	1
	<b>Total</b>	<b>12</b>	<b>30</b>	<b>42</b>
July 2013- June 2014	Community groups (including mobile counselling and others)	9	10	19
	Women's groups (church and other community based)	8	5	13
	Men's groups (church and other community based)	1	0	1
	Children's groups (church and other community-based)	1	0	1
	<b>Total</b>	<b>19</b>	<b>15</b>	<b>34</b>
July 2014- June 2015	Community groups (including mobile counselling and others)	4	1	5
	Youth groups (church and other community based)	1	0	1
	Primary School	1	0	1
	Women's groups (church and other community-based)	6	2	8

Year	Target Groups	New	Repeat	Total
	Church groups (including men and women)	5	0	5
	<b>Total</b>	<b>17</b>	<b>3</b>	<b>20</b>
July 2015-Nov 2015	Community groups (including mobile counselling and others)	6	4	10
	Church groups (including men and women)	1	0	1
	Women's groups (church and other community-based)	3	3	6
	Men's groups (church and other community based)	1	0	1
	Primary school	2	0	2
	Sporting Association	1	0	1
	<b>Total</b>	<b>14</b>	<b>7</b>	<b>21</b>

Table 8.2.2: Number of SCC Participants in Community Awareness Activities

Year	Women	Girls	Total Female		Men	Boys	Total Male		Total
	No.	No.	No.	%	No.	No.	No.	%	No.
Jul 2012–Jun 2013	1,467	284	1751	77%	410	110	520	23%	<b>2,271</b>
Jul 2013–Jun 2014	792	398	1,190	63%	457	237	694	37%	<b>1,884</b>
July 2014–Jun 2015	381	151	532	77%	53	106	159	23%	<b>694</b>
July 2015–Nov 2015	358	189	547	68%	175	80	255	32%	<b>802</b>

Table 8.3.1: Number of TCC Community Awareness Activities and Target Groups

Year	Target Groups	New	Repeat	Total
Jul 2012–June 2013	Community groups (including mobile counselling and others)	32	0	32
	Primary schools	1	0	1
	Others	2	0	2
	<b>Total</b>	<b>35</b>	<b>0</b>	<b>35</b>
July 2013–June 2014	Community groups (including mobile counselling and others)	33	1	34
	Primary schools	4	1	5
	Secondary schools	2	0	2
	Others (Kwaromanu market house)	0	2	2
	<b>Total</b>	<b>39</b>	<b>4</b>	<b>43</b>
July 2014–June 2015	Community groups (including mobile counselling and others)	19	12	31
	Primary schools	5	4	9
	Secondary schools	0	2	2
	Women's groups (church and other community based)	3	0	3
	<b>Total</b>	<b>27</b>	<b>18</b>	<b>45</b>
July 2015–Nov 2015	Community groups (including mobile counselling and others)	13	1	14
	<b>Total</b>	<b>13</b>	<b>1</b>	<b>14</b>

Table 8.3.2: Number of TCC Participants in Community Awareness Activities

Year	Women	Girls	Total Female		Men	Boys	Total Male		Total
	No.	No.	No.	%	No.	No.	No.	%	No.
Jul 2012–Jun 2013	850	545	1395	57%	631	409	1040	43%	<b>2,435</b>
Jul 2013–Jun 2014	866	663	1,529	54%	667	630	1,297	46%	<b>2,826</b>
Jul 2014–Jun 2015	970	731	1,701	56%	661	692	1,353	44%	<b>3,054</b>
Jul 2015–Nov 2015	403	90	493	58%	267	84	351	42%	<b>844</b>

Table 8.4.1: Number of TOCC Community Awareness Activities and Target Groups

Year	Target Groups	New	Repeat	Total
Jul 2012–June 2013	Community groups (including mobile counselling and others)	24	1	25
	Chief's groups	1	0	1
	Children's groups (church and other community-based)	1	0	1
	Women's groups (church and other community-based)	1	0	1



Year	Target Groups	New	Repeat	Total
	Youth groups (church and other community-based)	1	0	1
	Others	1	0	1
	<b>Total</b>	<b>29</b>	<b>1</b>	<b>30</b>
July 2013- June 2014	Community groups (including mobile counselling and others)	35	2	37
	Primary schools	3	0	3
	Secondary schools	2	0	2
	Women's groups (church and other community-based)	1	1	2
	Men's groups (church and other community-based)	1	0	1
	Others (market house)	1	0	1
	<b>Total</b>	<b>43</b>	<b>3</b>	<b>46</b>
July 2014- June 2015	Community groups (including mobile counselling and others)	20	11	31
	Women's groups (church and other community-based)	1	6	7
	Secondary school	1	0	1
	Teachers group (secondary and primary school)	1	0	1
	<b>Total</b>	<b>23</b>	<b>17</b>	<b>40</b>
July 2015- Nov 2015	Community groups (including mobile counselling and others)	4	2	6
	Secondary schools	2	0	2
	Primary schools	1	0	1
	Women's groups (church and other community-based)	1	10	11
	Youth groups (church and other community-based)	1	0	1
	Provincial Government (Councillors, Area Secretaries, SG)	0	1	1
	<b>Total</b>	<b>9</b>	<b>13</b>	<b>22</b>

Table 8.4.2: Number of TOCC Participants in Community Awareness Activities

Year	Women	Girls	Total Female		Men	Boys	Total Male		Total No.
	No.	No.	No.	%	No.	No.	No.	%	
Jul 2012–Jun2013	193	122	315	52%	166	128	294	48%	<b>609</b>
July2013-Jun2014	710	548	1,258	53%	597	524	1,121	47%	<b>2,379</b>
Jul 2014-Jun 2015	568	346	914	59%	344	289	633	41%	<b>1,547</b>
Jul2015-Nov2015	290	186	476	70%	122	83	205	30%	<b>681</b>

Table 8.5.1: Number of MCC Community Awareness Activities and Target Groups

Year	Target Groups	New	Repeat	Total
March 2015 – June 2015	Community(including mobile counselling and others)	2	0	2
	Women's groups (church and other community-based)	4	0	4
	Youth groups (church and other community-based)	1	0	1
	Secondary school	1	0	1
	<b>Total</b>	<b>8</b>	<b>0</b>	<b>8</b>
July2015- Nov2015	Community(including mobile counselling and others)	10	0	10
	Women's groups (church and other community-based)	1	0	1
	Primary schools	1	0	1
	<b>Total</b>	<b>12</b>	<b>0</b>	<b>12</b>

Table 8.5.2: Number of MCC Participants in Community Awareness Activities

Year	Women	Girls	Total Female		Men	Boys	Total Male		Total No.
	No.	No.	No.	%	No.	No.	No.	%	
March- June 2015	169	121	290	61%	96	90	186	39%	<b>476</b>
July2015-Nov2015	402	153	555	63%	190	139	329	37%	<b>884</b>

**Table 8.6.1: Number of CAVAW Community Awareness Activities and Target Groups**

Year	Target Groups	Total		
Jul 2012- June 2013 (34CAVAWs)	Community groups (including mobile counselling and others)	225		
	Schools (Primary and Secondary)	47		
	Women's groups (church and other community-based)	23		
	Youth groups (church and other community-based)	10		
	Others	1		
	<b>Total</b>	<b>306</b>		
Jul 2013- June 2014 (39 CAVAWs)	Community groups (including mobile counselling and others)	210		
	Primary schools	35		
	Secondary schools	10		
	Women's groups (church and other community based)	33		
	Men's groups (church and other community based)	3		
	Youth groups (church and other community based)	9		
	Tertiary institution	1		
	Faith based organisations	1		
	Others (public market place)	4		
<b>Total</b>	<b>306</b>			
Year	Target Groups	New	Repeat	Total
Jul 2014- June 2015 (37 CAVAWs)	Community groups (including mobile counselling and others)	109	76	185
	Primary school	17	5	22
	Secondary school	4	3	7
	Women's groups (church and other community-based)	30	19	49
	Men's groups (church and other community-based)	1	1	2
	Youth groups (church and other community-based)	6	5	11
	Church groups	2	7	9
	Others	5	2	7
	<b>Total</b>	<b>174</b>	<b>118</b>	<b>292</b>

\*Note: Most CAVAWs have disaggregated new & repeat target groups in year 4 July-Nov 2015.

**Table 8.6.2: Number of CAVAW Participants in Community Awareness Activities**

Year	Women	Girls	Total Female		Men	Boys	Total Male		Total
	No.	No.	No.	%	No.	No.	No.	%	No.
Jul 2012–Jun2013	10,539	311	10,850	58%	7,367	336	7,703	42%	<b>18,553</b>
Jul 2013–Jun 2014 (39 CAVAWs)	6,949	4,012	10,961	57%	4,559	3,740	8,299	43%	<b>19,260</b>
Jul 2014–Jun 2015 (37 CAVAWs)	7,223	4,360	11,583	57%	4,552	4,127	8,679	43%	<b>20,262</b>

\*Note: This table underestimates the number of girls and boys who participated in CAVAW community awareness activities; only 4 of 34 CAVAWs collected age disaggregated data during year 1 and 39 in year 2.

\*Note: CAVAW data for whole of year 4 will be included after the National CAVAW Training in July 2016.

**Table 8.7.1: Grand Total of VWC & Branch Community Awareness Activities and Target Groups**

Year	Target Groups	New	Repeat	Total
Jul 2012 – June 2013	Community groups (including mobile counselling and others)	298	32	330
	Chief group	1	0	1
	School (Primary and Secondary level)	55	3	58
	Women's groups (church and other community-based)	45	6	51
	Children's groups (church and other community-based)	1	0	1
	Youth groups (church and other community-based)	17	1	18
	Private sector organisations	2	0	2
	Faith based organisations (target groups at the institutional level)	2	0	2

Year	Target Groups	New	Repeat	Total
	Others (public marketplace)	4	4	8
	<b>Total</b>	<b>425</b>	<b>46</b>	<b>471</b>
July 2013- June 2014	Community groups (including mobile counselling and others)	300	16	316
	Primary schools	55	5	60
	Secondary schools	14	0	14
	Women's groups (church and other community-based)	51	9	60
	Women's organisation (target groups at the institutional level)	1	0	1
	Men's groups (church and other community-based)	5	0	5
	Children's groups	2	0	2
	Youth groups (church and other community-based)	15	1	16
	Private sector organisations	4	0	4
	Government institutions	2	0	2
	Tertiary institution	2	0	2
	Faith based Organisation	2	0	2
	Provincial Government (Councillors, Area Secretaries, S.G)	2	0	2
	Other (market house, seafront, Annual Public Meeting)	7	6	13
	Sporting Association	1	0	1
	<b>Total</b>	<b>463</b>	<b>37</b>	<b>500</b>
July 2014 –June 2015	Community groups (including mobile counselling and others)	177	102	279
	Primary schools	26	9	35
	Secondary schools	6	5	11
	Church groups (including men and women)	8	7	15
	Children's groups (church and other community-based)	1	0	1
	Women's groups (church and other community-based)	60	27	87
	Men's groups (church and other community-based)	3	1	4
	Youth groups (church and other community-based)	8	5	13
	Government institutions	1	0	1
	Faith based Organisation	1	0	1
	Private sector organisations	3	1	4
	Teachers group (Primary and Secondary)	1	0	1
	Others	5	2	7
	<b>Total</b>	<b>300</b>	<b>159</b>	<b>459</b>
July 2015- Nov 2015	Community groups (including mobile counselling and others)	40	8	48
	Primary schools	5	0	5
	Secondary schools	2	0	2
	Men's group	2	1	3
	Youth groups	2	0	2
	Church groups (including men and women)	2	0	2
	Faith based Organisation	1	0	1
	Women's groups (church and other community-based)	10	15	25
	Provincial Government (Councillors, Area Secretaries, S.G)	1	1	2
	Government Institution	1	0	1
	Sporting Association	1	0	1
	<b>Total</b>	<b>67</b>	<b>25</b>	<b>92</b>

\*Note: CAVAWs are not yet collecting data on new vs repeat target groups. CAVAW data for whole of year 4 (July 2015-June 2016) will be included after the National CAVAW Training in July 2016.

**Table 8.7.2: Grand Total of VWC & Branch Participants in Community Awareness Activities**

Year	Women	Girls	Total Female		Men	Boys	Total Male		Total No.
	No.	No.	No.	%	No.	No.	No.	%	
Jul 2012-Jun2013	14,622	2,561	17,183	61%	9,256	1,801	11,057	39%	<b>28,240</b>
Jul2013- Jun 2014	11,128	6,601	17,729	57%	7,502	6,067	13,569	43%	<b>31,298</b>
Jul 2014-Jun 2015	10,646	6,625	17,271	59%	6,346	5,813	12,159	41%	<b>29,430</b>
Jul 2015-Dec2015	1,279	562	1,841	60%	766	443	1,209	40%	<b>3,050</b>

CAVAW data for whole of year 4 (July 2015-June 2016) will be included after the National CAVAW Training in July 2016.

## 9. MEDIA ACTIVITIES

**Table 9.1: Total VWC Media Activities**

Year	Radio Programs	Interviews/Talkbacks	Print	TV	Total
July 2012 –June 2013	38	6	1	2	47
July 2013-June 2014	46	5	0	7	58
July 2014-June 2015	18	2	2	5	27
July 2015-Nov2015	10	2	0	4	16

**Table 9.2: Total SCC Media Activities**

Year	Radio Programs	Interviews/Talkbacks	Print	TV	Total
July 2012 –June 2013	36	0	1	0	37
July 2013-June 2014	36	1	0	0	37
July 2014-June 2015	34	2	0	0	36
July2015-Nov 2015	6	0	0	0	16

**Table 9.3: Total TCC Media Activities**

Year	Radio Programs	Interviews/Talkbacks	Print	TV	Total
July 2012 –June 2013	26	2	1	0	29
July 2013-June 2014	46	0	0	0	46
July 2014-June 2015	39	0	0	0	39
July 2015-Nov 2015	0	0	0	0	0

**Table 9.4: Total TOCC Media Activities**

Year	Radio Programs	Interviews/Talkbacks	Print	TV	Total
July 2013-June 2014	0	1	0	0	1

\*Note: 1 interview was done by TOCC with Vois blong Torba Province.

## 10. TRAINING

### 10.1.1 Number of Trainings for Other Agencies and Target Groups

Month & Year	Name of Agency	Content	New	Repeat	Total
July	World Vision	Gender, VAW, HR, FPA	1	0	1
November	Youth leaders	Gender, VAW, HR, FPA	1	0	1
<b>Total year 1: 2</b>			<b>1</b>	<b>0</b>	<b>1</b>
Sept 2013	Nikoletan Council of Chiefs on Tanna	Gender, VAW, HR, FPA	1	0	1
November 2013	Vila Central Hospital Nurses	Gender, VAW, HR, FPA	1	0	1
April 2014	PENAMA Council of Women	Gender, VAW, HR, FPA	1	0	1
	Department of Correctional Services, Vila	Gender, VAW, HR, FPA	1	0	1
<b>Total year 2: 4</b>			<b>4</b>	<b>0</b>	<b>4</b>
July 2014	Vanuatu Police Force, Vila	Gender, VAW, HR, FPA	1	0	1
	Vanuatu Mobile Force, Vila	Gender, VAW, HR, FPA	1	0	1
October 2014	Luganville Police Force, Santo	Gender, VAW, HR, FPA	1	0	1

Month & Year	Name of Agency	Content	New	Repeat	Total
	Luganville Correctional Services, Santo	Gender, VAW, HR, FPA	1	0	1
Nov 2014	Vanuatu Police Force, Vila	Gender, VAW, HR, FPA	1	0	1
June 2015	NTM Leaders	Gender, VAW, HR, FPA	1	0	1
<b>Total year 3: 6</b>			<b>6</b>	<b>0</b>	<b>6</b>
Sept 2015	Penama Police Patrol	Gender, VAW, HR, FPA	1	0	1
	Tafea Police Patrol	Gender, VAW, HR, FPA	1	0	1
October 2015	Malampa Police Patrol	Gender, VAW, HR, FPA	1	0	1
November 2015	Tafea Provincial Council	Gender, VAW, HR, FPA	1	0	1
<b>Total year 4:4</b>			<b>4</b>	<b>0</b>	<b>4</b>

#### 10.1.2a Regional Training Program for Partner Agencies

Month & Year	Recipient	Organisation	Participants
Year 1	Vanuatu Police: 1 man		Total participants: 1; 1 man
Year 2	Vanuatu Police: 5; 1 woman and 4 men State Prosecutor: 2; 2 men Vila Central Hospital: 1; 1 woman		Total participants: 8; 2 women and 6 men
Year 3	Vanuatu Police: 3; 1 woman and 2 men Faith based organisation: 1 man		Total participants: 4; 1 woman and 3 men

\*Note: Regional Training Program for year 4 was postponed to 2016 by FWCC.

#### 10.1.3 Number of Participants in VWC Training of Other Agencies

Year	Women	Girls	Total Female		Men	Boys	Total Male		Total No.
	No.	No.	No.	%	No.	No.	No.	%	
Year 1	44	22	66	70%	28	0	28	30%	<b>94</b>
Year 2	46	0	46	49%	48	0	48	51%	<b>94</b>
Year 3	23	0	23	19%	100	0	100	81%	<b>123</b>
Yr 4 Jul-Nov 2015	6	0	6	10%	57	0	57	90%	<b>63</b>

#### 10.4 Male Advocacy Training and Male Leaders Workshops

Summary Year 1	Total men trained in male advocacy: 9 Total men trained in leaders workshops: 0 Number of VWC trainings: 1 Number of trainings by other organisations: 2	No. of male advocacy trainings: 0 No. of male leader's workshops: 0 No. of other trainings attended by male advocates: 2
Summary Year 2	Total male advocates trained: 7 Total men trained in leaders workshops: 85 Number of VWC trainings: 7 Number of trainings by other organisations: 1	No. of male advocacy trainings: 1 No. of male leader's workshops: 3 No. of other trainings attended by male advocates: 2
Summary Year 3	Total male advocates trained: 30 Total men trained in leaders workshops: 107 Number of VWC trainings: 7 Number of trainings by other organisations: 1	No. of male advocacy trainings: 1 No. of male leader's workshops: 4 No. of other trainings attended by male advocates: 3
Summary Year 4 (Jul-Nov 2015)	Total male advocates trained: 3 Total men trained in leaders workshops: 108 Number of VWC trainings: 4 Number of trainings by other organisations: 0	No. of male advocacy trainings: 0 No. of male leader's workshops: 4 No. of other trainings attended by male advocates: 0

### 10.5 Law and Justice Training and Workshops

Month & Year	Police/VMF		Chiefs		State Prosecutors		Correction Service		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Jul 2012–Jun 2013	5	0	2	0	0	0	0	0	7	0
Jul 2013–Jun 2014	16	2	38	0	2	0	17	4	73	6
Jul 2014–Jun 2015	76	20	32	0	0	0	13	4	121	24
July -Nov 2015	26	5	48	0	1	0	1	0	76	5

Note: 1 Chief received training in year 1 and year 2; 2 Chiefs received 2 trainings in year 2; 1 female police received 2 trainings in year 2; another received training in year 2 and year 3; 2 police received 3 trainings in year 2; 1 state prosecutor received 2 trainings in year 2. These trainees have not been double counted. Police, Chiefs & others who have received multiple training over years 1 to 4 have not been double counted.

## **ANNEX 8: Position Descriptions**

### **GENERAL DUTIES for all staff – also applies to all Branch staff:**

- Participate in VWC/Branch Staff Collective Meetings and VWC Annual Staff Retreats.
- Participate in VWC/Branch activities such as Special Events campaigns eg...16 Days of Activism;
- Participate in all training deemed necessary by VWC/Branch.
- Respect Confidentiality at all times,
- May be required to represent VWC in meetings nationally and internationally.
- Take responsibility for own learning by recording what has been learned and how it has been applied.
- May be required to travel to island for short period.
- Responsible to care for the VWC property, equipment and furniture.
- Respect internal policies including Child Protection policy.

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### **VWC COORDINATOR**

Responsible for:

- Management of Vanuatu Women's Centre Program Against Violence Against Women and Children (all components).
- The supervision & management of VWC Branches including Financial Management, Staff Appointments, Staff Appraisal and Staff Training and assessment of staff improvements in competencies.
- Oversight the strengthening of the Committees Against Violence Against Women in Vanuatu.
- Liaison with Management Committee, Donors, Consultants, Technical Advisors and PCC.
- Media liaison.
- Organise, Chair and Report on Program Coordination Committee.
- Undertake counselling with clients when the need arises.
- Represent (or delegate other appropriate VWC member) VWC at national, regional and international forums which focus on Violence against Women & Children, on issues affecting women and girls, and the promotion of women and children's rights.
- Liaise with, and advise relevant Government and NGOs with regards to VWC activities and the broader issues affecting development of VWC.
- Liaison with stakeholders.
- Inform Management Committee, PCC, Trustees, Donors and Management Team on issues, problems and future directions of VWC on a regular basis; (through Progress Reports and Monthly meetings with DFAT).
- Networking with regional Pacific Network Against Violence Against Women, regional bodies and organisations.
- Undertake training and follow – up meetings to male advocates
- Partnerships and training on Gender, VAW & Human Rights.
- Undertake any other duties that may arise.



## **DEPUTY COORDINATOR**

### **DUTIES:**

The Deputy Coordinator will assist the Coordinator in the overall management and coordination of activities of the Vanuatu Women's Centre. Some of the responsibilities outlined below may be delegated to other staff, supervised by the Deputy. The Deputy Coordinator's duties will include the following – in consultation with the Coordinator:-

- Assist in the overall management of the Vanuatu Women's Centre Program Against Violence Against Women (all components) financial management.
- Assist in and take a lead role in the strategic planning, monitoring, evaluation and report writing of VWC and Branch programs.
- Assist the Coordinator with tasks required to facilitate funding of the VWC such as liaising with donor agencies and the national Government departments.
- Project Proposal Writing and Preparation of Reports to Donor.
- Hold Staff Collective Meetings and record the minutes of the meetings.
- Work with the Coordinator to prepare the annual budget and the budgets for project documents,
- Assist the Coordinator in the supervision and management of VWC Branches including Financial Management, Staff Appointments, Staff Appraisal and training.
- Ensuring that the VWC has adequate and appropriate insurance for staff and property including travel & workers compensation for VWC & Branch staff.
- Organising and reporting on Management Committee meeting, VWC Management Team meetings, Annual Public meetings and National Conferences.
- Assist the Coordinator in establishing EVAW Task Force teams for VWC and branches.
- Network with provincial/area councils/government, NGOs and Civil Society to ensure that CAVAWs receive adequate support, including chiefs.
- Represent VWC at national, regional and international forums which focus on violence against women in Vanuatu when required.
- Conduct community education and training on violence against women and women's rights as required.
- Organise in-house training for staff, branches and CAVAWs in all areas of work, and the development and monitoring of learning objectives for VWC and Branch staff and CAVAWs, in consultation with the Coordinator
- Provide counselling and support to clients when needed.
- Be responsible for maintenance of staff meeting records, Management Committee and PCC meeting records and Management Team meeting records.
- Assist the Coordinator in liaison with relevant Government and NGOs with regards to VWC Program against violence against women.
- Develop, maintain and strengthening of partnerships with other agencies in consultation with the Coordinator.
- Partnerships and training on Gender, VAW & Human Rights.
- Monitor implementation of Family Protection Act & Family Protection Order.
- Travel locally and overseas.
- Undertake other duties which may arise and that are designated by the Coordinator.

**ALL COUNSELLORS** – also applies to Branch Counsellors**DUTIES:-**

- Providing face to face counselling to clients, through phone, and during mobile counselling, as well as follow-up counselling and support to clients of VWC over the telephone and away from the VWC as required (eg on islands).
- Assess clients needs for legal representation and assistance from Police and Court.
- Monitor implementation of Family Protection Act & Family Protection Order.
- Liaising with Referral Agencies on Cases,
- Maintain clear and accurate Clients' record,
- Accompany clients to Referral agencies including kastom courts and advocate for clients' rights with all agencies.
- Maintain clear and accurate client records.
- Do Filing for Clients' File.
- Respect Confidentiality and adhere to Counsellor Protocol/Guidelines.
- Assist in Mobile Counselling as required.
- Participation in community education programs when required.
- Provide Public Talks to specific groups, eg. Community/Church Groups and chiefs when requested.
- Liaise and network with community leaders in relation to client's case.
- Accompany client at Safe House.
- Provide counselling to children and young girls in schools when requested.
- Provide support during applications for Court Orders in Courts and during kastom courts.
- Monitor implementation of Family Protection Act & Family Protection Order. (including the General duties for all staff and Counsellors).
- Undertake any other duties that may arise.

**COUNSELLING ADMIN & SUPERVISION DUTIES****DUTIES:**

- Group and peer supervision of counsellors, including conducting role plays and identification of training needs for individuals and groups of counsellors
- Undertake Counsellor training for VWC & Branch counsellors.
- Facilitate counselling skills training during provincial CAVAW trainings.
- Assist Research Officer to collect and Compile Statistics from Counsellors/Client Forms weekly and monthly.
- Report on cases/statistics, trends and challenges during Staff Meetings,
- Assist with preparing statistics for the Progress Reports
- In-house training for members of CAVAW on attachment at VWC
- Assist CAVAW Officer to develop attachment Schedules.
- Assist in preparation of counsellor training materials for CAVAW.
- Ensures record are kept of cases going to Court, Police, Medical and kastom Court.
- Assist Community Educator for Community Awareness in the Community and to groups (including the General duties for all staff and Counsellors)
- Work with Coordinator and Management Team in identifying target population groups for community education.

## **MOBILE COUNSELLOR**

### **Duties:-**

- Plan and undertake Mobile counselling according to PDD and Annual Plans.
- Report on Mobile Counselling activities,
- Liaise with chiefs, Faith based organisations, Police, Women's Groups in the communities, partner agencies & organisation, in regards to Mobile Counselling,
- Prepare the data on Mobile Counselling for the Progress Reports,
- Accompany Community Educator on Visits to CAVAWs,
- (including the General duties for all staff and Counsellors)

## **FINANCE/OFFICE MANAGER**

### **Duties**

Responsible for maintaining accurate and reliable Accounting and Financial System for VWC. This system must be able to:-

- Provide The Management Committee, the Trustees, the Coordinator and the Management Team with information to effectively monitor the Centre's financial situation; and enable accurate tracking of expenditure on a project to project basis and accurate and timely reporting to Donors.
- Maintain the Accounting and Financial Systems to ensure that:-
  - All appropriate journals and ledgers are maintained,
  - The systems can substantiate all payments and receipts and enable confirmation of unspent balances, income and expenditure according to budget,
  - The systems provide adequate audit trails,
  - The VWC meets all contractual and legal obligations (eg: VNPF and Severance Payments),
- The establishment and maintenance of all account and financial records including for: - Receipts and Banking - Payment of accounts and salaries - Preparing monthly accounts, including income and expenditure statements, bank reconciliations and balance sheets; - Supervising the financial management and administration of the existing Branches and any new branches of the VWC that may be established, including conducting internal auditing functions of Branch expenditures; supervise the financial management of all CAVAWs including fraud controls; - Keeping accurate financial records for all VWC projects, such as the Safe House, the court fees fund and client support fund (including approvals of client support fund expenditure, in collaboration with the Counselling Supervisor, Deputy Coordinator and Coordinator), - Preparing the accounts for audit, - Managing the Petty Cash system and the reimbursement of expenses - Maintaining an asset register in accordance with VWC contract with DFAT – ensuring all insurance policies are up to date and appropriate to VWC's needs in accordance with VWC contract with DFAT.
- Arrange for Annual Audit and Internal Audit to be conducted.
- Report to the Coordinator and Management Committee, PCC as required, including the preparation and presentation of monthly and other periodic reports,
- Maintain a computerised accounting system with regular back-ups.
- Prepare budgets and financial acquittals for projects and consultancies;
- Provide financial reports as required by funding agency,
- Oversee the maintenance of the VWC Property, office building, equipment and furnitures.

- Update and maintain staff/employment/leave records & contracts; organize staff performance review processes; – manage and keep records relating to staff medical costs as needed
- Supervision of volunteers as needed in collaboration with other staff.
- Order stationary and office supplies and oversee administrative needs
- Maintain and Update the General Office Filing System
- Oversee the work of Office Assistant and Volunteer, and the Finance/Administration Assistant
- Respect the Confidentiality of all clients; (and the General duties for all staff).

#### **FINANCE/ADMINISTRATION ASSISTANT**

- The Finance/Administration assistant will be supervised by the Finance/Office manager;
- to assist the Finance/Office Manager to prepare payment vouchers and cheques, do banking, collect quotations and making payments.
- Organize staff travel to Vila and/or islands for workshops and training,
- Make arrangement for travel, accommodation for VWC/Branch staff and CAVAW training,
- Assist to ensure all documents for the record keeping of Petty Cash for VWC/Branch
- May assist the Office Assistant in other duties when required.

#### **OFFICE ASSISTANT – also applies to Branch Office Assistants**

##### **DUTIES:**

- Greet Clients upon arrival at VWC/Branches
- Complete Enquiry Forms for Visitors and Clients
- Manage the Staff's Attendance and Time Register Daily
- Manage phone calls,
- Keep Visitor's Register and keep the daily Diary.
- Make appointments for Staff.
- Keep Register of Outward and Inward Mail.
- Do Visits to the Post Office, Responsible for Photocopying.
- Respect the Confidentiality of all Clients.
- Supervise the opening and Closure of Office daily (including the General duties for all staff)

#### **COMMUNITY EDUCATOR** - also applies to Branch CEs

##### **Duties:-**

- Organize and Respond to Request for Public Talks and Workshops on Violence Against Women.
- Produce quarterly Newsletters,
- Organise all Special Events Campaign eg. 16 Days of Activism.
- Organise workshops for male community leaders,
- Prepare and produce Radio Programs and other media release.
- Produce Community Education Materials as specified.
- May be required to represent VWC in meeting nationally and/or internationally.
- Liaise with other agencies and groups nationally, regionally and internationally.
- Public Talks to groups around Vila and islands when requested.
- Prepare data and documents for Progress Reports.
- Keep Record of Media Reports
- Assist in establishing EVAW Task Force.

- Establish network with Vanuatu Society for Disable Society and the LGBTI Communities.
- (including the General duties for all staff)

### **LAWYERS OF VWC**

#### **Duties:-**

- Provide legal information to clients of the VWC/Branches and CAVAWs.
- Provide legal information to male when required
- Representation on behalf of VWC Clients and out-of-court settlements.
- Provide in house training for all staff especially counsellors, including TOT in all relevant aspects of legal rights.
- Provide legal information during VWC training or community awareness.
- Provide legal information in training for CAVAWs including during visits and provincial CAVAW trainings.
- Liaise with other law firms, Government, judiciary and Legal Officers eg. Public Prosecution Office, Public Solicitors Office, State Law Office and Courts and police.
- Review Referral Systems for Clients.
- Participate in/coordinate/train other VWC staff and CAVAWs to monitor the impact of all legislation and Court Orders on the status of Women & Children subject to violence and other aspects of women's legal and human rights.
- Reporting on activities in Project Progress Report.
- Legal Literacy training to partner agencies and NGOs,
- Monitor implementation of Family Protection Act & Family Protection Order. (including the General duties for all staff).

### **RESEARCH/BRANCH OFFICER**

#### **Duties:**

- Identify research needs relevant to VWC's work, including identifying potential small research projects for VWC that will contribute to M&E and learning about strategies for EVAW.
- Access, collate & analyse data on violence against women and children.
- Assist in production of information brochures based on research findings.
- Collate information kits on various Centre issues for students and the general public.
- Identify target groups for research; arrange and lead surveys and other research projects conducted by the Centre.
- Oversee all monitoring and evaluation activities of VWC, the Branches and CAVAWs (quantitative and qualitative data), including ensuring that all process reports and data accurate, up to date, kept on file and backed up
- Assist with and take a lead in preparation of M&E for progress reports and annual plans, including data for inclusion in the reports and narrative sections
- Provide training for VWC Branches and CAVAWs (including during Counsellor Training and provincial CAVAW trainings) and community groups as needed
- Work in close consultation with the Coordinator, the Community Educator, the Counsellor Supervisor and the management team.
- Assist the Coordinator in the supervision & management of VWC Branches including Financial Management, Staff Appointments, Staff Appraisal and Staff Training and assessment of staff improvements in competencies.

- Ensure the Branches implementing their activity Schedule and submit complete and quality monthly reports,
- Develop and undertake/coordinate programs & materials to nurture/strengthen skills of Branch staff in all areas of their work, including Counselling and Support Services, Community Education/Awareness, Legal Advocacy and Lobbying and Management Capacity of their Branches. (including the General duties for all staff).

### **CAVAW OFFICER:**

#### **Duties**

- Organise and facilitate provincial CAVAW trainings annually.
- Compile Reports on CAVAW activities monthly, eg.. community education held, training and clients data.
- Lobby for recognition of CAVAWs by Community leaders (chiefs and church leaders) and provincial government especially Area Councils.
- Liaise & support CAVAWs on islands.
- Develop and undertake/coordinate programs & materials to nurture/strengthen skills of CAVAW members in all areas of their work, including Counselling and Support Services, Community Education/Awareness, Legal Advocacy and Lobbying and Management Capacity of their Committees.
- Monitor and assess the implementation of FPA and FPO by CAVAWs.
- Ensure CAVAW attachments are planned with activities scheduled for each attachment.
- Oversight the strengthening of the Committees against Violence against Women (CAVAWs) in Vanuatu. (including the General duties for all staff).

### **CLEANING LADY**

#### **DUTIES:**

- Clean office premises daily including the library, the meeting room and the meal room.
- Put garbage for collection by municipality
- Clean office equipment, machines and furniture.
- Clean bathrooms/toilets and keep clean.
- Assist the Office Assistant when required eg. Checking mail at the post office and/or preparing IEC's for dispatch to CAVAWs and Branches. (including the General duties for all staff).

### **GROUNDS /MAINTENANCE OFFICER/SECURITY**

#### **DUTIES:**

- Keep the outside grounds of the office premises is clean at all times.
- Organise for grass lawn mowing,
- Fence/Shrubs and flowers are kept trimmed and tidy.
- Organise repair and maintenance to VWC building.
- Assist the Office Assistant when required eg.. delivering mail to airport
- Provide weekend and overnight security services for the VWC property when needed/requested and advise on security needs
- (including the General duties for all staff).

## **ANNEX 9: TERMS OF REFERENCE FOR CONSULTANTS**

### **Annex 9A: Strategic Planning, Monitoring and Evaluation Consultant**

#### **Aim, Accountability and Confidentiality**

The aim of this consultancy is to train and assist VWC with strategic and program planning, risk assessment, monitoring and evaluation, and reporting tasks.

- The consultant will be accountable to the Coordinator and Deputy.
- Training is to be undertaken through facilitated group workshops, and through individual mentoring of staff during the preparation of program documents.
- The consultant will only communicate directly with Australian aid on the advice or request of VWC, and will report fully on any such communications.

#### **Terms of Reference for Monitoring and Evaluation Oversight**

In consultation with VWC staff, provide ongoing technical support and oversight to the design and implementation of the VWC M&E Plan, including:

1. Ensure that data collection and processing methods, systems and practices are of high quality, and yield valid and reliable information for analysis, in line with the purposes of the M&E plan (see section 6 of the VWC Program Design Document).
2. Ensure that the M&E Plan, amendments and implementation comply with evolving Australian Aid M&E standards and with international standards of practice in M&E.
3. In collaboration with the VWC Coordinator and Research Officer, monitor the trialling of any new indicators, and assist with the adaptation of methods, guidelines and systems if requested.
4. Annually review the availability and quality of existing data sources, and the capacity of relevant staff to collect, analyse, process and report on M&E data and information, including checks to ensure that M&E process reports are kept on file.
5. If the M&E Plan is not implemented as noted above in (1) and (2), provide recommendations to VWC's Coordinator to address shortcomings.
6. In collaboration with the VWC Deputy and senior staff, identify M&E capacity building needs, make recommendations to address these needs, and work with the Coordinator and senior staff to provide targeted capacity building assistance if needed and requested.
7. Facilitate processes to enable staff to reflect on, interpret and respond to M&E findings over the duration of the program.
8. Provide oversight, technical assistance and training in the preparation of Progress Reports and Annual Plans, and ensure that these documents meet the needs of VWC (the primary users), and Australian aid standards and contractual requirements.
9. During planning for a new funding phase, facilitate a process for staff to develop a robust program logic based on M&E information and lessons learned internationally, regionally and locally, and ensure that the future program design meets all criteria for evaluability, including compliance with Australian and international M&E standards; and conduct an evaluability assessment for the new funding phase.<sup>78</sup>

#### **Terms of Reference for Strategic and Program Planning, Risk Assessment and Program Reporting**

1. In collaboration with the VWC Coordinator, train and assist VWC staff with strategic planning and review tasks, including the preparation of Progress Reports and Annual Plans.
2. Ensure that risk identification, assessment, monitoring and management are undertaken during annual planning and review processes, using the Risk Assessment and Management Matrix as a tool.

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<sup>78</sup> An evaluability assessment of this program design has already been undertaken by the consultant.



3. Train and assist staff with the preparation of acquittals to standards required by VWC and Australian aid. Review acquittals to ensure their accuracy, and check that all fraud controls are implemented as outlined in the PDD. Provide feedback and advice on annual audit reports when required.
4. Adapt Terms of Reference for each consultancy as required by training, M&E and reporting needs, in consultation with VWC's Coordinator.
5. Prepare a brief report on each consultancy visit which summarises consultancy outcomes and identifies further training and assistance needs in any of the areas covered by this TOR. The report shall be provided to VWC's Coordinator and senior staff.
6. Any other relevant duty as requested by VWC's Coordinator.

### **Qualifications and Experience**

Essential qualifications include a post-graduate degree that includes a research dissertation component, and/or evidence of training and experience in advanced monitoring and evaluation design, implementation and management. Essential experience includes the following:

- a) Experience developing M&E systems in Pacific Island or other developing country contexts where resources may be constrained.
- b) Demonstrated practical experience in the design and implementation of fully elaborated M&E systems to address the problem of violence against women.
- c) Demonstrated experience in working on M&E in challenging cross-cultural contexts, including excellent communication and facilitation skills.
- d) Demonstrated experience in M&E capacity building in cross-cultural contexts, including identifying capacity building needs, and designing, delivering and evaluating effective M&E capacity building inputs. M&E capacity building skills should include the ability to work in a variety of different capacity building modes, including formal and non-formal training, mentoring and hands-on training by accompaniment. A demonstrated ability to communicate M&E and program design concepts is essential.
- e) Demonstrated ability to facilitate learning from, and response to, M&E findings with implementation teams and other relevant stakeholders including through participatory workshops and other modes of working with partners.
- f) **Demonstrated experience with conducting gender analysis in the context of program design and M&E systems in programs designed to promote gender equality and women's empowerment, and/or to address violence against women and children.**
- g) Demonstrated experience in the design and delivery of programs and/or projects designed to prevent and respond to violence against women and children.

### **Duration and Scope of Work for Each Consultancy Visit**

A separate TOR will be prepared for each consultancy visit, according to needs and the aim of each visit, which may focus on technical assistance with strategic annual planning and risk assessment and management, financial acquittals, and/or oversight of monitoring and evaluation and the preparation of Annual Plans and Progress Reports. The duration of each visit will vary according to needs and tasks identified in advance with the VWC Coordinator.

## **Annex 9B: Male Advocacy Training Consultant**

### **Aims, Accountability and Confidentiality**

The aims of this consultancy are to:

- a) Provide Stage 2 and Stage 3 male advocacy training to participants selected by VWC, in collaboration with the VWC Coordinator and trained local male advocacy trainer(s).<sup>79</sup>
- b) Provide formal or non-formal training/mentoring and assessment as appropriate for the local male advocacy trainer(s), with the expectation that the local trainer will prepare and deliver Stage 2 and 3 training under the supervision of the consultant by the end of this phase.

The consultant will work be accountable to the Coordinator. The consultant will only communicate directly with Australian aid on the advice or request of VWC, and will report fully on any such communications.

### **Duration and Scope of Work for Each Consultancy Visit**

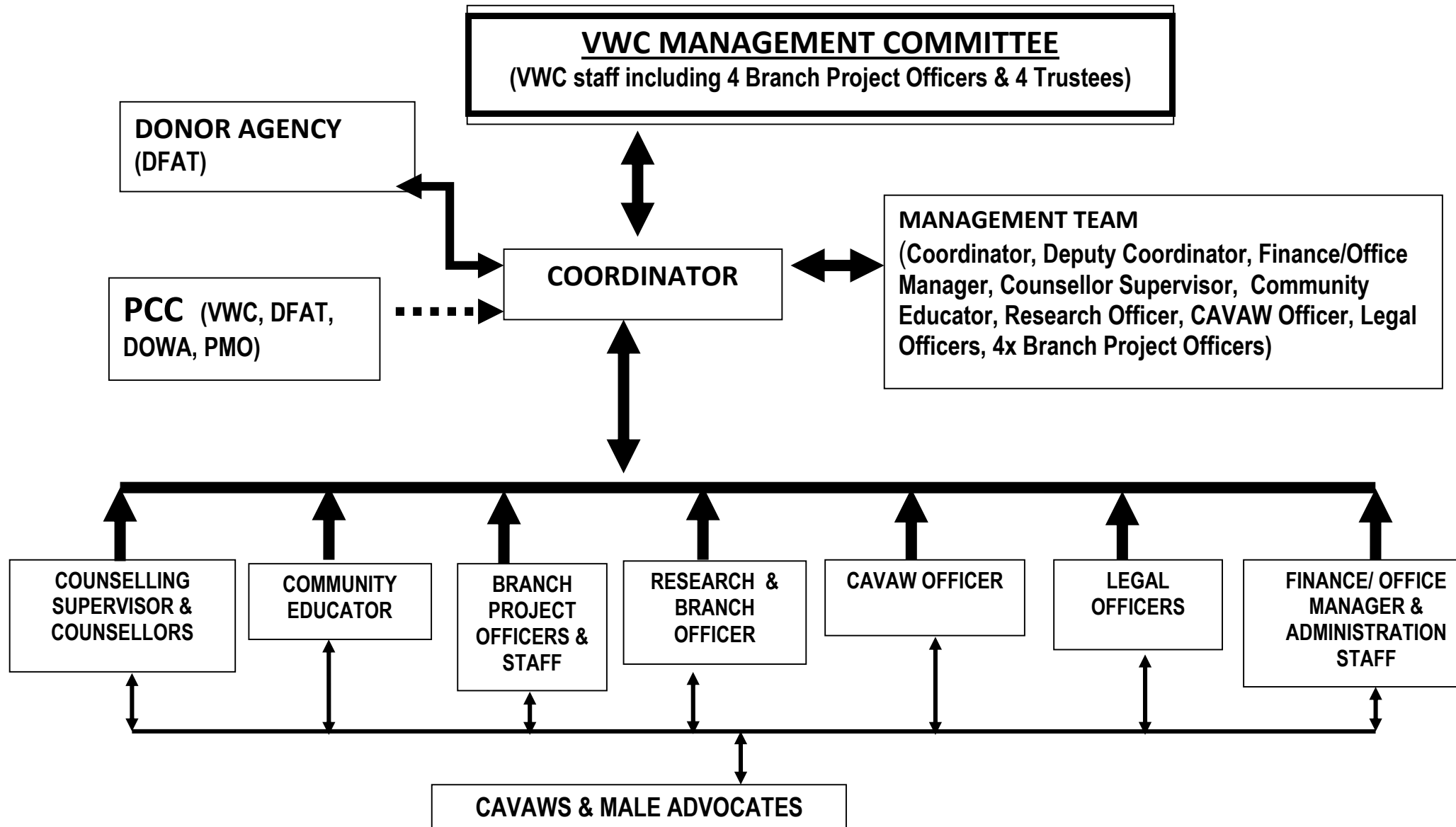
A separate TOR will be prepared for each consultancy visit, according to needs and the aim of each visit, taking into account the training to be delivered (Stage 2 or Stage 3) and the developing capacity of the local male advocacy trainer(s). The main tasks to be completed will be as follows:

- a) Prepare and deliver Stage 2 or Stage 3 male advocacy training as outlined in the FWCC Male Advocacy Training Manual
- b) Adapt the training curriculum in consultation with the VWC Coordinator and local male advocacy trainer(s), if needed.
- c) Provide a training report following each training, including:
  - i. the achievement of male advocacy training objectives,
  - ii. any adaptations made to the training curriculum and the reasons for these,
  - iii. recommendations for further adaptations or other relevant matters relating to the male advocacy work in Vanuatu,
  - iv. an assessment of the suitability of participants for further training, and their training needs in relation to the FWCC male advocacy training manual, and
  - v. an assessment of the suitability of participants to act as role models for the promotion of gender equality and women's human rights.
- d) Provide feedback to local male advocacy trainer(s) on their performance as trainers, including a staged approach to mentoring and assessment to build their capacity to deliver the total training package as outlined in the FWCC male advocacy training manual and the duration of mentoring needed by the consultant.

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<sup>79</sup> Local male advocacy trainers will have completed the 4<sup>th</sup> stage of FWCC's regional male advocacy training (training of trainers).

## **ANNEX 10 A: VANUATU WOMEN'S CENTRE : ORGANISATIONAL STRUCTURE**



## **ANNEX 10B: TERMS OF REFERENCE FOR VWC TRUSTEES AND MANAGEMENT COMMITTEE**

**The following clauses are extracts from VWC's Constitution. They describe the membership of and roles of VWC Trustees and the Management Committee.**

The legal ownership of the Centre is vested in the Vanuatu Women's Centre Management Committee;

4.3 The Trustees, Coordinator and senior managers shall be part of a Management Committee, which shall be vested with the control of the Centre and shall make all major decisions about the Centre, in consistent with the Program Design Document (PDD).

4.4 The day to day management of the Centre shall be delegated to the Coordinator.

### **5. TRUSTEES**

5.1 The Centre shall appoint between three and six persons of proven integrity, sympathetic to the principles of the Centre, as Trustees of the Centre.

5.2 The role of the Trustees shall be to support the Coordinator in attaining the objectives of the organisation.

5.3 The Trustees shall be members of the Management Committee. The Trustees must act according to the principles enshrined in the UDHR.

5.4 The Trustees shall appoint two of their members to attend Project Coordinating Committee Meetings.

5.5 The Trustees shall, in consultation with various staff members, conduct performance evaluations for the Centre Coordinator.

5.6 The Trustees shall play an active role in VWC events and activities.

5.7 The Trustees may also meet at any other time, with or without centre staff, as they deem necessary.

### **6. RETIREMENT / REMOVAL OF TRUSTEES**

6.1 Where a trustee, whether original or substituted,

(a) is dead; or

(b) gives notice that he/she wishes to retire; or

(c) fails to attend three (3) consecutive management meetings without giving a reasonable explanation for their absence; or

(d) seeks to be discharged from all or any of the trusts or powers reposed in or conferred on him/her; or

(f) refuses to act therein; or

(g) is unfit to act therein; or

(h) is incapable of acting therein; or

(i) has a Receiving Order made against him/her and/or is adjudged bankrupt;

(j) is convicted of a criminal offence

(k) stand as a candidate in elections

then the Management Committee may by writing, retire or remove that Trustee and appoint a person or persons, to be a trustee or trustees in the place of the trustee so retired /removed.

### **7. MANAGEMENT COMMITTEE**

7.1 The membership of the Management Committee shall be as follows: The Coordinator, Deputy Coordinator, Manager Legal/Legal Officer, Counselling Supervisor/Senior Counselling Manager, Project Officers, Finance and Administration Officer, Community Educator, Human Resource and Administration Manager, and Trustees.

- 7.2 The following persons may also sit in at Management Committee meetings as observers upon the invitation of the Committee:
- Any member of AusAID or NZAID
  - Any other members of staff
  - Other Network members
  - Consultants to the Centre
- 7.3 The Management Committee shall meet quarterly in the months of September, December, March and June; and as need arises.
- 7.4 The Co-ordinator shall be the Chairperson of the Management Committee.
- 7.5 The Secretary of the Management Committee will be one of the four staff members of the Centre who are members of the Management Committee.
- 7.6 The control of the Centre shall be vested in the Management Committee and the Committee shall approve all major decisions required to be made for the Centre.
- 7.7 The Centre Coordinator shall present a report at each meeting which details the VWC's activities, achievements, issues and problems, and a financial report.
- 7.8 The members of the Management Committee shall be available for consultation by all VWC staff members who have any grievances which has not been resolved within the Staff Disciplinary Committee or any grievance with the Coordinator. The role of the Management Committee in this area shall be to mediate.
- 7.9 The members of the Management Committee will be able to make representations on behalf of the VWC.
- 7.10 The Management Committee shall appoint sub committees when a need arises shall be administered by the Centre staff. The sub committees will include members from the Management Committee.

## ANNEX 11: LIST OF ORGANISATIONS WITH AN INTEREST IN EVAWC AND VWC ENGAGEMENTS

No	ORGANISATION / AGENCY	Type of Activity	VWC's Engagement	Location of VWC Input
1	World Vision:	Awareness on domestic violence and gender workshop	5-days workshop on gender and domestic violence by VWC to church members; follow up with talk in Feb 2016	Vila
2	Vanwods	Microfinance for women throughout Vanuatu	Mobile counselling done with Vanwods groups	Efate, Santo and Malekula
3	Care International	Working with young girls and women in Tafea province	VWC gave a talk to group on DV, research results and VWC services	Tanna
4	Vanuatu Red Cross,	Mwalagelo project with young women in Vila. In 2015 activities to observe White Ribbon Campaign	Talks to the young women on VWC's services, DV and FPA -Working with some CAVAWs	Vila Vila, East Ambae Cavaw, TCC/Tanna, ToCC on Sola
5	Action Aid	With DWA – VAW during Disaster. Planning to do work around EVAW	In the first instances jointly visited the evacuation centres. Assisted at the tents	Vila, Efate, Erromango, Tanna Vila
6	Peace Corps	Training on GBV with Epi Chiefs, to peace corps and colleagues	Invited VWC/SCC to give talk on Services in Santo	Epi, Malekula, Santo etc
7	Live and Learn	Raising awareness on GBV	SCC was invited to their activities	Santo
8	Save the Children	Awareness on protection of children- child protection policy	Very few referrals of children to VWC and branches; VWC participates in activities such as Just Play program	VWC & Branches
9	OXFAM	Awareness raising on GBV	Conducted 5-days workshop on Gender, VAW in March 2016.	Vila
10	LAURINA LIWUSLILI	Provision of paid counselling services (vt2,500 per hour)	Shared information about each other's services	Vila
11	Vanuatu Police Force	Family Violence Policy & Standard Operating Procedure in place since 2015	VWC joint training on policy and SOP for police Provision of support to police for service of the FPOs	Malampa, Penama Tafea, Sanma, Port Vila. Support to police by VWC and all branches
12	Vanuatu Christian Council of Churches	Gender Policy to address GBV launched in 2014	VWC advocated for training of women desk officer at RTP in Fiji in 2015	Vila
13	WAN SMOL BAG	Films produced on VAW/DV and issues	Provided information on VAW DV, FPA and VWC IEC's used	Vila
14	UN WOMEN country office	Markets for change; observe the 16 days activism, joint celebration Of IWD – 8 march 2016	VWC participated and invited to speak; recent request to provide	Vila

			workshops to market women	
15	<b>TVET</b>	Training in rural communities on business and addressing VAW for empowerment of women.	ToCC is member of Committee training board & on disability committee.	Sola, and Santo
16	<b>VASANOC</b>	Gender equality promotion in sports including Just Play programs around communities in the islands	VWC and branches have been invited to speak to the sports disciplines – on VWC services, DV	VWC and branches
17	<b>Vanuatu Netball Association</b>	Conduct mixed team in tournaments in Vila	VWC gave talks to them	Vila, Santo
18	<b>Youth Justice Vanuatu</b>	Mobile youth, and raise awareness on life styles issues including VAW/DV	VWC conducted several talks and workshop on VAW, Gender, FPA and Human Rights	VWC
19	<b>Stretem Rod Blong Jastis</b>	Places issues around Discrimination, VAW, Gender, Rights in its work, works with formal systems in advocacy	VWC have been included in several meetings and activities; discussion around data collection, training	VWC
20	<b>Ministry of Justice &amp; Community Services</b>	Overall work through the Department of Women on the FPA, Authorised Persons etc; research into women's access to justice projects	VWC included in many activities such as the Head of Agencies meetings for Justice & Community Services Sector strategy, and other small groups	VWC
21	<b>Presbyterian Church of Vanuatu</b>	Gender program, funding by Uniting World.	Working over 3 years with the Southern Island Presbytery for training of mission workers, pastors, PWMU; VWC now included in Southern Island Presbytery annual conference curriculum electives	VWC, TCC
22	<b>National Youth Council Office , Vila</b>	Use VWC's IECs in their activities and distribute to members	Provided IECs on request	VWC
23	<b>World Bank</b>	Visiting mission on Women, Business and the Law, including access to justice & legal framework for VAW	Consultation with mission team on survivors' access to Formal justice	VWC
24	<b>Seventh Day Adventist (SDA) Church</b>	SDA in Vanuatu has adopted the global SDA "end it now" campaign which was launched in 2009	Talks given to schools & Church congregations, used IEC's from VWC	VWC, SCC, TCC
25	<b>Anglican Church</b>	Commitment made to prevent VAW at the November 2012 Synod of the Anglican Church of Melanesia	Training of youth leaders on Ambae, talks at Diocesan meeting & several local Mother's Union meetings	Ambae, Port Vila, Pentecost, Luganville,
26	<b>Neil Thomas Ministry (NTM)</b>	Commitment made at senior levels of the church to address VAW	Several talks & one 5-day workshop with NTM male church members	Port Vila, with requests from Santo & Tanna



<b>27</b>	<b>Vanuatu College of Nursing Education</b>	Midwives spend 2 weeks observing VWC services	Speak and talk about VWC services, issues to them	Vila in 2016 March
<b>28</b>	<b>Vila Just Play Program</b>	They organise children, students in games, but VWC will talk to coaches eg teachers in schools.	Request VWC to speak to the children around the issues of Gender Equality & Child Protection in their Just Play coaching courses.	Vila, Santo in 2016; (also in provinces with branches and CAVAWs)
<b>29</b>	<b>Anglican Mother's Union, Vila</b>	Requested VWC to speak at their regional conference in 2015	Request talks to their members on issues	Vila but will cover Santo also

## ANNEX 12A: SUMMARY OF VWC'S IMPACTS FROM THE LAST VWC FUNDING PHASE<sup>80</sup>

VWC has made excellent progress towards achieving end-of-program and intermediate outcomes (*full details are provided in section 7; only a selection of evidence is presented in this Executive Summary*):

- There are several positive examples of changed behaviours and practices by police, at both the individual and institutional levels (see Box 1 and 2 and comprehensive details of evidence in section 7). At the individual level, this includes immediate arrests following provincial trainings (including for incest and gang rape, and by non-FPU officers who previously referred all cases of VAWC to the FPU), increased referrals to VWC and the Branches from Police (from places where no referrals have been received before, such as Craigcove), Police accompanying Branch staff during community awareness visits to communities, Police participating in trainings with other male leaders which reinforces mutual accountability to the law, and requests for VWC to hold workshops and talks on VAWC in their own communities (such as the Southwest Bay area of Malekula). At the institutional level, allowing VWC to conduct trainings at the national and provincial level is itself a significant change in practice compared to the beginning of this phase. VPF's new Family Violence Policy and Standard Operating Procedures are further evidence of changed practices; VWC has made a contribution to this outcome, along with other agencies and programs (through its trainings and advocacy over several years). These changes are credible evidence of the impact of VWC's trainings with the police, which has also contributed significantly to the implementation of the FPA in rural and remote areas.
- Each year of this phase have seen breakthroughs into new communities in various parts of the country that have previously refused VWC's requests to undertake prevention work. In the last 12 months, this is particularly in Malampa and Penama Provinces (see Box 1 and 2), as well as in Tafea province (Box 4 and 14), including on Maewo and Port Narvin.
- There is a further increase in the number of requests for longer 5-day workshops and trainings from VWC. At the beginning of this phase, the majority of prevention sessions were initiated by VWC (see criteria for targeting in section 7). This increase in demand is a very important change, because it shows that there are more people and agencies who want to learn more about VAWC, whereas at the beginning of this phase, these people did not see VAWC as a problem that needed to be addressed. It also shows that there is increased community acceptance that VAWC is a crime and a violation of human rights (component 3 outcome). Moreover, it demonstrates that VWC's community awareness workshops and trainings are effective and of high quality, since these requests are often "ripple effects" initiated by people who have already undergone some training or participated in awareness workshops, and see the need for VWC's prevention messages to be broadcast more widely (see Box 2 and 3). VWC has 39 outstanding requests for 5-day workshops or trainings at December 2015, compared with 25 at December 2014. This includes 14 from women's leaders/groups, 19 from Chiefs/other male leaders, 7 from Church groups, 5 from community groups, 1 from a Provincial Government (Malampa), and 1 from Oxfam.
- Changed practices by a range other partners and individuals, including increased referrals of women to VWC, Branches and CAVAWs – this is an important sign of changed attitudes to VAW and women's human rights, and a pre-condition for effective prevention and response. New referrals have come from Church leaders, women's leaders, the family and friends of clients, clients who have managed to bring about a change in their lives, Chiefs (see Box 4), and male advocates (see section 7 for details of evidence).
- In addition to referrals, there are several breakthroughs in partnerships with Churches: the Anglican Bishop has given permission for all local churches to accept SCC's initiatives to conduct talks and workshops; the first training has been done with a Provincial Council of Churches (in Tafea); and the partnership with the Southern Islands Presbytery has resulted in a commitment

<sup>80</sup> This annex is extracted from VWC Progress Report 4 (December 2015) and is a very brief summary of the type of outcomes achieved over the last phase. More details are provided in section 7 of Progress Report 4.

for VWC to be included as one of the electives that women and men may take at their annual conference. These are important institutional changes because they provide opportunities to deepen the knowledge about VAW and to extend the reach of prevention work through the church. (See other examples in section 7.)

- Increased interest, statements and actions by some Government duty-bearers, including Provincial Governments (see Box 3 for details of breakthroughs in Tafea Province, including the first 5-day training with Provincial Councillors on VAWC in the country, and the first provincial government to formally join the 16 Days of Activism campaign – these are direct outcomes of the intensive focus on Tafea province during this phase). Female Municipal Councillors in Port Vila have made requests for prevention sessions; this is a direct result of awareness-raising undertaken by VWC after TC Pam. In addition to the establishment of a dedicated room for survivors of VAWC at Port Vila hospital (noted in Progress Report 3), SCC and MCC have established links with the Northern District and Norsup hospitals to make similar arrangements to give priority to survivors and SCC has been approached to develop referral protocols.
- Another breakthrough over the last 12 months has been with the courts and prosecutors. VWC was invited 3 times by the Chief Justice to give a short talk to judges as part of their training. There are promising signs of changes in practices and protocols: VWC and SCC staff have been asked to assist child sexual abuse victims to give evidence in court; there is agreement that VWC Lawyers will be notified before FPA hearings, to prepare the victim for court; and there are improved case management systems for FPA matters.

One of the reasons that VWC has experienced such an increase in requests for community awareness workshops and trainings, is because each workshop challenges participants to develop organisational or individual action plans to address VAWV. The implementation of these plans is a very important change in behaviour that contributes to the prevention of VAW; these “ripple effects” are responsible for many of the outcomes listed above, and help to consolidate the partnerships with key local stakeholders, including Chiefs, Churches and Police.

A strong theme in the counselling case studies from the last 2 year is that women are taking steps to end the violence after hearing about their rights from VWC community-based prevention sessions, although sometimes it can take many years for women to act on this due to controlling behaviour by husbands (Box 8). These provide good evidence of the quality and effectiveness of VWC’s prevention activities. Other case studies (selected from a larger group of stories documented over the last 12 months for this report) demonstrate the following (see section 7 for more details and evidence):

- the impacts of police engagement in VWC community-based prevention sessions (Box 7);
- the effectiveness of FPOs at protecting women, and in some cases of encouraging behaviour change among men;
- the effectiveness of services provided by the newly established MCC;
- the challenges that women face in dealing with the cycle of violence (Box 8);
- effective efforts by VWC at restoring custody and access to children (Boxes 4 and 5);
- the impacts of the counselling process (Box 8 and 9) and Counsellors’ application of their skills to assist clients to address emotional violence;
- the tensions between custom, impunity and access to justice (Box 4 and 7);
- successful cases of women claiming their rights to property and child maintenance (and the challenges associated with enforcing court judgements, Box 4, 5 and 9); and
- the serious threats that can arise for Counsellors working in very small communities (Box 6).

The establishment of the new Malampa Branch in March 2015 is a highlight for year 3. Evidence is presented in sections 3 and 7 of this report that MCC has got off to a flying start, with good outreach to other stakeholders and service-providers, including a strong working relationship with the local

police following VWC's provincial police training. MCC had 149 counselling sessions in year 3 from March 2015, and 240 in year 4; in addition, 140 people were assisted with information.

The number of women and children provided with direct assistance to end violence has increased significantly since year 1 (Table 4.1.7 of Annex 5A and Chart 7.1 in section 7):

- During year 3 from July 2014 to June 2015, 4594 counselling sessions were provided to clients by the VWC Network (VWC, Branches and CAVAWs): 97% were with women, 3% with girls and 0.3% with boys. This includes 1667 new clients and 2927 repeat counselling sessions. In addition 3507 people requested information over year 3, including 3% from girls and 3% from boys.
- The number of counselling sessions seen by the VWC Network increased by 92% from year 1 to year 3 from 2,396 to 4,594. This shows the extent of the need; it is also good evidence of the quality of community-based prevention services, because many more women are coming forward to seek help to stop the violence following community awareness and training workshops/talks.
- In the first 5 months of year 4 from July to December 2015, there were 2296 counselling sessions, including 577 new clients and 1717 follow-up counselling sessions; and a further 484 women, men, boys and girls requested information.
- This gives a total of 8101 people assisted directly with counselling and information in year 3 and 2,776 assisted in year 4 to date.
- Of these, 369 women and their accompanying children were assisted to access justice and/or provided with protection from violence through the client support fund in year 3, and 203 for the first 5 months of year 3; this is a 205% increase in the number of women assisted with this fund since the beginning of this phase. Of these, 33 women and children were assisted with safe house services in year 3 and 31 in the first 5 months of year 4. This is a 365% increase over the number needing the safe house in year 1.
- The VWC Network assisted 280 women to obtain FPOs in year 1, 369 in year 2, 617 in year 3, and 247 from July to November of year 4 (this is a 112% increase over FPOs facilitated in year 1). This is a substantial contribution to the implementation of the FPA throughout the country, along with VWC's awareness-raising on the law, the use of VWC's Bislama translation of the Act by several agencies and VWC's brochure on the FPA, and the facilitation of FPOs for women from rural areas by VWC and the Branches.
- Legal assistance by VWC's Lawyers was provided to 147 women in year 3, and 197 from July to November 2015 (a 311% increase over year 1, due to the appointment of a 2<sup>nd</sup> Lawyer); 59 new cases were registered with the Courts since July 2013 including 15 from July to November 2015. In addition, 200 women were assisted with court and medical fees to progress their cases in year 3, and a further 100 in year 4 to date.
- Law and justice officials trained include: 145 in year 3 including 121 men and 24 women; and 81 in year 4 to date including 76 men and 5 women (Table 10.5 of Annex 5A).
- VWC, the Branches and CAVAWs did 459 community awareness activities in year 3 and 292 of these were done by CAVAWs; this demonstrates the extensive reach of VWC prevention work throughout Vanuatu. 61% of the year 3 sessions were with community groups, 10% with schools, 19% with women's groups, and the remainder with others. 65% were with new target groups and 35% were follow-up sessions. A further 92 sessions were done by VWC and the Branches in year 4, and 25 of these were follow-up activities.
- For year 3, there were 29,430 participants in community awareness sessions, including those who attended more than one session: 10,646 women (36%), 6625 girls (23%), 6346 men (22%) and 5813 boys (20%). For year 4, there were 3050 participants to date: 1279 women, 562 girls, 766 men and 443 boys.

## **ANNEX 12B: REPORT ON PACIFIC REGIONAL NETWORK MALE ADVOCACY APPROACH BY “NO TO VIOLENCE” (AUSTRALIAN MALE FAMILY VIOLENCE PREVENTION ASSOCIATION)**

### **Male Advocacy for Women’s Human Rights: Learning from the Pacific**

In February this year, NTV was asked to provide a two-day workshop in Nadi, Fiji, on Australian experiences with domestic violence perpetrator programs. Organised by the Fiji Women’s Crisis Centre (FWCC), in close partnership with the Vanuatu Women’s Centre and the Tonga Women’s and Children’s Crisis Centre, the workshop was commissioned in the context of increasing pressure from some donors and other sources to run perpetrator programs in the region. The three women’s centres were concerned that this pressure could result in the premature development of programs that divert attention away from the deep cultural change projects occurring in the region, and result in ‘under-done’ programs and unsafe practice.

Participants in the training consisted mostly of a network of approximately 30 male advocates from Fiji, Tonga, PNG, Vanuatu and Nauru. They had just completed stage four of a training program designed to support their participation as advocates for women’s human rights within their communities and spheres of influence. These advocates were drawn from national police services, corrections departments and a range of other civil service and community organisations. The training was also attended by a few other regional stakeholders.

I knew before embarking on the trip that I would learn at least as much as I was would contribute. However, I wasn’t expecting quite the extent to which this occurred. Returning from the trip, I am left pondering the things that make it difficult to conduct a male advocates program working towards women’s human rights in Australia. This program is like nothing I’m aware of here.

The male advocates program is accountable to the three women’s services at all stages, and is run through the FWCC drawing largely on Australian aid funding. The accountability of the program to these women’s services appears rock-solid and sincere. The women’s services have the ultimate say on whether each male advocate is ready to do work in their community, and several have been dismissed from the program due to their lack of progression, or in some instances use of violence against women.

The advocates participate in a four stage training program totalling several weeks of training overall. Stage one is run by the FWCC focusing on fundamental concepts of gender-based violence, women’s human rights, and the central role of male entitlement and privilege in preventing women from exercising their rights. Violence against women, including family and domestic violence, is positioned strongly as a crime that results from men using coercive control to maintain the privileges afforded to them through the virtue of being male. This first stage focuses on a range of issues required to assist participants to understand and respond to men’s violence against women, given that lifetime prevalence rates of women experiencing violence in Pacific island nations is generally between 60 and 70%, approximately twice the worldwide average.

This first stage of training, which in itself runs for approximately one month, is open to both women and men, with hundreds of women and dozens of men having participated through the various rounds of the training since 2002. Stages two to four of the training program, developed and delivered over the past ten years by Victorian violence against women prevention specialist Stephen Fisher, focus specifically on training men through the male advocacy program. Run in blocks separated by many months or a year or more, these stages assist men to identify the ways in which male privilege and entitlement are deeply embedded in a range of cultural and structural contexts. The advocates are taught in detail about the range of tactics that men use to coercively control women, and the community myths and excuses that absolve men of responsibility for their use of violence and control.

Throughout this process, the advocates are encouraged to address the ways in which they use their own male privilege, coercively control women, or otherwise deny women the opportunity to exercise their human rights. While not a perpetrator program, for many men this is an important journey of self-discovery, and is essential for them to do the 'out there' work of cultural change in their communities and institutions.

The advocates use the training to practice ways in which they can challenge patriarchal beliefs within their networks of influence. This includes making presentations, raising the issues at local men's kava circles (kava is the local brew in Fiji), talking on community radio, influencing local churches, and working on attitudes within police and other government services. The advocates practice how to talk about violence against women as a crime, the nature of coercive control, and the ways in which male privilege denies women's human rights.

Distinctively, the training does not focus on appealing to the advocates', or men's in general, self-interests or what they gain to benefit from advocating for women's rights. Dominant models of masculinity, resulting from cultural influences and distortions, are definitely covered in the training, and indeed play a central role. However, there is no emphasis on how men can benefit from giving up their privilege. The focus remains consistently on the experiences of women and children, and the need for men to give up coercive control tactics, and to reflect on the ways they dehumanise, belittle and objectify women, so that women have space to exercise their fundamental human rights.

The depth of training and self-reflection was apparent in the quality of participation the advocates demonstrated in the two-day NTV workshop on opportunities and risks in perpetrator program work. Participants had little difficulty understanding some of the concerns and risks of introducing these programs prematurely in cultural contexts that are so condoning of men's use of coercive control. Participants engaged in rich debate about the opportunities and risks of using strengths-based approaches (including cultural strength work), the complexities in integrating perpetrator program work within a currently under-developed criminal justice system context for violence against women, the local barriers towards providing a central role for partner contact, and the intense work required for men to take responsibility for their coercive controlling tactics. All this from men who are not family violence workers, and who have no experience running perpetrator programs.

Returning home from Fiji, I wondered about the barriers that prevent a program like this from operating in Australia. What makes it 'too' difficult here to recruit, or find, men who are prepared to do this depth of training, over such a period of time? (Many of the current advocates participated in the first stage of training at least 2-3 years ago, some as long as 12.) To focus on men's use of privilege and entitlement to violate women's human rights as the central organising principle of the prevention work? To develop programs in ways where male advocates are accountable to women's services?

I do not want to romanticise the male advocates program nor dismiss the very valuable prevention work being done in Australia. Nor pretend that a program such as this can simply be adapted to Australia, when there are such marked cultural differences (at least with respect to European, colonising cultures). But it still leads me to reflect on what we can learn from this approach.

Rodney Vlasis  
Acting Chief Executive Officer  
February 2014

## ANNEX 13: LIST OF CAVAWS AND PROJECTED GROWTH

The list below shows the number of CAVAWs planned for this phase, based on the list of CAVAWs current at December 2015 (44 CAVAWs).

- Two CAVAWs will be closed in year 1 because they are very close to the offices of TOCC and MCC (Mosina and Uripiv – these are shaded in orange below).
- New CAVAWs will be set up in years 1 to 3 as outlined below (these are shaded below in green).
- There will be 44 CAVAWs functioning in year 1, 46 in year 2, and 47 CAVAWs in years 3 to 5.

<p><b>TORBA</b></p> <ol style="list-style-type: none"> <li>1. Gaua</li> <li>2. Hiu</li> <li>3. Loh</li> </ol> <p>Mosina (to be closed in year 1)</p> <ol style="list-style-type: none"> <li>4. Mota</li> <li>5. Motalava</li> <li>6. Ureparapara</li> <li>7. West Vanualava</li> <li>8. Merelava (to be set up in year 2)</li> </ol> <p><b>SANMA</b></p> <ol style="list-style-type: none"> <li>9. Big Bay Bush</li> <li>10. Matantas</li> <li>11. South Santo</li> <li>12. Winsao</li> <li>13. West Coast (to be set up in year 1)</li> </ol> <p><b>PENAMA</b></p> <ol style="list-style-type: none"> <li>14. East Ambae</li> <li>15. Gaiovo</li> <li>16. Huritahi</li> <li>17. Lavui</li> <li>18. Loltong</li> <li>19. Melsisi</li> <li>20. Nasawa</li> <li>21. Nduindui</li> <li>22. North Ambae</li> <li>23. Pangi</li> <li>24. Walaha</li> <li>25. South Ambae</li> </ol>	<p><b>MALAMPA</b></p> <ol style="list-style-type: none"> <li>26. Aulua</li> <li>27. Burbar</li> <li>28. Lolihor</li> <li>29. Lonhali</li> <li>30. Maskelyne</li> <li>31. North West B</li> </ol> <p>Uripiv (to be closed in year 1)</p> <ol style="list-style-type: none"> <li>32. Wala</li> <li>33. Wanwanfonhal</li> <li>34. Paama (to be set up in year 2)</li> </ol> <p><b>SHEFA</b></p> <ol style="list-style-type: none"> <li>35. Burumba</li> <li>36. Emae</li> <li>37. Lamen Island</li> <li>38. Tongoa</li> </ol> <p><b>TAFEA</b></p> <ol style="list-style-type: none"> <li>39. Aneityum</li> <li>40. Aniwa</li> <li>41. Imaki</li> <li>42. Futuna</li> <li>43. Midmauk</li> <li>44. Port Narvin</li> <li>45. Williams Bay</li> <li>46. North Tanna (to be set up in year 1)</li> <li>47. Whitesands (to be set up in year 3)</li> </ol>
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