

APPENDICES

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- Marilyn Tah, Sonia Wasi and all of the VWC staff, CAVAWs and MA's
- Di Kilsby
- Joanne Dimopolous
- Emily Knight
- Review Steering Committee

Appendix 1

JOINT REVIEW OF THE VANUATU WOMEN'S CENTRE PROGRAM TERMS OF REFERENCE

Final dated 22 October 2009

Background

The Vanuatu Women's Centre (VWC) is an independent CSO based in Vila which was established in 1993. VWC's Program Against Violence Against Women includes the provision of counselling services, community awareness and legal advocacy programs throughout Vanuatu. VWC manages two Branches – the Sanma Counselling Centre (SCC) on Santo funded by NZAID and the Tafea Counselling Centre (TCC) on Tanna which was established in 2003 and funded by AusAID as part of VWC's core funding. VWC has established a network of island-based Committees Against Violence Against Women (CAVAWs) which undertake local community awareness activities and assist women and children living with violence in remote communities. NZAID also funds VWC's Safe House facility for women in crisis situations.

VWC has received core funding from AusAID since July 1994, and from NZAID since 2001. SCC has an ongoing networking with agencies in Luganville, the Northern Provinces of TORBA, PENAMA and SANMA and CAVAWs in these provinces. While NZAID's funding commitment is for 3 years, discussions were to be undertaken in year 2 (beginning in February 2009) to ensure continuity of core funding for SCC for the 5-year program. The current phase of funding (Phase 5) is from July 2007 until June 2012, during which VWC has been working to strengthen the CAVAWs, who provide an effective outreach into the community, as well as strengthening its legal and counseling services and male advocacy program. In 2008, VWC also commenced work on the first national survey on violence against women.

The program goal is to eliminate violence against women and children throughout Vanuatu. The expected outcome is increased community acceptance that violence against women and children is a violation of human rights. This will be achieved through outputs and activities in 5 components. The design framework describes an ongoing program rather than a time-bound project with discrete activities. It encompasses all areas of VWC's work funded by both AusAID and NZAID. It includes the work of the 2 Branches and CAVAWs, and VWC's support, mentoring, capacity building and resourcing of their activities.

The project purpose is implemented with activities under 5 components. These components are:

1. Counseling, Legal Assistance and Support Services: The provision of counseling and support services to women and children who are physically, sexually and psychologically abused.
2. Branches and CAVAWs: covers activities undertaken by VWC's 2 Branches in SANMA and TAFEA provinces, the work of CAVAWs, and the extensive range of support and capacity building provided to Branches and CAVAWs by VWC to increase their effectiveness and the sustainability of outcomes.
3. Community education and awareness: extends community awareness on gender-based violence to new places throughout Vanuatu and deepens awareness in areas where VWC has already been working for some time. This also includes research.
4. Legal advocacy, lobbying and human rights training: supports legal and human rights advocacy, as well as male advocacy for women's rights.
5. Institutional strengthening of VWC in all areas of management and implementation.

The Managing Agent is the Fiji Women's Crisis Centre (FWCC), which has provided managerial and program support to VWC since 1999. A 2002 review of FWCC's management of VWC recommended that the FWCC continue to manage Phase 4 of the VWC project on the grounds of proven capability and

continuity. The supervision of VWC forms part of the duties of one of FWCC's staff. An Australian consultant is employed as necessary for specialised inputs, such as reporting and acquittals.

VWC currently has 11 staff, including a Coordinator, three Counsellors, a Counsellor Trainer, a community educator, an in-house Lawyer and three administrative/office staff (receptionist, accounts administrator and part-time cleaner). There are also regular volunteers. There are a further five staff at the Tafea Branch (Project Officer, two counselors and an office assistant) and a part-time cleaner/volunteer. There are five staff at the Sanma Branch (Project Officer, a community educator, two counsellors, an office assistance and a part-time cleaner/volunteer. VWC is currently exploring the possibility of opening a third branch in Torba province.

The in-country work on the review of Phase 5 will commence on 9th November and be completed on 20th November 2009. (Note: timing can be negotiated)

Purpose and Objective of the review

The overall objectives of the review are:

- To assess activity achievements and progress across the five program component areas, utilising the existing performance monitoring and review information and any additional evidence available during the review process.
- To make a recommendation based on the performance assessment as to whether or not NZAID should fund an additional 2 years of the VWC program.

Scope of Services

The Team is required to produce an Independent Evaluation Report, a Concept Note and a Quality at Implementation Report in the required AusAID format. The review will cover the past two years since the completion of the last review. The main stakeholders are SCC, VWC, NZAID and AusAID. Secondary stakeholders include the Government of Vanuatu, users of VWC services and their wider communities.

Detailed Discussion of Services

The Review Team shall provide the following services:

- a) **Produce a Review Report evaluating the joint AusAID/NZAID assistance for the Vanuatu Women's Centre Program Phase 5 and Sanma Counselling Centre**, based on the following criteria for evaluating development assistance:
 1. **Relevance:** do the objectives remain relevant to the Vanuatu Government and donor partners' priorities and the context/needs of the beneficiaries? For example, how does it link with GoV's plans for the Family Protection Act? If no, what needs to be changed to the program or its objectives to ensure continued relevance?
 2. **Effectiveness:** To what extent are the programme outcomes and objectives on track to being achieved and to what extent is the attributable to the program? Comment on the effectiveness of the partnership between AusAID/VWC and NZAID/SCC and make recommendations for any potential improvements. What factors are enhancing or constraining achievement of outcomes and objectives? Make any recommendations that will enhance achievement of these.
 3. **Efficiency:** Has the activity made effective use of time and resources to achieve the outcomes? Have there been any financial variations to the activity? If so, was value for money considered in making these amendments? Has management of the activity been responsive to changing needs? If not, why not? Has the activity suffered from delays in implementation? If so, why and what was done about it? Has the activity had sufficient and appropriate staffing resources? What are the risks to achievement of objectives? Have the risks been managed appropriately?

4. **Impact (where feasible):** Has the activity produced intended or unintended changes in the lives of beneficiaries, directly or indirectly? Have there been positive or negative impacts from external factors?
 5. **Sustainability:** Does the activity appropriately addresses sustainability so that the benefits of the activity will continue after funding has ceased, with due account of partner government systems, stakeholder ownership and the phase-out strategy? What is the level of ownership and participation by local institutions and individuals? What factors may enhance or constrain sustainability and how are these being managed?
 6. **Monitoring & Evaluation:** Does the monitoring and evaluation framework enable progress to be effectively measured? Is the M&E system collecting the right information to allow judgment to be made about meeting outcomes, objectives and sustainability at the next evaluation point? Make recommendations on any changes required in the M&E framework
 7. **Gender Equality:** Was the activity designed to provide equal participation and benefits for women and men, boys and girls? Is the activity promoting equal participation and benefits for women and men, boys and girls? Is the initiative helping to promote women's rights? Is the activity contributing to greater equality between men and women within the broader community?
 8. **Analysis and Learning:** How well is the design based on previous learning and analysis? How well has learning from implementation and previous reviews (self-assessment and independent) been integrated into the activity?
 9. **Risk Management:** Does the activity have strategies in place to adequately manage risks?
 10. **Lessons:** Identify lessons from the Review that can be applied to further implementation of the programme
- b) **Produce a Quality at Implementation Report** and scores for AusAID (See Annex B which is the AusAID Guideline Completing a Quality at Implementation Report.)
- c) **Assess the proposed extension of NZAID-funded activities** for a further two years, if the review warrants it.

Methodology

The review will be a combination of desk study (reviewing documents and files), interviewing of stakeholders, and field visits.

The Team Leader is required to spend four days to review all required documents before travel to Vanuatu from 9 to 20 November 2008. He or she will then produce an evaluation plan to be shared with the contract manager for feedback and agreement. In this case, the contract manager will be Anna Naupa at AusAID in Port Vila. This should clearly set out how the review will be carried out in line with the key principles of partnership, transparency and participation, outline the methodology to be used and detail key questions to be asked. Key questions to guide an evaluation plan are to be found in Annex 1 to this set of ToRs.

Key Documents:

- Program Design Document Phase 5
- Progress Reports 1-4 (for Phase 5)
- Annual Work Plans from 2007 to 2009
- Australia-Vanuatu Joint Development Cooperation Strategy
- NZAID Country Strategy
- AusAID's Office of Development Effectiveness 2008 report on *Violence Against Women in Melanesia and East Timor*

- AusAID's Child Protection Policy
- the Vanuatu Government's Family Protection Act of 2008
- any other documents of relevance to the programme, including workshop reports and progress reports.

Key people to consult:

Representatives from VWC, SCC, CAVAWs
VWC clients
Representatives from Department of Women's Affairs
Representatives from Vanuatu National Council of Women
Representatives from Police
Representatives from Ministry of Health
Representatives from National Council of Chiefs
Representatives from legal offices that engage with VWC
Anna Naupa, Senior Program Officer, AusAID
James Toa, Programme Manager NZAID

Outputs

The following Outputs are required:

- Output 1 – Evaluation plan in a structure agreed by AusAID/NZAID prior to in-country mission as one electronic copy in a format compatible with Microsoft Office 2003 (eg Word 2003). Guidelines attached as Annex A
- Output 2 – Aide Memoire in a structure agreed by AusAID/NZAID on completion of in-country mission as one signed hardcopy and one electronic copy in a format compatible with Microsoft Office 2003 (eg Word 2003);
- Output 3 – Review Report of a maximum 25 pages as one signed hardcopy and one electronic copy in a format compatible with Microsoft Office 2003 (eg Word 2003); Template attached as Annex B
- Output 4 – Quality at Implementation Report and scores as one signed hardcopy and one electronic copy in a format compatible with Microsoft Office 2003 (eg Word 2003). Template attached as Annex C

The Team Leader has the prime responsibility to collect information, analyse and produce a report as the final output of the consultancy. The main body of the Review Report should be a maximum of 25 pages. Key contents are:

- An executive summary (which should be able to be read as a stand alone document);
- Background on the Vanuatu Women's Centre program;
- An outline of the review objectives and methods;
- Findings against the review questions; and
- Conclusions and recommendations.

All documents should be sent electronically, compatible with Microsoft Office 2000 to Anna Naupa in the Port Vila AusAID office (anna.naupa@dfat.gov.au). The format of the report should be in accordance with the agreed guidelines, and the draft reports will be marked as draft and will have the revision date on the cover. AusAID and NZAID will have ownership of all reports.

Team Composition

The Review Team will comprise of a Team Leader (with international gender program evaluation expertise), and a local consultant with evaluation experience.

Team Roles and Responsibilities

The **Team Leader** has the prime responsibility to plan, prepare and produce all outputs. The Team Leader is also required to manage the local consultant and provide guidance on expectations of the assignment. The Team Leader is expected to manage the participation of observers from the steering group where appropriate.

The **Local Consultant** is required to support the Team Leader in producing all the outputs, as well as participating in all interviews (translating where necessary), facilitating workshops and contributing to the writing of the final report. The Local Consultant is also required to arrange a program schedule for the in-country review, in consultation with AusAID, NZAID and the Vanuatu Women's Centre, prior to the review. The Local Consultant will be directed by the Team Leader and report to him or her.

Governance, management and quality control

The review will be governed by a steering group made up of a representative each from AusAID, NZAID, VWC and the Department of Women's Affairs. This steering group will be responsible for finalising the terms of reference, briefing the review team, and co-ordinating feedback.

The final draft report will be submitted for feedback to the Steering Group, and peer reviewed by NZAID and AusAID staff in Wellington and Canberra respectively. Further work or revision may be required at this stage.

The final report, incorporating the results of feedback and discussions will be submitted for final appraisal to the steering group, and payment is conditional on the quality being assessed as adequate. AusAID will also consider whether the final report is appropriate for public release according to their own internal processes. This process can take up to **XXXX** after the submission of the final report.

The contracting arrangements and day-to-day management will be conducted by Anna Naupa in the Port Vila AusAID office and the review team members are encouraged to approach Anna with any questions/uncertainties they may have. Anna Naupa and James Toa will also conduct an exit interview with the international consultant before the end of the in-country mission, and the local consultant on completion of the contract.

Duration and Timetable

The Team Leader shall commence the Services outlined in this Terms of Reference on **XXXXX** and complete them by **XXXXX**. A maximum of 25 days is allocated to this review, although time needed for appraisal and peer review of the submitted report means that these days will not all be consecutive. The table below outlines the timeframe.

Date	Output/ Milestone
	Briefing via telecon and acceptance of terms of reference
	Submission of first draft of evaluation plan
	Final evaluation plan submitted to donors for comment and agreed to by Steering Group
	Arrive in Vila: Attend briefing with steering group
	Meet with Vanuatu Women's Centre staff and clients in order to verify the information presented in the reports and through other informant interviews
	Meet with FWCC representative in Vila.

	Travel to Santo to meet with the Sanma Counselling Centre and CAVAWs there to assess adequacy of capacity building and training, and to collect a case study for the review
	Travel to x island to meet with rural CAVAWs to assess community education and services components.
	Date: facilitate an external Stakeholders' Workshop in Port Vila to gather external feedback about the program. This will include discussions with representatives from the Department of Women's Affairs, the Vanuatu National Council of Women, Police, Ministry of Health and the National Council of Chiefs.
	Debrief and presentation of Aide Memoire to Steering Group
	AusAID/NZAID exit interview with international consultant
	Submission of Draft Final report
	Submission of Final report
	AusAID/NZAID exit interview with local consultant

Next steps

The Review Report and QAI Report will be assessed according to AusAID and NZAID's performance and quality guidelines. Drafts will be shared internally with each agency's gender advisers for feedback prior to finalising reports. The findings will be used to refine the design for VWC's work programme for the remainder of the current phase of AusAID funding, and to determine the form of NZAID's further support to SCC.

ANNEX A: Evaluation Plan Questions

ANNEX B: Template – Independent Progress Report

ANNEX C: Template - Quality at Implementation Report

Appendix 2

¹Evaluation Plan

Joint Mid Term Review of the Vanuatu Women's Centre (VWC) Program Against Violence Against Women

Sue Finucane and Roselyn Tor, Consultants

1. Summary

AusAID and NZAID have commissioned a joint mid-term review of the Vanuatu Women's Centre Program Against Violence Against Women, Phase 5, July 2007-June 2012. The Centre is currently half way through its third year of funding (Year 3 2009-2010) from AusAID. NZAID fund one of the VWC Branches, the Sanma Counselling Centre (SCC) and this two year funding commitment expires in June 2010. The Safe House function is funded separately by NZAID.

The Vanuatu Women's Centre (VWC) is an independent CSO based in Vila which was established in 1993. VWC's National Program Against Violence Against Women includes the provision of counselling and support services, community awareness, education and human rights advocacy throughout Vanuatu.

This review will be jointly undertaken by external consultants, Sue Finucane Australia, and a local consultant Roselyn Tor, alongside key Centre staff, Management Committee, FWCC as the Managing agent, and steering committee.

The review will commence on *January 20th* and conclude on *April 20th 2010*. A visit to Vanuatu will take place from *15th February – 1st March 2010*.

This plan outlines the proposed approach and canvasses options for documentation collection, participation of key stakeholders and the draft report feedback process.

In order to ensure the review contributes in a meaningful way to supporting the growth, achievements and learning of the VWC, participatory review techniques will be employed as much as practicable.

This will include comprehensive involvement and consultations with Management Committee members, VWC and Branch staff, CAVAWs, Male Advocates and other stakeholders (such as other CSOs, Police, Courts, Hospital, Schools, Chiefs, Churches and relevant government agency representatives).

2. Purpose of Review

The overall objectives of this review are:

- To assess activity achievements and progress across the five program component areas, utilising the existing performance monitoring and review information and any additional evidence available during the review process.
- To make a recommendation based on the performance assessment as to whether or not NZAID should fund an additional 2 years of the VWC program (the Sanma Branch).

3. Scope of services

The Team is required to produce an *Independent Review* report and a *Quality at Implementation Report*. The review will cover the first two years of Phase 5 of the program, 2007/2008 and 2008/2009.

This is a mid-term review of the VWC. The funding phase is half way through a five year funding cycle.

Given the accepted evidence that working to reduce violence against women and children, change attitudes and improve systems to support victims of violence is a long term proposition, discussions and analysis regarding strengths, challenges and indicators of impact will span beyond the two years.

As the current phase is only in its third year, it will be unrealistic to assess impact attributable to activities conducted in this timeframe. The focus therefore will be on assessing the degree to which current strategies are understood within a longer term view of expected impact and whether progress appears to be tracking towards achievement of intended outcomes by the end of the current Phase.

The review team shall provide the following services:

a) Produce a review report based on the following criteria for evaluating development assistance:

1. Relevance
2. Effectiveness
3. Efficiency
4. Impact
5. Sustainability – in particular Institutional, Stakeholder and Legal Access Environment
6. Monitoring and Evaluation
7. Gender Equality
8. Analysis and Learning
9. Risk Management
10. Lessons Learned

4. Evaluation Methodology.

The review will be a combination of desk study, workshops, interviewing of stakeholders both individually and in small focus groups (internal and external). These will be conducted in Pt Vila, Sanma, Tafea and Torba Province to ensure that the review gains a comprehensive view of the extent of the VWC Program and its components.

The review will focus on discussing program outcomes and challenges, current environmental context for working against VAWC and organisational capacity into the future.

The Team Leader – Sue Finucane will spend 4 days reviewing all required documents (see list of VWC and other reference documents from Jan 26th - 30th) prior to travel to Vanuatu from 15th February – 1st March inclusive. A review schedule and plan has been drafted for feedback from the contract manager and VWC.

The review team plans to hold participatory workshops with VWC stakeholders and another workshop with external stakeholders, using an evaluation café style workshop with guiding questions based on the program components.

It is anticipated that this workshop or a small focus group with similar questions might be repeated with each of the branches, targeting the focus on the key outcome areas for each Branch.

In addition it is anticipated that interviewing with key stakeholders both internal and external will take place in Pt Vila and during field visits. A key stakeholder list has been developed in consultation with the Vanuatu Women's Centre. This may need amendment pending steering group feedback. (see Attachment 1).

The primary beneficiaries of the VWC Program are women and children who are victims of gender based violence. It is important to have current information which indicates women and children's needs and

their experience and feedback on the services and information they receive from the Centre's counselling and support program.

Due to issues of confidentiality, ethics, safety and risk issues for clients, the review will not aim to interview current or past Centre clients. Given also that the Centre has undertaken a Client Satisfaction Survey in Year 1, the Review team is of the opinion that this data may provide sufficient information regarding client feedback on counselling/support services received.

In terms of identifying the prevalence, severity and type of intimate partner violence perpetrated against women and their children, this will soon be available in the *Survey on Women's Lives and Family Relationships*, implemented by VWC in partnership with Vanuatu National Statistics Office. The survey, the first of its kind in Vanuatu, will also provide extensive information and data on *help seeking and coping strategies* from women, including who they disclose to and from whom, if at all, they seek help. These findings will provide critical information and data to the VWC and government in order to improve services and programs targeted at women and children vulnerable to and experiencing intimate partner violence and child abuse.

In addition to the above, it may be helpful to hold a discussion regarding the next client feedback survey (Planned for Year 3) and how issues raised might be incorporated into Centre planning over the coming months.

The information and data collected from the review field visits will be utilised to build on and clarify data and information already available in key documents, such as Previous AusAID and NZAID Reviews 2006, Final Activity Completion Report, Annual Plans (1-3) and Progress Reports (1-5).

It is anticipated that a presentation outlining preliminary findings will be made to the VWC, for feedback and clarification, at the conclusion of the visit and will form the substance of the *Aide Memoire* to be presented to the steering group prior to departure. This will strengthen the findings of the review and allow for reflection and discussion regarding findings.

A draft report (as per the terms of reference) will be submitted by March 29th to the Steering group; feedback provided by 9th April and then incorporated into a final report (no longer than 25 pages) to be delivered by Tuesday April 20th 2010.

5. Guiding Questions

The review will seek to document and analyse all information and data gathered to answer the objectives of the review. The guiding questions below will be tailored to suit the audience or individuals interviewed.

Key questions will address the following:

What progress has been made towards these outcomes?

- *Examples of the degree to which the community has accepted that violence against women and children is a violation of human rights.*
- *Women and children who are victims of violence have increased access to service.*
- *A strengthened legislative and national policy framework for addressing gender based violence.*
- *Women increasingly empowered to assert their rights.*

- *What are the key obstacles and challenges?*
- *What are the key achievements and changes?*
- *Are there any program changes that need to be made?*

- *How will the program sustain the benefits for the long term?*

Questions relating to criteria for reviewing development assistance have been compiled to guide the team. (See Attachment 2)

6. Review Team and Team Roles

Team Composition

The Review Team will comprise of a Team Leader (with international gender program evaluation and violence against women programming expertise), and a local consultant with evaluation experience.

Team Roles and Responsibilities

The **Team Leader**, Sue Finucane, has the prime responsibility to plan, prepare and produce all outputs. The Team Leader is also required to manage the local consultant and provide guidance on expectations of the assignment. The Team Leader is expected to manage the participation of observers from the steering group where appropriate.

The **Local Consultant**, Roselyn Tor is required to support the Team Leader in producing all the outputs, as well as participating or conducting interviews (translating where necessary), formulating and facilitating workshops and contributing to the writing of the final report. The Local Consultant is also required to arrange a program schedule for the in-country review, in consultation with AusAID, NZAID and the Vanuatu Women's Centre, prior to the review. The Local Consultant will be directed by the Team Leader and report to her.

7. The role of VWC and the Managing Agent FWCC

The participation of VWC staff, management committee, managing agent, consultants, CAVAWs, and male advocates is critical to the success of the review. The review will be conducted in a consultative manner throughout and VWC will provide input and support to planning and scheduling of the review along with guidance to the review team, and participation in the review.

This will include:

- VWC staff – prepare organisational documents prior to country visit, assist local consultant with planning and organisation of review logistics, stakeholder identification and participate in the review.
- VWC staff, management committee and volunteers- present and participate in Review Workshop at commencement of review.
- VWC staff and committee representatives (optional) – attend and discuss final draft findings at end of in-country review visit
- VWC staff – attend interviews and field visits as appropriate.
- VWC and FWCC will provide feedback on draft report to AusAID/NZAID.

7. Steering Committee

The review will be governed by a steering group made up of a representative each from AusAID, NZAID, VWC and the Department of Women's Affairs. This steering group will be responsible for finalising the terms of reference, briefing the review team, and co-ordinating feedback.

The final draft report will be submitted for feedback to the Steering Group, and peer reviewed by NZAID and AusAID staff in Wellington and Canberra respectively. Further work or revision may be required at this stage.

8. Review Schedule in Vanuatu

Date	Output/ Milestone	Budget estimates	Tasks/Tools
20 th -31 st January	Commence desk study – Australia		Sue Finucane and Roselyn Tor
25 th January	Submit tentative review schedule		Sue Finucane, Marilyn Tah, Roselyn Tor, Anna Naupa
29 th January	Submit draft review methodology and plan		Sue Finucane in consultation with Roselyn Tor and Steering Group
1 st February	Confirm schedule,		
2 nd February	Telephone hook up, AusAID, Consultants		Discuss Schedule TOR Methodology Workshops Questionnaire Timelines
4-7th February	Feedback on review methodology - Final review plan submitted to donors/VWC for comment and agreed to by Steering Group		Incorporate feedback Contact S Fisher- Male Advocate Trainer
13th February	Melbourne – Sydney (afternoon)		
Monday 15 th Feb	Sydney -Pt Vila arrive late afternoon		Interview Sydney based stakeholders - Juliet Hunt -Valerie Thompson
Monday 15 th February (late afternoon)	Meet with Steering Group regarding schedule and review plan – late afternoon at AusAID 4-5pm <i>Accommodation: Chantilly's On The Bay</i>		
Tuesday 16 th Feb	(0800 – 1100): Briefing with VWC Coordinator, Staff and Staff interviews - A short workshop to introduce the review and identify some key issue. (1200 – 1300hrs: Lunch meetings with Vila male advocates,	- vt. 5,000: Lunch for male advocates - vt.30,000: Venue & refreshments for stakeholders workshop	Photos with permission- World Cafe Workshop Focus Group Questionnaires for Male Advocates Hand Out requesting case studies/personal stories External SH workshop format, handouts, plus

	<p>(1330hrs -1630/1700hrs): Workshop with Stakeholders in Vila to gather external feedback about the program. This will include discussions with representatives from Dept of Women's Affairs, VNCW, Police, Ministry of Health, Malfatumaui etc.etc.</p> <p>- 1800hrs : Meet Trustees (4) over dinner</p>	<p>- vt 10,000 Trustees dinner</p>	<p>questionnaire.</p> <p>Guiding questions</p> <p>Guiding questions for trustees</p>
<p>Wednesday 17th (afternoon)</p>	<p>0700hrs: Travel to Luganville (0830 – 1130rs): Meet SCC staff, Male advocates in Luganville & hold small workshop with staff 1200 – 1300 Lunch meeting with Luganville male advocates.</p> <p>(1330-1630/1700hrs): Meet with key people and conduct workshop /focus groups discussions (police, courts, public solicitor, prosecution, chiefs, Dept of women, women leaders</p>	<p>- (vt.62,000): Purchase 2 return tickets for Santo - vt40,000 : accommodation at Hotel Santo - vt.10,000: Venue & refreshments for stakeholders' workshop - vt.5,000 lunch for male advocates</p>	<p>Adapted version of world cafe workshop for staff</p> <p>Guiding questions as above for Male Advocate</p> <p>Afternoon – individual or small group interviews or workshop? If interviews will make to make times with appropriate people?</p>
<p>Thursday 18th</p>	<p>0800hrs Travel to Matantas to meet CAVAWs from Matantas/Bigbay Bush, male advocates there, chiefs and other leaders. Hold interviews & group discussion.</p> <p>1300hrs: Return to Luganville & (1800hrs): Return to Vila.</p>	<p>- 16,000 vt: for transport to Matantas/return. - vt.5,000: Lunch for CAVAWs & male advocates at Matantas</p>	<p>Photos</p> <p>Small group discussion with CAVAWs and then interviews with chiefs and other leaders as a group – or one large group??? Please advise</p>
<p>Friday 19th</p>	<p>(0800hrs): Travel to Tanna, Meet TCC staff, CAVAWs (Imaki & Midmauk),</p> <p>-1330hrs: Hold meetings with Police, Provincial Govt., courts</p>	<p>- 25,000 vt : Transport for Imaki & Metel bush CAVAWs, - 5,000 vt: for CAVAWs lunch. Vt. 10,000 : accommodation on Tanna guest house.</p>	<p>Adapted version of world cafe workshop for staff and others</p> <p>Afternoon – individual or small group interviews or workshop? If interviews will make to make times with appropriate people?</p>

Saturday 20th	0900hrs : Return to Vila 1400hrs : Interviews with some VWC staff (CE, FAO, Counsellors, Coordinator, Research officer)		Interviews with 1400 CE – 1/2 hour 1430 Counsellors -1 hour 1330 Coordinator -1 hour 1630 Research/Deputy 1 hour 1730 FAO?? Or another time
Sunday 21st	Prepare to go to TORBA province.		
Monday 22nd	0700hrs : Travel via Santo to Sola. CAVAWs – Mota, Vanualava, Motalava. (In transit in Luganville, could go to visit SCC again)	- vt. ??? : 2 return tickets for Vila/Sola/Vila. - vt.3,000 : (1,500vt each way) for truck from airport to guest house & return. - vt12,000 : for consultants' accommodation at Eldads' guest house (consultants), - vt.10,000 : for CAVAWs lunch. Vt.10,000: for boat trips for CAVAWs from Mota & Motalava.	Workshop for CAVAWs – Devise specific CAVAW workshop based on PDD and review criteria – could use world cafe style, ask for case studies and stories in advance if possible Photos Case studies A recorded story?
Tuesday 23rd	- Conduct a workshop with Sola male advocates, chiefs, Police, Island Court clerk, church leaders etc <i>Is there time to do some walking around the island and to attend meetings on site, ie at police station, at the court, at the government office? Is it possible to visit a local school if we have time?</i>		Devise a stakeholders workshop to focus on the role of men and community leaders in changing attitudes. Future planning for Torba??? Any community expectation around this?? Please advise Individual interviews? We do have time for that. Visit Island Court and meet with Magistrate

			and Court Clerk if they have time.
Wednesday 24th	1500/1900hrs : Return to Vila via Santo. If team arrive early, spend time with VWC for workshop/look at documents, community education materials, and discuss proposed new building		Interviews with staff – using staff interview guide (tbc). Viewing relevant VWC documentation FAO – 1 hr 15.30-16.30
Thursday 25th	0800 – 1200: Work in Port Vila – Preparation of Aide Memoire 1300-1500hrs : VWC workshop – presentation and validation of preliminary findings, discussion of preliminary recommendations.		Work with Roselyn on Preliminary findings and draft Aide Memoire Develop interactive workshop to scope key findings and prioritise findings and recommendations
Friday 26th	0830hrs – Finalise Aide Memoire 1330-1500hrs: Meet with AusAID/NZAID prior to departure. Debrief and presentation of aide Memoire to Steering Group, exit interview international consultant.	Vt. 10,000: Debriefing to be held at Dept.of Women's Affairs.	Final draft Aide Memoire
Saturday 27th & Sunday 28th	Drafting Report – Preliminary findings (Saturday @ 1130hrs – 1230hrs): Meet the returning RTP participants (CAVAWs x 5 and 2 male advocates) at VWC <i>Any final interviews with VWC staff, debrief with VWC Coordinator</i> <i>Info Any final interviews with VWC staff</i> <i>Information sharing on GBV developments -TBC</i>	- vt 5,000 : for light lunch for the meeting with the RTP participants.	Meeting with CAVAWs and Male Advocates – guiding questions and feedback on value of RTP for their work Any final interviews with VWC staff
Monday 01	Sue Departs Port Vila		
Monday 29th March	Submission of Draft report – feedback by Friday 10 th April		
April 01 - 06	EASTER HOLIDAYS		
Friday 09th April	Feedback from VWC and AusAID/NZAID on report		
Tuesday 20th	Submission of Final report		

April			
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Research questions

Research question	Sources of data
Relevance <i>Do the objectives remain relevant to the GOV, donors and beneficiaries?</i>	<p>National Survey on Women's Lives and Family Relationships (forthcoming)</p> <p>Department of Women's Affairs, 2006, National Plan of Action for Women 2007-2011</p> <p>Violence Against Women in Melanesia and East Timor – Australia's Response to the ODE Report</p> <p>Australia- Vanuatu Joint Development Strategy</p> <p>NZAID Country Strategy for Vanuatu</p> <p>NZAID Gender Equality and Empowerment Policy</p> <p>AusAID policy on gender (Gender equality in Australia's aid program – why and how)</p> <p>Vanuatu Women's Centre, Program Against Violence Against Women, Final Program Design Document, July 2007-June 2012, June 2007.</p> <p>GoV Family Protection Act 2008 and Implementation Plan for FPA</p> <p>Revised Pacific Platform on Advancement of Women and Gender Equality</p> <p>GoV 2006-2011 Priorities and Action Plan</p> <p>Discussion with AusAID/NZAID staff at Port Vila Post.</p>
Effectiveness <i>To what extent are program outcomes and objectives on track to being achieved?</i>	<p>VWC Progress reports, Annual plans and Program Design Document</p> <p>VWC Documentation such as Community Education Materials, Newsletters, Client Satisfaction Survey.</p> <p>Interviews with VWC staff, management and community reps.</p> <p>Interview with FWCC program manager</p> <p>Interviews with key government and non Government stakeholders</p> <p>Interview with stakeholders from other organizations targeting women i.e. the Vanuatu National Council of Women.</p> <p>Interviews with CAVAW and Male Advocate representatives from the VWC.</p> <p>Stakeholder and staff workshop.</p>
Efficiency <i>How efficiently has this Project been managed?</i>	<p>Project reports, annual plans and Program Design Document</p> <p>Interviews with VWC financial staff, auditor and trustees and also AusAID/NZAID at Post</p> <p>Interviews with FWCC program manager.</p> <p>Risk assessment Matrix.</p>
Impact (Tracking towards) <i>How has the VWC program impacted on community members, both victims, perpetrators, government and community members</i>	<p>Workshop/Interviews with staff and Interviews with CAVAW and Male Advocate from the VWC.</p> <p>Stakeholder workshop.</p> <p>Case study reports from community representatives</p> <p>Interviews with Government of Vanuatu Department staff, with Government of Vanuatu Ministerial staff.</p> <p>Project progress reports and annual plans; Activity Completion Report from last phase.</p> <p>Interviews with male advocates from the Police, Chiefs, Church and youth leaders, provincial government representatives, health workers</p> <p>Interviews and focus group discussions with CAVAW members</p>

Sustainability <i>How sustainable are the Project outcomes?</i>	Interviews with Government of Vanuatu Department staff, with Government of Vanuatu Ministerial staff. Interviews/workshops with staff, CAVAW members and male advocates. Project progress reports, annual plans, and PDD
Monitoring and Evaluation <i>Does the M & E Framework enable progress to be effectively measured?</i>	VWC Documentation including M & E Framework, Progress Reports and annexes; activity completion report from phase 4 Interviews with WVC staff and management. Interviews with FWCC program managers. Discussions with AusAID/NZAID staff at Port Vila Post Interviews/workshops
Gender Equality <i>Does the project Promote gender equality?(including children)</i>	Project Design Document Progress Reports Annual Plans Interviews/workshops
Lessons Learned <i>How has the design incorporated previous lessons learnt and what are the lessons learned in this stage of Phase 5?</i>	PDD Previous Review Report Activity Completion Report Progress Reports and Annual Plan Interviews/workshops
Risk Management <i>Does the program have strategies in place to adequately manage risk?</i>	<ul style="list-style-type: none"> • Risk Management Matrix – Program Design Document • Annual Plans • Assessment of adequacy of risk assessment strategy – informant interviews, in-country documentation, discussion of issues and examples

Appendix 3 – Separate Attachment

Appendix 4
List of persons consulted

List of People Consulted in Workshops, Interviews and Focus Groups , Vanuatu Women's Centre, Mid Term Review February 13th - March 25th 2010							
First Name	Last Name	Title	Group/Organi sation	Works hop	Focus Grou p/ Meet ing	Interview	Date
Managing Agent and Consultants							
Edwina	Kotoisuva	DC FWCC and Project Manager VWC	FWCC		x	x	Feb 2010
Shamima	Ali	Coordinator FWCC and Project Manager VWC	FWCC			X	April 2010
Juliet	Hunt	Independent Consultant, to VWC	Consultant			x	Various
Stephen	Fisher	Independent Consultant, to VWC (Male Advocacy)	Consultant			X	Feb 2010
Valerie	Thompson	Psychologist - Trainer (occasional) to VWC	Consultant			X	March
VWC Staff Members							
Merilyn	Tahi	VWC Coordinator	VWC	X		X	Various
Bertha	Misseve	VWC Community Education Coordinator	VWC	X		X	16th Feb
Kristine	Keasi	VWC Mobile Counsellor	VWC	X		x	16th Feb
Nina	Biagk	VWC Office Assistant	VWC	X		x	16th Feb
Juliet	Buleko	VWC Part time cleaner	VWC	X			17th Feb
Vola	Matas	VWC Lawyer	VWC	X			18th Feb
Sonia	Wasi	VWC Research Officer and D Coordinator	VWC	X		x	16 th Feb
Natu	Lily Tawari	VWC Counsellor	VWC	X			16 th Feb
Ruth	Yawoi	VWC Counsellor	VWC	X			16 th Feb
Lynros	Tule	VWC Counsellor	VWC	X	X		16 th & 23 rd Feb
Samantha	Garae	VWC Finance and Admin Officer	VWC	X		X	16 th Feb
TCC Staff							
Mary	Johnny	Tafea Counselling Centre - Counsellor	VWC	X			19th Feb
Kaloka	Wilifred	Tafea Counselling Centre Project Officer	VWC	X			19th Feb
Beatrice	Yapus	Tafea Counselling Centre Office Assistant	VWC	X			19th Feb
Liza	Thomas	Tafea Counselling Centre Trainee Counsellor	VWC	X			19th Feb

TCC Staff							
Kathy	Bani	Sanma Counselling Centre - Project Officer	VWC	X		X	17th Feb
Nadia	Eric	Sanma Counselling Centre -Office Asst	VWC	X			
Annie	Philemon	Sanma Counselling Centre - Community Educator	VWC	X			
Frida	Butu	Sanma Counselling Centre - Counsellor	VWC	X		X	
		Sanma Counselling Centre - Counsellor	VWC	X			
Shana	Ligo	Sanma Counselling Centre - Counsellor	VWC	X			
CAVAWs and Male Advocates							
Purity	Solomon	CAVAW Member - Matantas	CAVAW -VWC	X			18th Feb
Maxwell	Timothy	CAVAW Member - Matantas	CAVAW -VWC	X			18th Feb
Meriem	Niala	CAVAW Member - Matantas	CAVAW -VWC	X			18th Feb
Julie	Robertson	CAVAW Member - Matantas	CAVAW -VWC	X			18th Feb
Jean Louis	Rapouel	CAVAW Member - Matantas	CAVAW -VWC	X			18th Feb
Ilinros	Prasad	CAVAW Member - Matantas	CAVAW -VWC	X			18th Feb
William Nialla	Toltutes	CAVAW Member - Matantas	CAVAW -VWC	X			18th Feb
Marie	Cecilia	CAVAW Member - Tafea - Imaki	CAVAW VWC	X			
Hellen	Noka	CAVAW Member - Tafea - Midmauk	CAVAW VWC	X			
Hannah	Seth	CAVAW Member - Tafea - Mid Mauk	CAVAW VWC	X			
Ela	Noka	CAVAW Member - Tafea - Mid Mauk	CAVAW VWC	X			
Mary	Seth	CAVAW Member - Tafea - Mid Mauk	CAVAW VWC	X			
Ruth	Iavilu	CAVAW Member - Tafea - Mid Mauk	CAVAW VWC	X			
Angela		CAVAW Member - Tafea - Imaki	CAVAW VWC	X			
Ann	Joy	CAVAW Member - Torba - Vanua Lava	VWC				
Janeth	Biniki	CAVAW Member - Torba - Mota Lava	VWC				
Masilin	Railey	CAVAW Member - Torba - Mota Lava	VWC				
Grace	Ralph	CAVAW Member - Torba - Mota Lava	VWC				
Humility	Staley	CAVAW Member - Torba - Vanua Lava	VWC				
Breslen	Obed	CAVAW Member - Torba - Vanua	VWC				

		Lava					
Cicilia	Dimis	CAVAW Member - Torba - Vanua Lava	VWC				
Kate	Francy	CAVAW Member - Torba - Mota Lava	VWC				
Chief Graham	Graham	Male Advocate - Vanua Lava	VWC				
Chief Frank	Happy	Male Advocate -Mota Lava	VWC				
Joseva	Tuqiri	Male Advocate - Torba - Vanua Levu -Youth	VWC				
Chief Fred Abraham	Palas	Male Advocate -East Vanua Lava	VWC				
Jullieth	Somkel	CAVAW Member - Torba - Mota Lava	VWC				
Serah	Malakai	CAVAW Member - Torba - Mota Lava	VWC				
Paya	Womai	CAVAW Member - Torba - Mota Lava	VWC				
Knox		Male Advocate - Tafea					
1 South Maewo		CAVAW Member	CAVAW Training 27/02				
Morina		CAVAW Member	CAVAW Training 27/03				
1 East Vanualava		CAVAW Member	CAVAW Training 27/04				
Belinda	Jack	CAVAW Member	CAVAW Training 27/05				
Rita	Daniel	CAVAW Member	CAVAW Training 27/06				
1 West Vanualava		CAVAW Member	CAVAW Training 27/07				
Arnold Tahī (RTP)	Tahī	CAVAW Member	CAVAW Training 27/08				
Alice (Tongoa)		CAVAW Member	CAVAW Training 27/09				
Marceline		CAVAW Member	CAVAW Training 27/10				
Juliet		CAVAW Member	CAVAW Training 27/11				
Kathy		CAVAW Member	CAVAW Training 27/12				
Joyce		CAVAW Member	CAVAW Training 27/13				
Alice (Ureparapara)		CAVAW Member	CAVAW Training 27/14				
Antoinette		CAVAW Member	CAVAW Training 27/15				
VWC Trustees							
Hanson	Matas Kelekel	VWC Trustee	VWC		X		
John	Liu	VWC Trustee	VWC		X		

Moses	Stephens	VWC Trustee	VWC		X		
Jocelyn	Mete	VWC Trustee	VWC		X		
External Stakeholders							
Seema	Chandra	DOWA Seconded from AusAID	AusAID	X			
Robert	Cartledge	Manager, Community Legal Centre	USP	X			
Laurence		Wan Smol Bag		X			
Chief Gideon	Gideon	Chief	Malvatamauri	X			
Davis	Saravanu	OIC Family Protection Unit	Vanuatu Police Force	X			
Prof. Don Patterson		Emalus Campus - Law School	USP Center - Vanuatu	X			
Robert Cartledge		Emalus Campus - Law School	USP Center - Vanuatu	X			
Jane	Tali		Public SolicitorisOffice	X			
Rothina	Ilo	Senior Advisor	Dept Womens Affairs	X			
Rebecca	Olul	Gender Advisoer	VANGO	X			
Pr Belden	Seth	Middle Bush - Tafea Council of Chiefs	MVNC	X	X		19/02/2010
Seth	Kaura	Sec Nikolen Is;Council	MVNC		X		19/02/2010
Iauko	Des	Laniepen	MVNC		X		19/02/2010
John	Somana	Loukru	MVNC		X		19/02/2010
Wilson	Seth	Loukru	MVNC		X		19/02/2010
David	Jeo	Middle Bush - Tafea Council of Chiefs	MVNC		X		19/02/2010
Andrew	Exes	Lanakel	MVNC		X		19/02/2010
Pr Beblen	Enarupo	Middle Bush - Tafea Council of Chiefs	MVNC		X		19/02/2010
Review Steering Committee/Donors							
Anna	Naupa	Senior Program Officer, Pt Vila, Vanuatu	AusAID	X	X		
Doresday	Kenneth	Director Genereal DOWA	DOWA	X	X		
Tina	Rilo	Program/Policy Advisor DOWA	DOWA	X	X		
Sara	Carley	Senior Aid Counselor	NZAID	X	X		
James	Toa	NZAID Program Advisor	NZAID	X	X		
Linda	Gellard	1st Secretary Pt Vila Vanuatu AusAID	AusAID	X	X		

Appendix 5 & 6 in separate attachments

Appendix 7

Review of the Vanuatu Women's Centre Program Against Violence Against Women February 2010, In-country Mission, *Aide Memoire*

1. Purpose of the Review

AusAID and NZAID have commissioned a joint mid-term review of the Vanuatu Women's Centre Program Against Violence Against Women, Phase 5, July 2007-June 2012. The Centre is currently half way through its third year of funding (Year 3 2009-2010) from AusAID. FWCC are the managing agent for Phase 5.

NZAID fund one of the VWC Branches, the Sanma Counselling Centre (SCC) and this three year funding commitment expires in June 2010. The Safe House function is funded separately by NZAID.

The overall objectives of this review were to:

- assess activity achievements and progress across the five program component areas, utilising the existing performance monitoring and review information and any additional evidence available during the review process.
- make a recommendation based on the performance assessment as to whether or not NZAID should fund an additional 2 years of the VWC program (the Sanma Branch).

2. Methodology

The review has combined a desk study of all program documentation, workshops and interviews with internal stakeholders such as staff, CAVAWS, and Males Advocates and the Trustees as well as workshops and focus groups with external stakeholders such as police, national and provincial government, church groups and CSO's. (a complete list will be available in the report). Additionally a staff and stakeholder questionnaire were developed and distributed.

These consultations were conducted in Pt Vila, Luganville, Matantas, Tanna, and Sola to ensure that the review gained a comprehensive view of the extent of the VWC Program, and the environment within which the VWC national network implements its program to reduce violence against women and children in Vanuatu. The review focused on identifying key program outcomes and challenges, the current environmental context for working against VAWC and organisational capacity into the future.

3. Principle Draft Findings and Recommendations

In summary, the program implemented by the Vanuatu Women's Centre appears to combine the essential evidence based components required to work towards achieving their key outcome regarding an increased awareness that violence against women and children is a violation of human rights. The program is well-managed and monitoring and support for the national program is comprehensive and thorough. The Centre has achieved an enormous amount both over the review period (2007-2009) and cumulatively since its commencement. The Centre is reaching out to the needs of both urban and village based women, men and children and combining this with world best practice regarding integrated, rights based approaches to reducing gender based violence

The review team found widespread support for the program and an appreciation of their work with those consulted. Further this program identified examples where the work of the VWC program has resulted in emergent gender equality and transformed gender relations in some areas of the program.

The review team found that the objectives and program components are all still relevant and required to achieve an overall program impact. There are however a range of organisational and contextual challenges which the Centre will need to consider immediately and in the coming years to ensure continued organisational strengthening and sustainability into the future. This includes continuing to strengthen the program support to rural areas, continue to strengthen leadership and management capacity of senior staff to lead the agency into the future, strong organisational operations and governance, continued consolidation of the counseling component, ongoing support for and expansion of the CAVAWS, review of the community education and awareness component and further scoping and development of the male advocacy program. Finally a permanent purpose built home for VWC in Pt Vila and if possible at the branches would assist in providing a secure and sustainable base for this organization and the thousands of people it reaches out to.

The recommendations and findings below are preliminary and will be further developed in the draft report.

Draft Recommendations for discussion:

- 5 Continue sustainability planning for program mgt and governance – ensure processes and plans in place for this.
- 6 Fund SCC for a further 2 years, and ongoing in future phases.
- 7 Review Community Education Program and Materials
- 8 Develop plan for establishment and support of 3rd Branch.
- 9 Continue to consolidate and strengthen Male Advocacy program
- 10 Strengthen Branch capacity to support CAVAWs and MA.
- 11 Fund capital works program for VWC and Branches.

3.1 Findings and Draft Recommendations by Component

C1 Counselling, Legal Assistance and Support Services

All staff and CAVAW members have received training both in counseling and legal awareness, and most staff have attended the Regional Training Program conducted by FWCC in Suva. The Centre keeps extensive data on the kind of issues clients are presenting with, referrals to police and courts including outcomes at court. The Centre has a long standing partnership with FWCC who provide a range of introductory and advanced counseling training. The reason for a variation in client numbers in recent years are not clear, however there are a range of options for assessing and addressing this and one option may be to have a publicity campaign in Pt Vila and Luganville.

In workshops held with staff they indicated a desire for increased counseling supervision and increased skills in legal knowledge and working with children. They also indicated a desire for formal qualifications in this area to enhance knowledge and formal recognition. This opportunity is available through USP with support from VWC on application.

A number of case studies provided indicate that counselors are working well with police, and have identified supportive police to work with. They have recently drafted a MoU between VWC, Vila Hospital and the Police regarding responding to sexual assault.

Ongoing challenges include some aspects of custom and attitudes of many/some men that undermine women's rights, some sectors of the church community, and attitudes of some police, lack of access to justice facilities, long waits at court and of clients not being taken seriously by police. Whilst many

CAVAWs refer clients to the branches and Centers, some are also providing short term support, and linking clients in with police. Examples of incest and “*kastom* swapping” resulting in sexual assault have been examples given during the review.

Male Advocates are in some instances providing a supportive role both as members of CAVAWs and as police. The links between their roles in community and government, the training they have received through VWC and FWCC and their access to trained staff to assist provides an optimistic picture of collaboration and integration, which places the VWC in a strong position for future assistance with the implementation of the FPA. It is the integrated, community based nature of this work coupled with a strong vision on women's rights and training that has contributed to some excellent practice and positive outcomes for women and children who are victims of violence.

Draft Recommendations

- 12 Continue training program with FWCC and VWC
- 13 Continue to enhance skills base, for example working with children, suicide, legal.
- 14 Continue to formalise collaborative work with police/courts including referrals.

In terms of effectiveness of the counseling and support services, the measures that have been put in place appear sufficient, coupled with the Year 3 Client Satisfaction survey that will be carried out this year. It may be useful to continue this survey in Year 4 and 5 as this may help with future design processes, continued targeted training from FWCC and external consultants on issues such as counseling for children, suicide and legal awareness have been identified.

C 2 Branches and CAVAWs

1. SCC

The team visited SCC and the CAVAWs at Matantas/Big Bay. The review team was accompanied by Rotina Ilo DOWA, and on day two for the visit to Mantantas, Merilyn Tahi, VWC.

The impression the reviewers were left with of SCC, is that it is a well run branch, with steady client demand. The afternoon we visited the office there were a number of women waiting to be seen.

Other findings include;

- Staff value the FWCC/VWC training and requested increased counselling supervision
- Staff cited a number of examples of impact through results at court, although awaiting FPA implementation.
- Delays in NZAID transfer of funds in recent times has caused them concern.
- Staff appreciate support from VWC in a range of activities
- The staff indicated they have developed an effective working relationship with courts/police.
- Staff indicated the building was poorly ventilated and at times felt unsafe.

Draft Recommendations for SCC

- 15 Recommend further 2 years funding and then ongoing to the next phase.
- 16 Continue to strengthen links with CAVAWs and MA's with VWC support
- 17 Purpose built office on Provincial or Municipal government land.

Tafea Counselling Centre

The review team travelled to Tanna and conducted 2 workshops, one with staff and 2 CAVAWs and another with local Provincial Government and external stakeholders, in addition a meeting was held with Chiefs at the Nakamal. The review team was accompanied by Anna Naupa, AusAID and Dorosday Kenneth, DG, DOWA.

Key findings from TCC and Tanna include:

- The Chiefs have recognize and support the work of TCC
- The community increasingly requests awareness workshops from TCC
- Insecure office and staff feel unsafe sometimes
- Good links with CAVAWs
- Gender inequality, some aspects of custom and responses from some church leaders still a challenge.
- Magistrates come for a 3 month circuit, not enough time

Draft Recommendations for TCC

- 18 Secure current office and plan for more appropriate accommodation
- 19 Continue program planning, monitoring and reporting training for PO.
- 20 Increase identification of and training of Male Advocates to support CAVAWs and TCC.
- 21 Put in place Resident Magistrate.

CAVAWs – Findings

There are a total of 35 CAVAWs in Vanuatu. The reviewers found that the CAVAWs are a critical link to the community both in terms of identifying women and children in need of assistance, awareness raising and building community support to eliminate violence against women, especially amongst community leaders.

Some other summary key findings include:

- Strong network and needs ongoing support to maintain membership
- Well supported by VWC and branches
- Some would like increased budget
- Value Male Advocates in CAVAWs
- Value training and materials
- Refer to branches, police, consult with VWC on cases
- Role in custom courts

Draft Recommendations

- 22 Continue to expand program gradually
- 23 Continue to enhance follow-up and support from branches
- 24 Continue training - legal- human rights, children rights

C 3Community Education and Awareness

The VWC Community Education and Awareness raising component involves staff from VWC in Pt Vila, SCC and TCC, CAVAWs, Male Advocates and other stakeholders. From Centre data the VWC is reaching a large number of people. This is also supported by radio, newsletters and a significant range of printed materials on topics ranging from Domestic Violence through to Child Maintenance. The materials although diverse do not appear suited to a non-literate audience. Although the materials are highly valued by the community, the reviewers believe that the materials would benefit from further review, reflection and refinement.

In summary the findings include:

- Critical element of VWC program
- Large numbers reached
- Unclear if materials suit non-literate audience
- Wide distribution of materials
- Communities appreciate awareness and acts as foundation for future work.

Draft Recommendation

1. Review program and development of IEC materials for specific audiences including children, youth, church leaders, community leaders and non-literate audiences.

The VWC have a comprehensive data collection system, which painstakingly records data from CAVAWs, TCC, SCC and Pt Vila.

Findings include:

- Comprehensive data collection – from CAVAW level to VWC Pt Vila
- Police/courts/hospitals need gender, age and victim/offence data
- Ground breaking national prevalence research- 3750 interviews- 65 trained researchers

Draft Recommendation

- 25 AusAID and NZAID should require that all funded projects/ institutions collect data in a standard, reliable, comparable and sex disaggregated form, in a coordinated fashion in line with GoV gender equality commitments so that data can be compared/collated/contrasted across the different agencies that deal with cases of violence against women and children. Data should be made available to stakeholders like VWC.

For example data collected on victims and perpetrators from Police, Courts Education and Hospital should be able to collect data which includes number of reports, number of referrals, number of investigations, sex age, victim and their gender, offence and their gender, offence code that can be linked to the victim and the number of victims by crime, age and gender. In this and offence code and that these be linked so we can compare and contrast the trends for women, men boys and girls

C4 Legal Advocacy, Lobbying, Human Rights Training

The reviewers found that the VWC has achieved a significant amount in this area, and continued to lobby for women's human rights in a legislative framework despite significant opposition. Key findings include:

- Human Rights Training delivered by VWC
- FPA proclaimed – significant achievement. DV defined and a crime.
- Community awareness of FPA amongst VWC networks high.
- Frustration at lack of FPA implementation
- Large number of Male Advocates for Women's Human Rights who are keen to be involved and require ongoing follow up
- Commitment to women's human rights and changed attitudes
- Significant support from CAVAWs who want more MAs involved in supporting their CA work
- Male Advocates Handbook being trialed by FWCC – VWC MA to participate

Draft Recommendations

Consolidate and strengthen Male Advocacy by:

- 5 Continue good work by to identify Male Advocate who are community leaders ie church, chiefs and police as Male Advocates.
- 6 Ensure continued follow-up training and planning, support and monitoring at provincial level.
- 7 GoV - Important for implementation of FPA, resourced and to involve VWC network.
- 8 VWC – In collaboration with key partners to monitor impact of FPA on VWC clients.

C5 Management and Institutional Strengthening

The VWC have grown steadily as an independent CSO. The Management Committee has served the organization well with staff and trustees meeting quarterly. The reporting and Annual Plans are comprehensive and detailed. Findings include:

- VWC taking responsibility for writing progress reports
- Capacity building in M & E
- Appointment of a Deputy Coordinator in 2009, confirmed Jan 2010.
- Succession and sustainability planning raised by internal and external stakeholders
- Annual plans on track
- Significant program being delivered
- Australian consultant and FWCC have played a significant role in capacity building.
- FWCC continues to provide quality mentoring, training and a collegiate role.

- **Draft Recommendations**

Continue sustainability planning for program mgt and governance – ensure processes and plans in place for this including:

1. Continue to ensure new Deputy Coordinator is mentored, trained and has clear delegations.
2. In collaboration with Trustees review and clarify role of trustees
3. AusAID to provide clear guidance on requirement for contents of PR and Annual Plans with a view to reducing workload. AusAID to consider option of six monthly financial acquittals. Continue partnership with FWCC.

VWC Buildings Findings.

The reviewers found that both the headquarters and the branches have sub-standard accommodation, which the Centre and clients make good use of. Findings include:

- Crowded sub standard accommodation in Pt Vila
- Not easily visible from the Street –require prominent street signage
- The Centre makes do but less than ideal
- SCC sub standard, not enough space, poor ventilation
- TCC – – no toilet facility for staff and clients – safety issues have arisen

VWC Building Recommendations

- **AusAID Fund capital works program for Pt and Branches urgently.**
- 9 AusAID should fund Option a – Build on government land in Pt Vila – as a matter of urgency.
 - 10 Consider National, Provincial and Municipal government commitment of land for TCC and SCC and scope feasibility of building offices for each branch to be funded by AusAID and NZAID

11 Sustainability

The work of the VWC is making a significant contribution to societal sustainability through its work to build gender equality through both the capacity building of women and men across the country, engagement with GoV, increasing women and children's access to justice, regional and national lobbying, and the contribution of a national evidence base on violence against women, to name a few.

It will be important for the future of this organization that there continues to be implementation of succession planning, enhancing internal leadership, organizational and programmatic capacity, and secure accommodation of a good standard.

12 NZAID and AusAID Development Assistance

The assistance provided by AusAID and NZAID is critical to the functioning of the Centre. To date the Centre has not been able to, and may be unlikely to secure financial support from GoV, however there is good collaboration with national, provincial, and municipal government. Additionally the potential to access government land for a future site would be ideal.

The harmonized funding arrangement between AusAID and NZAID appears to have significant advantages in creating efficiencies in planning, monitoring, reporting and evaluation. The VWC values this approach and hopes that funding delays can be avoided in the future.

The work of the VWC is supported by both donor and GoV policy, and there may be opportunities to link this program with other donor initiatives, such as police, justice and correction for example and to ensure that linked initiatives can support this program through gender sensitizing and mainstreaming where possible.

Disclaimer

These findings and views are solely those of the review consultants and do not reflect the policy or opinion of the Australian Government. **Sue Finucane and Roselyn Tor**

CAVAWS TONGOA CAVAW: - supplied by VWC

The Tongoa CAVAW planned and visited the island of Mataso in the Shepherd's group. Mataso is a hilly island, but the CAVAW spent a week there conducting public talks in the community and speaking to the chiefs and other community leaders.

The police officer from the Tongoa police post contributed to the success of the visit. He spoke to the chiefs and other leaders and organise them to prepare for this visit. The committee visited 5 villages on the island and gave awareness talks on DV, Violence against children, VWC services and Police work including work against drugs.

The Police member is also a male advocate and had received training from the VWC and FWCC. He now is a leader of the youth group on the island and is organising a youth meeting. He has been an advocate for the community on many issues, such as in April 2009, the community received a boat and a vehicle to assist the work of the police; he is also advocating for a market house for the women to sell their goods. He said during the national CAVAW training in June that " I like to work with my other colleagues in the CAVAW, though sometimes they feel tired, I still encourage them on. I like doing this work, because I and my family benefit from it too. I encourage you all to be strong and continue with the good work. I will stay with my CAVAW all the time".

Appendix 8 – Log Frame Separate Attachment

Appendix 9 - MTR Vanuatu Women's Centre, Workshops held February 15 th - 28 th 2010 ⁱ Only prioritized feedback has been included (workshop notes available on request)										
Main themes – MS as determined by workshop priority identification process	Pt Vila Staff (16/02/10)	Pt Vila Stakeholders (16/02/10)	Santo Staff (17/02/10)	Santo Stakeholders (17/02/10)	Matantas CAVAWs (18/02/10)	Tanna Staff And CAVAWs (19/02/10)	Tanna Stakeholders (Inc Chiefs meeting) (19/02/10)	Torba CAVAWs (22/02/10)	Torba Stakeholders (22/02/10)	National CAVAWs (28/02/10)
Achievements										
Family Protection Act	FPA, continuous lobbying by CAVAWs	FPA big achievement	Passing of Family Protection Act	Passing of Family Protection Act				FPA passed in Parliament		National Government, eg. FPA*
Improving women's access to justice			Success of cases to Court: CM, FM, DVO, FPA, Civil claim, defense claim Family Protection Unit in Vila Some CAVAWs don't have access to court		Training of Police improves links between Police and CAVAWs and makes their referrals and requests for help possible.					
Integrated, improved working relationships, especially with police, courts and chiefs	Signing of MOU. Hospital, police, VWC Training of chiefs, leaders, police. Working		Close working relationship and support with police and court					Chiefs see the importance of the work done and request Awareness program	Getting hard-headed police like me to understand what is VAW	Some Pastors, chiefs support the work *

	with NGO and govern ment							s in their area *		
Increasing communit y acceptanc e that VAWC is a human rights violation	Men – change in attitude s - about DV as an issues due to continu ous awaren ess by VWC, eg. Radio Program s (talk back shows) male training s and worksho p. Increasi ng male interest ed in the VWC's male advocac y program , men leaders have change their thinking , behavio r and want good and happy family when they		Communit y Leaders (chief, pastor, women's leaders) acceptanc e of violence against women as a human rights issue	CAVAWs and VAW have better working relationsh ips with police, and there is increased respect for women and the law (FPA)	woman I save tok aot long public	Breakdown of cultural barriers on gender based violence	Informa tion dissemi nation and awaren ess raising in schools, improve d underst anding of human rights, youth network ing, commu nities and influenc ed some chiefs and gatekee pers	Some Religiou s leaders and leaders of other organiza tions recogniz e the work of CAVAW s * Because of this coopera tive effort, DV in the commu nity is decreasi ng ** (TBC by women's lives study)		Some Pastors, chiefs support the work * Lobby other men* Chief respect CAVAWs and the work they do* Good support from some chiefs*

	have learnt about DV issues.									
CAVAWS have an important role in addressing VAWC	Referring of clients (kavaws /branches)		Assist chief in decision making		Men ask advice from Male Advocates esp. those who are members of CAVAWs			Following the work of the cavaws, communities leaders are starting to work with us to decrease DV.** The chiefs recognizes the work of CAVAWs* Having seen the impact on the community, the chiefs they support the work * The community begins to trust the CAVAWs. Whenever there is a problem in the community, the people look for		About 20 people attended a workshop at Chantilly's on Sat 27 th Feb. Most were CAVAWs and 2 Male Advocates who had just returned from 1 month at the FWCC RTP training. One of the Male Advocates of the PO Kaloka Wilifrid from TCC. He is very committed but the only Male Advocate on Tanna and would like to recruit more male advocates to be involved in supporting the work to end violence against women and children. He said repeatedly that he did not understand why women were treated as lesser human beings than men. He said that if we continue to abuse women and we don't take care of women – then what? A number of the cavaws – women indicated that

								the CAVAW s. **		they have increased their confidence and leadership since they have become cavaw members. Several reflected that it would be unusual for them to stand up and talk in front of men and women before, but now their confidence in increasing in this area a lot.
Improvements in staff capacity to deliver services including training	Excellent work by management maintains donors trust in VWC therefore funding continues. VWC consultant higher level of monitoring evaluation skills in VWC's reports maintains funding.		Request for community awareness							
Assisting victims with services and support to live a	Help client address her issues/problems. Making						Create opportunity for women to access to			

life free from violence	client feel happy and able to make her own decision counseling and support)						human rights			
Acceptance and recognition of VWC role through increased demand on awareness	Chief gives more respect to kavaws. VWC and branches.		Acceptance of VWC in institutions, groups and offices			TCC gives support and responds to requests from community and cavaws to provide information and awareness workshops	☺ OI community I rekeste m TCC blong go mekem awaren ess,	USA Government recognizes the work of VWC and awarded a medal to the Coordinator***		Support from some church leaders, Youth, Health, Provincial Government, Teachers
Challenges										
Strengthened staff training and supervision			Lack of supervision from supervisors Follow up training with staff on couple counseling, children's counselling							
Improve Management Capacity			Review staff policy Strengthening Capacity for each staff							
Strengthen CAVAW capacity	New for new branch setup in Torba (due to increase		Insufficient knowledge and understanding of CAVAWs		Improve honorarium and travel budget to increase awareness			Financial support ** Transport **	Improve links with provincial government	Transport Give more training in the islands to give us confidence to move on

	of DV, Rape, Incest, others). Needs for more kavaws funds allocated for funds (as an incentive-honorariums to be paid straight after their CA talks).		on cases (laws, process) and issues. No proper office space for CAVAWs		s raising.				reps through regular networking and meeting	
Need to improve justice capacity and response	Police not responding quickly for serving summons. Example rape case police not responding quickly due without vehicle fuel. Court not up to date with FPA form. Authorize person (FPA). Island court, magistr	Implementation of FPA , including training and selection of identified persons	Not all police officers attend Gender Training and Human Rights Lack of enforcement of the laws	Not enough magistrate		TCC – Permanent Magistrate needed Police don't take clients seriously and disregard them.			More training for Chiefs, Pastors and Police on FPA so we can complement each others' job	

	ate. Court to comply with FPA (procedures)									
Increased awareness and education to a wide range of community groups and sectors (including legal education)	Budget allocation limited at times for some particular areas. Due to geographical location distance and lack of transport (or transport too costly), community education cannot reach remote areas.			Awareness to all church leaders on VAW and Chief, women, youth, school, universities, banks, HTLs, Training Centres	Organize a conference before public awareness of the FPA			Develop specific program for adult, child, youth and increase and promote human rights education.		
Government assistance and funding	Need funding for male programs. Increase staff salaries and housing allowance due to increase inflation rate. Current		Delay of funding (NZAID)		Lack of provincial government support for CAVAW work	Police make excuses regarding lack of funding to transport themselves and clients in VAWC cases	Government to provide lawyer for children	Torba should have its own Counseling Centre *** Finance ** Communication *		

	building not space for staff and client against angry husband s/ partner coming to the centre.									
Need to Increase knowledge and skills on VAWC amongst police, courts, public	Lawyer needs to represent cases in court (increase current salary) (clients are refer to other agencies – Expensive and cases not heard quickly). Delayed of DV cases at the magistrate courts / island courts for CM cases. Chiefs need to know legal information – laws – constitution – human		Common understanding of FPA between VWC, Courts and Police				Aims and objectives not clear, TCC not experienced in male consultation, issues and complaints	Make training on VAW a part of training for new police recruits		Need more training* - especially for male advocates

	rights.									
Cultural, Religious, Attitudes and Practices that create barriers to reducing VAWC.	Some communities not accepting CE or awareness due to lack of understanding of our work and DV/VAW issues. Custom (discrimination etc...).	People (especially men, some police and others) not understanding the issues of DV, VAW.	Religious and kastom values and beliefs, Human rights, understanding legal background	Clash between religious beliefs and human rights perspectives	Some church leaders don't support the work of CAVAWs or Male Advocates .	Some chiefs do not want information or awareness raising. Cultural male dominated society and cultural orientation	Address the issue of gender in church context	Culture, Religion, Gender ** Some women are against the work of the CAVAWs ***		
Publicity and Promotion of VWC services				Lack of understanding of public on services of the Centre						

Appendix 11

CAVAW in 2010 (35 altogether)

No.	PROVINCE	CAVAW NAME
1	TORBA	Torres
2		Ureparapara
3		West Vanualava
4		Sola
5		Mota
6		Motalava
7		Gaua
8	SANMA	South Santo
9		Bigbay bush
10		Matantas
11	PENAMA	Walaha
12		Nduindui
13		North Ambae
14		Huritahi
15		East Ambae
16		Gaiowo
17		Nasawa
18		Loltongo
19		Melsisi
20		Pangi
21	MALAMPA	Wawanfonhal
22		Lonhali
23		Lolihor
24		Uripiv
25		Wala
26	SHEFA	Lamen Island
27		Burumba
28		Tongoa
29		Emae
30	TAFEA	Imaki
31		Midmauk
32		Aniwa
33		Aneityum
34		Dillonsbay
35		Port Narvin

Appendix 12 Stories and Case Studies Collected During the Review

Sola Stories – Collected for the MTR of VWC – February 20th 2010, Roselyn Tor, Independent Consultant

1. From a CAVAW

A man kept on beating his wife until one day she heard a talk by one of the CAVAWs in the village. When the husband hit her again, she ran to one of the members of the CAVAWs who then put her in another house for safety. The husband went searching when she wasn't at home. He asked the lady who hid his wife but she said the wife was not in her home.

Some other guy told the husband the wife was with the CAVAW and he returned, walked straight to the CAVAW and slapped her so hard that she fell to the ground. A fight broke out but the CAVAW member got up again and calmed the group. The case was reported and a protection order was taken against the man but the CAVAW did not press charges against him for slapping her.

2. From a Male Advocate (chief) Arranged Marriages

A village chief was making an arranged marriage with a couple for their daughter to marry a man from another island who was a driver for one of the bulldozers. The girl and her father were not happy about the arrangement but couldn't do much because it came from the high chief. The case was reported to the Male Advocate (MA) and he challenged the chief concerned on the issue, quoting the Human Rights of people to make choices. After a lot of talks and letters to and fro, the MA won the case for the girl. This is a rare case where a third party – a chief – steps in and challenges the traditional way making a girl and her parents disobey the order of a chief.

3. From a MA on Trespass

An ex-prisoner from Malekula went with a friend to Sola and lives there. Most nights the villagers would wake up when their daughter screamed and found their door opened even though it was locked when they went to bed. Even the Police could not find out who was responsible. The MA discovered that the man frequently entered a particular house around 3.00 am and MA set someone there to wait. One night the man returned to the house, opened the door as it was not locked and walked in. The other guy grabbed hold of him and found the man was fully naked. They struggled and went out and the man ran away but they already knew who he was. The case was reported.

4. From a CAVAW on Attempted Incest (Nov. 2009)

After one of the awareness talks, a man and his daughter went to a CAVAW and reported a case regarding a man and a young girl of thirteen years. On a Sunday, the girl went off to swim in the sea. The man went and grabbed her and started fondling her breasts, touched her private parts, and trying to get her down on the grass. She called and shouted and someone shouted back and came to her rescue. The man ran away but the girl reported him to the CAVAW. Unfortunately, he's a chief.

5. From a CAVAW on Physical Violence (Feb. 2010)

A man and his wife went to the Pastor's house. The daughter was supposed to return to school by boat and they were talking about the possibility of going on a boat leaving that day. Pastor's wife said the boat may be full as it was a special request. The father of the girl was furious and he slapped the Pastor's wife so hard that she fell down, unconscious. They all stood there doing nothing and watched

till she regained consciousness. She went to a CAVAW who took her to hospital, then helped her make a statement and lodged a case with the Police on February 24 2010.

Case Studies from Sanma Counselling Centre (SCC) - thanks to staff from SCC

Incest Case

It was during the month of February 2009. A thirteen (13) year old girl walked into the Centre with her yellow shirt and a black skirt. As a counsellor I could tell she was wearing a local primary school uniform. She was accompanied to the Centre by her Aunty (her step-father's cousin sister).

She looked pale and from her facial expression, seemed to me that she feared something and also very regretful.

When I asked her to tell me about what brought her to the Centre, her eyes became watery and tears started running down her cheeks. It was so emotional for her to speak so I allowed her to cry. After taking this silent moment with her, she began to talk. She said it's all about my step-father and I.

She said "He used to do it with me in the night while my mother was asleep". I then began to explore what was happening to her in the night and she told me the story.

She said her step-father sexually abused her while she was 11 years old. Her step father is working as an engineer on a cargo boat. Whenever the ship arrived in Luganville he would always go to her room after drinking kava and he would kiss her and then ask her to masturbate his body.

She said every time her step-father would arrive, she would sleep with fear in the night because she knew he would sexually abuse her as he normally does.

When she was twelve, he stated having sexual intercourse with her. When she refused to have sex with him, he would send her outside. She would sit outside until broad day light. She said because her mother was looking after her 1 year old brother, she would get dressed in her uniform and takes her sister to school by foot.

A couple of times in moonlight in their yard, her step-father would send her outside to dig "strong grass" as her punishment for not wanting to have sex with him. She would cry because she was left alone outside while everyone was asleep. She said should hear her mother quarrelling with her step-father while she was digging the grass. She said she knew her mother felt sorry for her but she didn't do much to help her.

She said "Now I am in grate six but sometimes I can feel something moving in my stomach". I then began to talk about signs of pregnancies and tears rolled down her face once more.

I accompanied her to Hospital and the nurse in-charge confirmed that she was six months pregnant.

The step-father was arrested by Police in Port Vila and is now in the correctional services in Port Vila.

The girl delivered her baby in June 2009. Her mother is now looking after the baby while she goes to school (repeat grade six).

MARITAL RAPE

This lady is married and has 4 children. Her husband is a Pastor in a local church. This lady reports that she's been raped by her husband every night and in the day as well.

She says she doesn't do much work in the day because her husband would go around looking for her. Her husband expects her to be in the house all the time to satisfy him sexually. She feels guilty, frustrated and often regrets that she legally married this man.

As she was relating her story, I was able to understand that her children were abused too. The lady said several times in the day, when her husband forced her to have sex, the children would come into the room. They would cover them with blanket. The husband wouldn't mind closing the door. He would also tell the children to stay in the room. The mother remembered her daughter asking her "mama yutufala istap mekem wanem ya?" the mother didn't have any words to respond to her little girl.

In the couple's bedroom, the husband would collect shovel, empty container for powder and empty bottle of lemonade and put them just beside the bed. Often after having sex with her, he would take handle of the shovel and push it in his wife's vagina. The lady would scream because it was so painful and when she screams, he would remove it and use other objects.

She was granted her DV Orders. We were still assisting her to file for her case against her husband for marital rape while a senior pastor of her local church arranged reconciliation between her and her husband.

ASSAULT CASE

This lady has six (6) children and her husband has forced her to adopt (no legal adoption) a little girl. This little girl is living with them. She says she's a hardworking mother. She would carry her first born baby while she pregnant of the second baby to the garden. She would cut banana leaves and put them on the ground and the baby would sit on it while she does the gardening. After gardening she would collect some food, put them in the bag and then carry the baby and the bag home. Her husband wouldn't bother to help her. He would sleep the whole day and in the evening he would go drinking kava.

During her pregnancy period, her husband wouldn't allow her to go to the health centre for medical checkup. She tried once when she was pregnant of her first born child but upon her arrival home, her husband accused her of having sexual affair with the nurse in-charge and he assaulted her. She said he wouldn't allow her to walk around in the village if some men were seen around.

Her husband's attitude has made her life very difficult. She wanted so much to get family planning but after successful efforts, her husband would throw away her tablets and assaulted her.

She delivered all her six children at home. The husband wasn't with her while she delivered her children. She would send for her mother to come and be with her while she delivers her baby. She didn't know how to cope with the situation because her children didn't get any vaccination or medical treatment. She used to be a pre-school teacher in the village but now her husband stopped from

teaching. He is not earning money to send their children to school so she's trying her best to teach them at home.

Court award her DV orders.

ⁱ Note that in addition to workshops, there were also small focus groups and interviews held, along with stakeholder and staff surveys. All of this information has contributed to the findings and recommendations of the review.