



**PROVISION FOR POST PROJECT EVALUATIONS FOR THE UNITED NATIONS
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EVALUATION REPORT



**UDF-FIJ-11-448 – Civic education and empowerment for more women in
leadership, from villages to parliament in Fiji**

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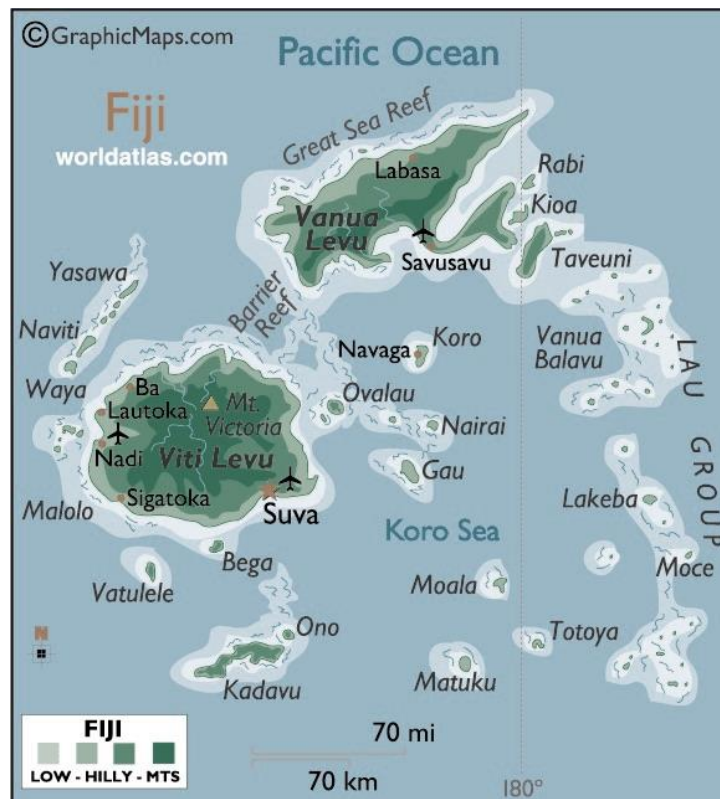
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Disclaimer

The views expressed in this report are those of the evaluators. They do not represent those of UNDEF or of any of the institutions referred to in the report. All errors and omissions are the responsibility of the authors.

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Map of the Fijian islands– the project had a national scope, but most of the activities took place in the two main islands, Viti Levu and Vanua Levu islands.

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Executive Summary

(i) Project data

This report is the evaluation of the project “Civic education and empowerment for more women in leadership, from villages to parliament in Fiji”, implemented from September 2013 to February 2016 (including an 8-months no-cost extension) by the Fijian non-governmental organization (NGO), the National Council of Women Fiji (NCW Fiji). The project’s operational budget was US\$ 225,000.

The project aims at increasing women’s representation in public offices through a larger support for women’s representation in political processes and civic leadership. A large number of women will be trained through the Building Resources in Democracy, Governance and Elections (BRIDGE) methodology and specialised training as well as support through mentorship programme given to potential women candidates in local/national elections. Public awareness to support women leadership at all levels will be raised through media campaigns, school competitions and road shows.

In fact, project strategy is structured around three expected outcomes: (1) increased awareness and knowledge of civic education principles among potential women leaders in Fiji; (2) increased capacity of potential women leaders for active participation in civil leadership within both parliament and administrative boards and councils in Fiji and (3) increased awareness within the broader community of the importance of the involvement of women in political processes and civic leadership in Fiji.

(ii) Evaluation findings

The project is fully **relevant** and legitimate considering the critical political situation of the country and the recurrent low participation of Fijian women in decision-making mechanisms and political world. Despite progress and development of women in Fiji that improved through legislative changes, women’s rights continue to face many obstacles and challenges and women to a large extent continue to be under-represented at all levels of decision-making, in parliaments and other key decision-making mechanisms. Political environment is also quite critical, with a persistence of Human rights concerns and deficiencies in Fiji, including severe restrictions on media freedom and individual’s rights.

In terms of **effectiveness**, the project is not entirely satisfactory. It could not be implemented as planned in the project document and in the logical framework. Several key-factors limited the effectiveness of the project. Political tensions have generated important delays and affected the implementation of trainings (outcomes 1 and 2) and of awareness raising activities (outcome 3). Important shortcomings of the leading organization (NCW) had consequences on the quality of outputs and outcomes. Schedule of project interventions and effectiveness of the activities were also hampered by significant delays in funds release, due to late submission of the NCW reports to UNDEF and to the tropical cyclone in February 2016 that left homeless ten thousands of people. Project activities had to be suspended for several weeks, until the recovery of women participants. As a result of all these problems and constraints, the project only partially achieved two of the three planned outputs with great disparities in the achievement of the expected outcomes. Outcome 1 was achieved through training of trainers (ToT) with BRIDGE methodology and capacity building of member organizations and results are relevant and quite significant. Outcome 2 was only partially achieved, in view of the fact that the mentoring component, considered as too ambitious in regard of the project resources, was not implemented. Because of the restrictions imposed by the government, project

team faced a lot of difficulties to organize Women in Politics (WIP) training on time. Number of women enrolled in electoral process is not really satisfactory, as it sums about 40 candidates only. However, WIP trainings contributed to reinforce leaders' skills and self-confidence of women leaders. Concerning activities related to Media campaigns, they were relatively sporadic and implemented quite late to substantially contribute to project objectives. School competition was implemented, but results were quite disappointing.

In terms of **efficiency**, the results are mitigated. The NCW project team demonstrated excellent technical qualifications to support capacity building activities (Bridge and WIP Methodology). Participants were quite satisfied with the quality of trainings contents. A wide spectrum of vulnerable population benefited from the capacity building activities, including people who were usually excluded from those facilities (people with disability, people leaving in remote areas or in small islands and marginalized population like sex -workers). NCW also demonstrated capability in mobilising a large panel of partner organizations, most of them with high social capital and strong commitment with the local population. However, project implementation was affected by numerous NCW shortcomings. Project was often operated on an ad-hoc basis because of its reduced human resources and of the insufficient management capacity of the team. Lack of SMART key-indicators, of formal monitoring system and of action Plan was another handicap. Furthermore, NWC board members and project manager maintained scarce and irregular contacts with the implementing organizations, a situation that jeopardizes achievement of expected outcomes and sustainability of the NCW networking.

Impacts and project benefits vary according to the project components. Civic education component contributed to enhance awareness and knowledge of civic education principles among potential women leaders and to promote and enhance gender equity in the political sphere. One of the main project impacts was to get a significant number of women and the vulnerable population to go to vote. Rural women gained a better understanding of the importance of participating in the elections and young sex workers and street women who had never been involved into electoral events, got registered and went to vote. Another significant effect is the gender-sensitive approach adopted by part of the male participants. WIP Capacity building component has also demonstrated to be effective, although its impact to project activities in terms of number of women enrolled in electoral process is not really impressive, as it sums about 40 candidates only. However, WIP trainings contributed undoubtedly to improve and to reinforce leaders' skills and self-confidence. Project impact on political empowerment of women is more evident in Village Councils level than at parliament level, as some women beneficiaries took the lead in villages' council commissions, while woman representation among parliamentarians is still insufficient.

The project's interventions **sustainability** is satisfactory, as it relies not only on the NCW capacity but also on the capability of a wide range of affiliated organizations, among them, some that are already institutionalized and with a wide social capital. Concerning the leading organization, important deficits in project design, operational management and fund raising activities as well as its poor linkages with most of its affiliated organisations could undermine its legitimacy among partners, situation that could jeopardize the sustainability of the NCW network.

(iii) Conclusions

- ***The project was highly relevant. It came out at a very convenient time*** (before 2014 elections), addressing urgent needs for capacity building among members of the umbrella organization (NCW);
- ***The project reached a wide spectrum of beneficiaries, belonging to the main ethnic and religious communities.*** Even marginalized and vulnerable communities have benefitted from its interventions. They gained a wider access to political world. No discrimination on account of religion or cultural affiliations could be observed during beneficiaries selection, however project strategy was not enough inclusive;
- ***Project design and logframe were weak and too ambitious.*** Lack of baseline studies and mapping of women participation in politics was another handicap, as well as the inappropriate indicators for trainers selection;
- ***The NCW project team demonstrated excellent technical qualifications*** to support capacity building activities (Bridge and WIP Methodology); however ***considerable operational and financial delays***, due to several factors, affected the implementation of activities. Part of the final outcomes 2 and 3 could not be achieved. The project was also hampered by under-management and weak follow-up and M&E of the interventions;
- ***Partners' organizations manifested high commitment*** and most of them deployed a good level of professional expertise. However there were very poor linkages with most of the affiliated organizations ;
- ***Capacity building component produced very positive results and constitute the principal outcome of the project.*** attitude changes and self-confidence among vulnerable women, young population and male beneficiaries, promotion of principles of democracy and of good electoral practices, better understanding of political debate and skills and confidence in electoral process. The project achieved to empower women in politics through a better knowledge of their rights and of decision-making mechanisms which led to an increase of women's candidatures during 2014 elections and of women's participation at advisory Councils level in the West part of the main island.
- ***Sustainability of training interventions was not taken care of by NCW***, nor the capitalization of experiences among affiliated organizations;
- ***Accountability and transparency of the fund management by NCW board is a frequent question raised by affiliated organizations ;***
- ***Fund raising capacity, a major issue of both women organizations and political parties to support women in politics***, was not raised and nor addressed by the project.

I. INTRODUCTION AND DEVELOPMENT CONTEXT

(i) The project and evaluation objectives

This report presents the evaluation of the project “*Civic education and empowerment for more women in leadership, from villages to parliament in Fiji*” implemented from September 2013 to February 2016 by the National Council of Women Fiji (NCW). The project budget allocated by UNDEF was US\$ 225,000, of which US\$ 25,500 withheld for evaluation and monitoring purposes:

- Overall development goal: the equal participation and representation of women in political processes and civic leadership at all levels of government, administrative boards and councils in Fiji.
- Project objective: to increase the participation of women in parliament and administrative boards and councils in Fiji supported by increased participation of women within the Fijian communities in the political processes and in civic leadership.

Project strategy is structured around three expected outcomes:

(1) Increased awareness and knowledge of civic education principles among potential women leaders in Fiji. (2) Increased capacity of potential women leaders for active participation in civil leadership within both parliament and administrative boards and councils in Fiji and (3) Increased awareness within the broader community of the importance of the involvement of women in political processes and civic leadership in Fiji.

In order to achieve political empowerment of women leaders, a panel of capacity-building related activities was designed:

- BRIDGE training for key-women leaders ;
- 80 training workshops for 1600 participants from NCW member organizations with a focus on women and youth ;
- specialized training for 400 potential women candidates for local and national elections trained ;
- Mentorship program to support potential women candidates ;
- Media Campaigns to promote women’s political participation ;
- Awareness raising activities among schools on women’s participation and leadership.

Initially planned for a twenty-four months duration, the project was extended for eight additional months. Started on September 2013, it ended on February 2016.

The evaluation of this project is part of the larger set of evaluations of UNDEF-funded projects. The purpose of these evaluations is to “contribute to a better understanding of what constitutes a successful project, which will in turn help UNDEF to develop future project strategies. Evaluations are also to assist stakeholders to determine whether projects have been implemented in accordance with the project document and whether anticipated project outputs have been achieved”.¹

(ii) Evaluation methodology

An international expert and a national expert conducted the evaluation. The methodology employed included literature review, stakeholder interviews, focus group discussions and field visits. Mission

¹ See: Operational Manual for UNDEF-Funded Project Evaluations, page 6.

started in May 2016, with the inception phase, an initial desk study dedicated to the review of standard project documentation - initial project document, mid-term report, milestones reports, etc. -, as well as comprehensive publications about economical and political situation in Fiji (refer to Annexe 2).

Field visits were conducted from May 30th to June 3th in the main island of Viti Levu (Suva, Nadi and Lautoka) and in Vanua Levu (Labasa and Savusavu). Meetings were organized with members of the leading agency (NCW) and trainers, board of the partners associations and project beneficiaries, as well as with women candidates and board members of two political parties. In total, the number of interviewed participants was 52 (refer to Annex 3 for details).

A number of documents were accessed and analysed including project document, BRIDGE toolkit, and copies of training programmes, list of participants. A comprehensive list of documents sighted is attached as Annex 2. Other related project documents were requested and the Evaluation Team was informed that these would be made available in due course. Some of these documents include: the milestone verification reports, progress reports, memorandum of understanding (MOUs) and terms of reference (TOR). At the time of the evaluation the Final Narrative Report had yet to be received from the grantee.

During the initial desk study of project documentation (Launch Note UDF-FIJ-11-448), several key issues were identified, that required follow-up during the field visits and interviews:

- **Relevance:** available project documentation indicates the project is highly relevant to the political context and the specific issues faced by the women in Fiji. Project design and strategy are coherent, but they might be a little bit ambitious. Capacity of leader organization should be assessed in terms of planning, implementation, follow-up and monitoring of the three main components and their respective activities. Regarding the logframe, it is clear and pertinent. Deficits could be observed in the means of verification (baseline studies).
- **Effectiveness:** mid-term Report (1 December 2014) shows that part of the activities was implemented as planned in the logframe. Nevertheless, delays were reported, mainly concerning the activities related to outputs 2.1 and 2.2. Lack of final report is a main obstacle to establish clearly if the activities were effectively implemented and planned outcomes achieved. Quantitative and qualitative data should be collected on the field to get the missing information.
- **Efficiency:** the evaluators will assess the capability of the leader organization to ensure transparency in project management (tender proceedings, establishment and respect of contract terms), to plan, implement and to give follow-up to the operational activities, to establish quality control mechanisms, to mobilize human, financial and logistic resources and to produce the expected outcomes with a positive cost-benefit ratio, etc.
- **Impact:** effects and perspective of impact induced by the project interventions will be analyzed regarding capacity building training and mechanisms targeting different populations (women leaders, potential women candidates, members of the grass-roots level organizations, etc.), as well as the impact of awareness raising among students and the contribution of media campaigns (advocacy material) in the achievement of project outcomes.
- **Sustainability:** it will depend from the real impact of the project in terms of strengthening knowledge and capacity of the grass-root organisations and of their members to carry out advocacy and lobbying activities and to gain more visibility. The fundraising ability of the organisations is another key-parameter of the sustainability of the project interventions that should be assessed.
- **Risk identification and mitigation:** the project document identified some risks for the project, particularly political risks. The evaluators have to assess the extent to which the NCW was able to respond to political crisis and its capacity to ensure continuity of trainings.

Sustainability and impact: due to the lack of final narrative report (FNR), the evaluation sought to assess the current situation in terms of project impacts and achievements and whether the reached outcomes could be sustained over time.

Given the focus of the project on capacity building of women's organizations and the political sensitive situation, field interviews will give specific attention on the following topics:

- Criteria for selecting the participating women's organizations taking into account the risk of discriminatory practices on the basis of ethnicity or religion;
- Quality of training materials used, self-evaluation mechanisms, flexibility to local demands and needs, etc.
- Sustainability of training sessions;
- The functioning and sustainability of the NCW Fiji Network, taking into account the role of numerical media;
- The participation of institutional stakeholders, local, regional and national authorities and government ministries and local entities.

(iii) Development context

Fiji is a small island country that comprises 32 islands and 522 smaller islets and accounts with a population of 0,860 million. A former part of the United Kingdom, it became an independent sovereign state in 1970. It is a multicultural country, with native Fijian (56.8%), officially known since 2010 as iTaukei (predominantly Melanesian with a Polynesian admixture), Indian 37.5%, Rotuman 1.2%, other 4.5% (European, part European, other Pacific Islanders, Chinese)².

One of the most developed economies in the Pacific: classified by the World Bank as an upper-middle income country, its economy relies on a significant tourism industry and a decadent sugar industry. In terms of Human Development Index (HDI) the country has registered an increase of HDI values, about 25,8 % for this period, which positioned it at 90 out 188 countries and territories³.

Progress was made in each of the HDI indicators, but inequality inside the population of the country has increased. Regarding the gender inequalities indicators (GDI and GII)⁴, they reflect gender inequality in terms of labour participation, 37.5 per cent for women compared to 72.0 for men and also in the distribution of parliamentary seats⁵.

	Life expect ancy at birth	Expected years of schooling	Mean years of schooling	GNI per capita (2011 PPP\$)	HDI value
1980	63.0	10.8	5.9	4,9	0.578
1985	64.3	10.5	5.9	4,556	0.576
1990	65.5	12.1	7.5	5,796	0.631
1995	66.6	12.8	7.7	5,974	0.648
2000	67.6	13.2	9.1	6,658	0.678
2005	68.4	14.1	9.0	7,216	0.694
2010	69.3	15.4	9.9	6,908	0.717
2011	69.4	15.7	9.9	7,002	0.720
2012	69.6	15.7	9.9	7,074	0.722
2013	69.8	15.7	9.9	7,267	0.724
2014	70.0	15.7	9.9	7,493	0.727
Contribution of each component index to Fiji's HDI since 1980. Source: UNDP, Human Development Report, Fiji, 2015					

² Fiji Demographics Profile 2014, http://www.indexmundi.com/fiji/demographics_profile.html.

³ UNDP, Human Development Report 2015, Work for human development, *Briefing note for countries on the 2015 Human Development Report, Fiji, 2015*.

⁴ Gender Development Index- GDI and Gender Inequality Index –GII, relying on key basic dimensions of Human development, - health, education and economic resources, empowerment and economic activities -.

⁵ UNDP, Human Development Report 2015, Work for human development, *Briefing note for countries on the 2015 Human Development Report, Fiji, 2015*.

A country characterized by racial and political tensions: since the independence, the country has experimented rivalry between the indigenous Fijian and the ethnic Indian communities, the root of a lot of political upheavals. These tensions have been source of instability and of several coup d'états. After the coup by indigenous Fijians in 1987 that overthrew the elected Indian-dominated coalition, a further coup, in 2000 and a fourth one in 2006, caused great damage to the tourism industry in particular and to international Fiji reputation. For the second time, Fiji was suspended from the Commonwealth due to its lack of progress towards democracy and its failure to organize democratic elections⁶. In 2014, under the pressure of its powerful neighbour countries, Australia and New Zealand, the government agreed to hold free elections. A new Constitution (September 2013) was the first to call all Fiji citizens "Fijians" and to eliminate race-based electoral tolls and seat quotas. In October 2015, the first non-indigenous president was elected after winning parliament elections.

Recurrent high gender disparities in key- areas: The *Global Gender Gap Report* is an index designed to measure gender equity. The last publication (2015) ranks Fiji at 121 out of 145 countries. While women undertake 52 % of total work in the Fijian economy, they receive only 27 % of the total income and there is approximately half that of men's participation to the labour force. As to the physical and sexual violence against women and girls, its incidence is very high in Fiji: 64 % of the women⁷.

	GLOBAL INDEX		ECONOMIC PARTICIPATION AND OPPORTUNITY		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
Country	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Fiji	121	0.645	129	0.512	71	0.992	1	0.98	110	0.097
In Measuring the Global Gender Gap, World Economic Forum, 2015.										

Policy and legislative changes to provide protection from gender discrimination: thanks to the adoption of a number of international and regional commitments that promotes the rights of women in all spheres of life and to mechanisms, like the Fiji Women's Rights Movements (FWRM, the CEDAW⁸ NGO Coalition Secretariat), awareness on women's human rights and other related issues, especially the CEDAW compliance, has increased. The National Plan of Action (NPA) 2010-2019 highlights the importance of "Equality in Participation in Decision – Making". In addition a number of women's non-government organisations (NGOs) such as the National Council of Women (NCW) have taken up the women in leadership initiatives as part of their mandate. Important legislative reforms have been introduced in the last two decades, such as the Fiji's Family Law Act (2003) and the Employment Relations Bills (2006). Today, Fiji Constitution is "the only one in the Pacific region that expressly prohibits indirect discrimination, including on basis of gender"⁹. It contains substantive provisions of the Bill of Human Rights, a number of which applies to the rights of women, including the rights to political participation, education and economic participation, which are now open to all citizens of Fiji.

Recurrent low representation of Fijian women in the political world: at the end of 2005, in the Pacific region, including Fiji, women represented only 14 per cent of elected representation in Parliament¹⁰. It increased to 16 per cent in 2014. Fiji women's lack of representation in Parliament and at other levels of decision-making is attributed to a number of factors. One of the main obstacles to better address that problem is the lack of comprehensive baselines studies in order to map-out the number of women holding positions in boards, committees, councils and other decision-making bodies in both public and private sectors.

⁶ BBC, Fiji profile, Sept 2015.

⁷ IWDA (International Women's Development Agency), "Public Perceptions of Women in Leadership", December 2014.

⁸ *Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)*, ratified by the Fijian government in 1995.

⁹ <http://Asianpacific.unwomen.org/en/countries/Fiji/co>.

¹⁰ A Women's Place is In the House – The House of Parliament: Research to Advance Women's Representation in Forum Island Countries – A Regional Study. Pacific Islands Forum Secretariat, 2006

II. PROJECT STRATEGY

i. Project strategy and approach

According to the project document, the project aims at increasing women's representation in public offices through a larger support for women's representation in political processes and civic leadership. A large number of women will be trained through the "Building Resources in Democracy, Governance and Elections" (BRIDGE) methodology and potential women candidates in local and national elections will also benefit of a mentorship programme. Public awareness to support women leadership at all levels will be raised through media campaigns, school competitions and road shows.

ii. Logical framework

The framework below aims to capture the project logic. In view of the focus placed by the project document on outcomes and indicators, these are set out in separate columns.

Project activities	Project outputs	Output indicators/ target	Project outcomes
1.1 Contract BRIDGE facilitators and sign TOR, determine application process and selection criteria to select five representatives from NCW members; carry out BRIDGE training and evaluation of training sessions.	1.1 Five women leaders become BRIDGE certified facilitators and form the Project core group (trainers).	80% of potential women leaders to be aware of, and understand key civic education principles by the end of the training.	Outcome 1: Increased awareness and knowledge of civic education principles among potential <u>women leaders</u> in Fiji
1.2 Selection of training participants based on their membership ; develop training methodology and content ; Carry out a total of 80 training workshops ; Conduct and evaluate pre- and post-workshop surveys and Evaluation of reporting and follow up visits.	1.2 1600 participants from NCW member organizations are trained with a BRIDGE methodology, with a focus on women and youth.	90% of potential women leaders with access to, or knowledge where to access, key civic education principles by the end of the training.	
2.1 Select beneficiaries; design training methodology, content and materials; conduct trainings and pre and post workshop evaluation.	2.1 400 potential women candidates for local and national elections trained	70% of the trained potential women candidates (280) run in local or national election.	Outcome 2: Increased capacity of potential <u>women leaders</u> for active participation in civil leadership within parliament /
2.2 Mentors identified; setting-up mentorship program platform; each 400 potential women candidates connected with at	2.2 Mentorship program to support potential women candidates established.	At least 75% of the mentored candidates are satisfied. Project mentorship	

<p>least two mentors and has signed MoU's. Evaluation of mentorship program and reinforcement of network.</p>		<p>formalized through guidelines /TOR.</p>	<p>administrative boards and councils in Fiji.</p>
<p>3.1 Baseline survey on voters opinion concerning women participation in politic. Media campaigns designed according to results: posters, brochures, women leaders' success stories in "Fiji Times", 8 radio spots in national independent radio channels; media advocacy campaign (Facebook and Twitter) and online advocacy portal. Assessment of campaign's impacts.</p>	<p>3.1 Media Campaign is carried out to promote women's participation and representation in public offices.</p>	<p>Approximately 5% of media content is about women in leadership.</p>	<p>Outcome 3: Increased awareness of the importance of the involvement of women in political processes and civic leadership in Fiji.</p>
<p>3.2 Develop concept and lobbying to key-institutional stakeholders to establish partnerships. Advertise competitions in the newspapers; carry out school competitions and publish winners on website. Review of media coverage.</p>	<p>3.2 School competitions addressing at least 9,000 students to raise awareness about women's participation and leadership organized.</p>	<p>A majority of community members targeted by media campaigns have increased their awareness about the importance of women in political process and leadership</p>	
<p>3.3 Concept of road shows developed, ToR with the Young National Council of women signed and road shows implemented in ten urban areas; Evaluation of road show's impacts.</p>	<p>3.3 Road shows by and for young men and women carried out to promote young women's participation.</p>		

III. EVALUATION FINDINGS

This evaluation is based on questions formulated to meet the criteria of the Development Assistance Committee of the Organization for Economic Cooperation and Development. The questions and sub-questions can be found in Annex 1.

(i) **Relevance**

The project is fully relevant and legitimate considering the critical political situation of the country:

Persistence of Human rights concerns in Fiji, including severe restrictions on media freedom and on individual's rights, clampdowns on worker's rights and torture in detention¹¹:

- In the lead-up to the 2014 election, the Media Decree with threat of heavy penalties and other legal action -hefty fines and two years' imprisonment, on any publication deemed to threaten to "public interest or order"- on major media outlets, restricted to a large extent fair and responsible reporting. A number of media outlets were forced to self-censor. There was a heavy bias in favour of the military government reports. This continues to be the state of affairs to-date.

- Restrictions to individual's rights continue, including the rights to freedom of expression. Decrees passed since 2006 by the Government still have primacy. Under section 115 of the Electoral Decree 2014, human rights organisations receiving funding from overseas donors were prevented from 'campaigning' on any issue related to elections. This included organising debates, public seminars, meetings and issuing publications. All trainings related to the 2014 election were falling under the domain of the Elections Office, and, to some extent, this affected the training conducted by NCW targeting women candidates. In addition, the public order decree required all types of public meetings in 2013 (to-date) to get the advanced permit granted by police.

An historical mobilisation of Fijian in 2014 elections: after eight years of rule by an unelected military-led government, Fijian mobilisation was very impressive with a participation score of 93 % of the eligible population against 64 % in 2006¹².

Recurrent low participation of Fijian women in decision-making mechanisms and political world:

despite progress and development of women in Fiji that improved through legislative changes, women's rights

continue to face many obstacles and challenges, especially the pervasiveness of gender-based violence¹³ in the country¹⁴ and their low political participation. There are a number of factors that contribute to discourage women from participating in public leadership levels. In fact, women to a large

Country	Female	Male	Male ratio	(truncated) †	Rank
Fiji	13	87	0.15	0.15	93
Women in ministerial positions; In "The Global Gender Gap", World Economic Forum, 2015					

¹¹ Foreign & Commonwealth Office, *Fiji elections 2014, a case study*, <https://www.gov.uk/government/case-studies/fiji-elections-2014>.

¹² <http://www.idea.int/vt/countryview.cfm?id=75>

¹³ Violence experienced by women is at about 64 per cent according to the Women's Crisis Centre (WCC)¹³ report released in 2013.

¹⁴ Amnesty International, *Submission to the committee on the Elimination of Discrimination against Women*, 46 th session, CEDAW, July 2010.

extent continue to be under-represented at all levels of decision-making, in parliaments and other key decision-making mechanisms.

Lack of basic knowledge among women and youth to participate in electoral process and political debates: insufficient women leadership and political participation should not be only attributed to the persistence of discriminatory mechanisms. Feedback from the interviews, both grassroots level members and women parliamentarians, indicate that most of the Fijian women are unacquainted with key-concepts so to be able to follow parliamentary debates and to be protagonists in public affair management and electoral processes. Youth population presents similar deficits that reduce its participation to the fragile democratic transition process.

Valuable information concerning community views about women in politics: the *Funding Leadership Opportunities for Women (FLOW) Programme*¹⁵, funded by the Government of the Netherlands, supported the Women's Forum in formulating interventions for voters' education and advocacy for greater female representation in politics. A survey questionnaire about women in politics and leadership provided a significant snapshot of opinions prior to the September 2014 election.

A leading organization with high level of legitimacy and broad network of partners but which faces serious financial and structural issues, threatening its sustainability: NCW was established in 1968 as an umbrella organisation and it has a little over 60 affiliate organisations as members made up of different ethnic and religious groups, women's wings of three Political Parties and other larger associations. This includes Rabi, Rotuma, the Muslim women's league, Fiji Hindu organisation (Sanatan Dharma), Labour Party women's wing, SODELPA women's wing, Ballantine Memorial School (BMS) Old Girls Association, Adi Cakobau School (ACS) Old Girls Association, Methodist Women's Organisation, Catholic Women's League and Soqosoqo Vakamarama (SSV) and its independent affiliate (SSV) members. NCW was established to collectively advocate for women's issues at the national level. While member organisations deal with a range of issues according to their mandate, such as health, education, human development, NCW started raising issues not dealt with by them, mainly those related with women in politics; cross-cutting issues such as environment and/or climate change; presentations in various parliamentary sub-committees; contribution with the Opposition Party to the national budget analysis and commentary and building-up of networks, with, for example, UNDP as part of the NICE workshop planning. Other services provided by NCW include information sharing, representation and delivering joint training. In the past NCW relied, to a large extent, on its

"Public Perceptions of Women in Leadership"

According to the FLOW survey, "81% of respondents agree that women are underrepresented in Fiji, and 72% think it would be better for the country if there were more women in national government."

As to the major reasons why fewer women than men stand for elections, the majority of respondents identified cultural barriers (60%), discrimination (59%) and a lack of support at community level (53%) rather than a lack of education (15%) or experience (19%).

The majority of people in Fiji recognises that the qualifications and attributes of leadership are not unique to men, but are common to both men and women.

-Close to two-thirds of respondents (65%) would like to see a woman holding the position of Prime Minister in the next 10 years.

IWDA (International Women's Development Agency). December 2014.

¹⁵ IWDA (International Women's Development Agency), "Public Perceptions of Women in Leadership", December 2014.

affiliates to work with women in rural areas. This has changed with NCW now more engaged with rural women through civic education and focusing on decision making in villages and settlements.

Currently under the UNDEF funded project NCW is now raising women's issues in parliament through its political party affiliates. It is also working in urban and suburban areas targeting women and men and raising awareness on women's status and government development and issues.

Weak support from governmental stakeholders: NCW had been a consistent recipient of Government grants until 2012. Under the current government, not only funding of NCW ceased but also the collaboration and coordination with the Ministry of Women weakening over years. Additionally, Government has set up a parallel organisation (Women's Federation) with a membership similar to NCW's one. As a direct consequence NCW had to extend its own network and to identify new stakeholders at sectorial level, including the Ministry of Health, Ministry of Education, Ministry of Agriculture and Ministry of Forestry.

Financial dependence of NCW to multilateral cooperation supports: financial memberships ranging from individual, village, provincial, national and regional levels contribute to the operational cost of the organisation but are insufficient to cover development projects for the benefit of its constituents. NCW network has to rely on donor funding for such activities.

(ii) Effectiveness

In terms of effectiveness, the project is not entirely satisfactory for that it could not be implemented as planned in the project document and in the logical framework.

Several key-limitations to the effectiveness of the project were identified, such as:

- **Political tensions** have generated important delays and affected the implementation of trainings (outcomes 1 and 2) and awareness raising activities (outcome 3). Electoral Decree 2014 led to the prohibition of organizing any event related to elections (debates, public seminars, trainings, etc.). All trainings related to the September 2014 parliamentary elections were falling under the domain of the Elections Office, situation that particularly affected the NCW trainings targeting women candidates (WIP trainings).
- **Important shortcomings of the leading organization (NCW):** lack of previous project management experience and insufficient human resources made evident that the logical framework was too ambitious and that the intervention strategy was not really suitable with the capacity of the leading organization, although most of the components were relevant, especially those related to capacity building.
- **Lack of key-indicators for the selection of trainers, implementing agencies and beneficiaries that** had consequences on the quality of outputs and outcomes and on the impact of project interventions.

Important delays in project implementation:

Schedule of project interventions and effectiveness of the activities were hampered by significant delays in release of funds, due to late submission of bills from the facilitators that affected the submission of the NCW reports to UNDEF. The project was extended by 8 months.

Tranche 1 September 2013 to June 2014	Tranche 2 Jan 2015 to September 2015	Tranche 3 February 2016 to April 2016
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Although last tranche was delivered on February 2016 and should have been completed by April 2016, part of the project interventions - training workshops (outcomes 1 and 2) and awareness raising activities (outcome 3) - were implemented only after that deadline.

Two other cyclical factors have exacerbated the disturbances in project implementation: (1) the application by Government of all decrees passed since 2006 that strengthened the rights to freedom of expression and (2) the tropical cyclone in February 2016 that left homeless ten thousands of people. Project activities had to be suspended for several weeks, until the recovery of women participants.

Output 1.1:

A two weeks BRIDGE ToT¹⁶ workshop took place at the beginning of the project. BRIDGE Methodology - *Building Resources in Democracy, Governance and Elections* - is a course on electoral processes, developed by the International Institute of Democracy and Electoral Assistance (IDEA), the Australian Electoral Commission (AEC) and the United Nations Election Assistance Division (UNEAD). It aims at improving the skills, knowledge and confidence both of election professionals and of key stakeholders in the electoral process. It's a flexible methodology that can be modified to meet the specific needs of participants to the training workshop.

Six facilitators followed the training course imparted in Suva by only one qualified BRIDGE Trainer (Project Director and NCW Secretary), and not two, as was planned in the project document. As part of the capacity building process, at the end of the training session, each facilitator had to submit to the class a project proposal, including a selection of the topics more relevant for her own communities, an Action plan, a budget, etc. It was a condition for the release of funds to start implementing workshops at local level. A full set of BRIDGE documents was given to each participant before finalizing the training.



Focus Group in Savusavu, participants of Civic Education Training.

Output 1.2: according to the data collected during the evaluation mission, 80 one-day or two-days trainings dealing with civic education benefited more than 1 600 participants. The term *Civic Education* was preferred to *Women in politics* because of government pressures.

Beneficiaries came from the two main islands and from three others (Rotuma, Rambi, etc.) and participants to workshops were compensated with travel allowances of \$10 per day plus free meals.

Civic Education training workshops were conducted by a team of 6 trainers, including the Project manager and not by ten trainers, as initially planned in the project document. Quality of training varied according to the trainer. Except in one specific case - a trainer who could not remember the topics of her training sessions - most of the interviewed trainers demonstrated qualified experience and commitment with their mission. Testimonies of the participants corroborated that impression, although,

¹⁶ ToT: Training of Trainers.

in one village near Savusavu, the 16 focus group participants did not recollect at all the training workshop, not even the year and the duration of the training....

The **course covered a list of 20 topics** and was imparted in modules, to be adapted to regional and cultural contexts. Training session's topics were: Fiji and democracy, women and decision-making, self-esteem and leadership, traditional and cultural systems and women's rights, voting systems and registration, women and politics –candidates and campaigns-, Councils and parliamentary procedures, governance and elections, democratic politics, etc. A specific attention was given to the cultural and religious specificity among the rural male-dominated communities. After the cyclone, training focussed on climate changes and natural disasters in order to strengthen bargaining power and to enhance community capacity to raise and to discuss environmental issues with the government.

Output 2.1: WIP training was designed to respond to the needs of potential women candidates for 2014 local and national elections and also to introduce, through the BRIDGE methodology, relevant information related to voter education, electoral campaigning, national legislation and policies.

As reported by project manager, the capacity building activities reached results that exceeded the initial quantitative targets of 400 participants. According to her, more than 1,000 persons attended the WIP workshops, but available quantitative data mentioned a total of 20 WIP implemented workshops, with an average of 30 participants per training session. In 2013, the number of participants was even lower in two towns.

Trainings were conducted only in the urban centres of the two main islands – Suva, Lautoka, Nadi, Tavua, Rakiraki and Ba. The NCW President was the lead trainer under Outcome 2 (Increased capacity of potential women candidates for active participation in civil leadership within both parliament and administrative boards and councils in Fiji.).

An insignificant number of trainings imparted before the elections: WIP specialized workshops were planned to prepare women leaders to be candidates for local (administrative boards or councils) or national elections (parliament) of September 2014. Unfortunately, funds for WIP training were available only after the elections (second tranche). Only three WIP training could be implemented before them, of which two for political party leaders and members:

- **One training was conducted for the Labour Party**, with participation of several trainers, like the President and the General Secretary of NCW and the current President of the Fiji Labour Party, a woman, who was interviewed by the evaluators. The latter was quite critical, expressing the regret that “topics were given by NCW without previous consultation with the Party”, and that “training could have been better organised and that “there was no real planning on how it (training) was going to be done and how it could have been replicated down the line”. Lack of NCW monitoring of progress made as regards women participation was another weak point. She also reported “after the training imparted 1 year ago, there is no continuing relationship with NCW”. But she concluded the interview stating: “in terms of election process, the training was helpful, and knowledge gained was shared with other colleagues”.

- Another workshop, displayed in three different sessions in Suva and in the Nausori corridor, was imparted in April 2013 **to more than 40 males and females candidates of the SODELPA party**. The current president of NCW, WIP facilitator, was assisted by a SOLDELPA member and other technical resource persons, including former parliamentarians, a lawyer specialized in indigenous

rights. Both women and men attended workshop. After elections, NCW kept in touch with political parties. It was invited by SODELPA to work on the Strategic Plan.

A low mobilisation of political parties: invitations have been sent to the 8 official parties but only two of them showed interest to participate in the trainings.

Team mission received a very positive feedback on one of the three training sessions from a candidate who praised its quality. According to her, thanks to the trainings, multi-ethnic and indigenous people who always were marginalized from the political world, realized that they needed political power to improve their economical situation. They gained self-confidence and a better understanding of the voting system, women empowerment, etc.. They are now able to raise and discuss issues, whilst, before the project interventions, they used to keep a passive attitude.

Fijian women are suffering lack of self-esteem and self-confidence, especially concerning financial aspects they are not able to manage. SODELPA party has representatives of both Indian and Muslim communities. Getting in touch with Muslim women is still quite difficult. Gender sensitive campaigns should be organised targeting the men. **Losena Salabula, SODELPA woman candidate.**

Some confusion existed between Civic Education trainings and WIP trainings imparted during the second and third tranches, due to lack of reliable data for the second and third tranches of project interventions.

Information collected during the mission made it possible to establish the following matrix and to get a better understanding of the implementation of the different workshops that was operated according to an ad-hoc basis:

<i>Training</i>	<i>Training Workshops</i>			<i>Total</i>
	<i>Tranche 1 Sept 2013 to June 2014</i>	<i>Tranche 2 Jan 2015 to Sept 2015</i>	<i>Tranche 3 Febr 2016 to April 2016</i>	
TOT (BRIDGE)	1	1	1	1 TOT + 2 refresh.
Civic Education	40	40		80
WIP	3	10	10	3 + 20 WIP
Total	44	51	11	106

The only BRIDGE ToT was organized at the beginning of project (tranche 1) and two refresher trainings for BRIDGE facilitators – analysis/review of previous and new materials added – during the tranche 2 and tranche 3.

The Civic Education workshops were implemented during the two first tranches, while the WIP trainings were concentrated during the tranche 2 and 3. However, few WIP workshops could be organized during the tranche 1, one for the Labour Party, another one for the SODELPA party and a third one, for the NCW affiliated leaders who had expressed interest to stand in election. Cost of WIP trainings (tranche 1) was covered thanks to the balance of Civic Education funds, after UNDEF approval.

Output 2.2: according to the project document, the mentoring component of the project designed to support potential women candidates, was considered to be “the core element to achieve that outcome”. However, it was deemed to be too ambitious in regard of the project resources and was not carried out. The NCW President and its General Secretary maintained only informal post-electoral

contacts with the two political parties that benefited from WIP trainings. In fact, relationship with them is weak. One of the two interviewed women from SODELPA party did not know the NCW and another woman from Labour Party, shared with the mission a quite critical opinion of the umbrella organization. Now, the main challenge for the NCW, is to find the way to reinforce and to institutionalize relationships with political movements, in order to ensure their sustainability.

Output 3.1: Media Campaigns carried out to promote women's participation and representation in public offices.

Activities related to Media campaigns were relatively sporadic and implemented at a quite late stage to substantially contribute to project objectives.

- An exhibition of photography of women parliamentarians was organized before the elections in the Fiji museum.



Meeting with young volunteers in Suva

- After the electoral campaign, 2000 brochures, calendars and posters were printed in English and diffused to spread information about project activities and enhance project visibility with the support of volunteers of the Young National Council of Women.

- A few articles on women leadership, written by the NCW General Secretary, were published in the Fiji Times, but publication was suspended under government pressure.

- Production and broadcasting of radio spots could not be implemented but the project coordinator went to TV stations a couple of times and got eight free air-times to raise specific issues on women in politics.

- Thanks to supports from YNCW and *Hope of Fiji*

Artists, an ONG that raises awareness on social issues through music and songs, a video with interviews of key project facilitators is ready to be posted on line, to support awareness campaign on women in politics.

- Three Facebook accounts were created for the Young National Council of Women, the students, and the NCW affiliated members. The only interviewed people who referred to them were the volunteers of the Young National Council of Women, who used to consult the YNCW pages to obtain updated data on the NGO activities and concerns.

- The NCW website was established before the project implementation. Unfortunately, information was not actualized for years.

Output 3.2: School competition to raise awareness about women's participation and leadership was planned to be jointly supported and launched with the Ministry of Women and the Ministry of Education. Partnership was finally not agreed, as NCW was not willing to pay a licence fee to the Ministry of Education.



Poster from school competition.

School competition was implemented, but results were quite disappointing:

- 500 print-outs of poster were diffused in the secondary schools of Suva and in ten schools in the west division to invite students to the competition. Targeted outreach was 9 000 students, but only 2 schools, the Shri Vivekandum and the St Joseph's school, responded positively to the invitation and only twenty proposals were submitted by students (for both posters and poetry competitions).
- Because of the meeting restriction decree, the registration of participants had to be done through the NCW Facebook page and a half-day workshop took place during holidays, in the Ocean Centre.

- For each of the three categories of participants (Primary, Secondary and University), special prizes were awarded to the winners (video tablet, telephone and MPC player). The best student contributions were the posters, with very creative production.

Another workshop on women and leadership targeting the teachers was imparted during two days to more than 20 participants coming from all parts of Fiji.

Output 3.3: road shows by and for young men and women carried out to promote young women's participation. Activities were mainly implemented during the late second tranche and the third one and consisted in the display in public places of a set of posters and pictures of women parliaments. Initially planned to cover a wide range of towns, intervention was reduced to three one week- event organised with the same material. Few weeks ago, NCW project was also involved in the organisation of a concert that aimed at raising consciousness among young population on good governance and against corruption.

In terms of achievement of expected outcomes, results are quite contrasted: as a result of important delays in release of funds and of cyclical factors that hampered project interventions, such as political pressure, natural disaster and shortcomings of NCW in project management, progress made in achieving targeted outputs and outcomes is not entirely satisfactory. The project only partially achieved two of the three planned outputs and great disparities can be observed regarding the achievement of the expected outcomes:

Outcome 1: *Increased awareness and knowledge of civic education principles among potential women leaders in Fiji*, was achieved through training of trainers (ToT) and capacity building of member organizations and results are relevant and quite significant. It was also expected that all the 6 BRIDGE facilitators would receive a BRIDGE certification and that each of them would impart 100 trainings to a total of 2 000 women and youth (Results 1.2 and 2.1). Those target indicators were obviously not realistic. Attendance lists and matrix of the trainings clearly show that the targeted objectives could not be achieved. In 2013, four of the project facilitators imparted an average of 6 to 9 trainings, thus benefiting in total 80 to 230 beneficiaries. Only one facilitator, from Indo Fijian communities, was able to impart 14 workshops that benefited a total of 471 participants. The last two others project facilitators, only imparted respectively one workshop (44 participants) and three workshops (76 participants).

Outcome 2: *Increased capacity of potential women leaders for active participation in civil leadership within parliament, administrative boards and councils in Fiji*, was only partially achieved, in view of the fact that the mentoring component that constituted, according to the project document, “the core elements to achieve that outcome”, could not be implemented at all. The situation was quite complicated before the elections because of the restrictions imposed by the government, in particular the short duration of the electoral campaign (two weeks) and the restricted authorization to hold meetings.

Project only brought support to the process launched by the parties, a few weeks before the elections, to promote a gender sensitive approach. All eight political parties have created women wings, but part of them are only “window dressing”. Some others got really implicated in women empowerment. Women are even present at party’s head and in the government, but they are competing with each other and are not keen on setting-up a women lobby for women’s political representation. Because of the difficulties faced to organize WIP training on time, expected results (70 % of beneficiaries of WIP training took part as candidate to the elections) were not achieved. Impact of project interventions on the number of women enrolled in electoral process is not really satisfactory, as it is summing about 40 candidates only, but, undoubtedly, they contributed to reinforce leaders’ skills and self-confidence.

Expected Outcome 3: *Increased awareness of the importance of the involvement of women in political processes and civic leadership in Fiji*.

Awareness campaigns were expected to reach 10 000 women, men and youth, but difficulties faced by the project team during project implementation reduced its capacity to mobilize on time human and financial resources to realize media campaigns and school competitions at national level. Sporadic events remained too limited to achieve the expected outcome 3.

(iii) Efficiency

Specific attention was given by the mission team to assess the capability of the leader organization to ensure transparency in project management, to plan, implement and to give follow-up to the operational activities, to establish quality control mechanisms, to mobilize human, financial and logistic resources on time and to produce expected outcomes with a positive cost-benefit ratio.

Capability of umbrella organization in mobilising a large panel of partner organizations, most of them with high social capital and strong commitment with the local population: a quite important partner organization is the Fiji Hindu organisation (TISI Sangam¹⁷), a South Indian Community organization. It was created in 1926 to preserve South Indian identity, languages and culture and to promote their rights. It is the largest non-government organisation in the country and non-public provider of education services. Thanks to a full-time office and staff, it is operating 21 Primary and 5 Secondary Schools, as well as a Nursing Academy and numerous pre-schools. One of the most committed, efficient and experimented trainers of the NCW programme is a key-member of the TISI Sangam Board and President of the TIM Sangam.

Other important partner organisations are the secular women associations, such as the Methodist Women’s Organisation and the Catholic Women’s League, that account with very high social capital and important human and financial resources, as well as a long a experience of project development.

¹⁷ Then India Sanmarga Iky A Sangam.

Also affiliated, short range grass-root organizations, operating in the disadvantaged rural zones. They present serious shortcomings and low self-confidence to take part in electoral and political initiatives. A final category, are the ones that are representing interests of minorities, such as deaf people, sex workers and other vulnerable populations with reduced bargaining power and insufficient visibility.

Relevant experience of the two key-members of the NWC organisation in political empowerment: NCW organization has been part of the WISDOM training conducted in 1994-1995 that covered a wide range of topics (planning, understanding of election process, fundraising, media, parliament and Constitution). It has maintained contact with the group of participants and with the political parties. The organization took ownership of the materials used during trainings, included those developed with UNIFEM assistance by NCW-WIP (Women in Politics). Resulting modules have not been up-dated so far.

Tauga Vulaono, current NCW president, has been in charge of it for the last 6 years. She is the lead WIP trainer under Outcome2. The BRIDGE trainer of the BRIDGE facilitators is a qualified resource person, who was trained in Melbourne in 2008 and has experience in Women in politics and BRIDGE methodology, as well as experience of working with youth. There is another facilitator, working with young and marginalized communities (sex-workers), who has a rich experience of conducting training on mental health. Part of her trainings relies on the use of visual tools, to keep the attention of the participants, and on group discussion dynamic. She demonstrated a strong commitment with the sex-workers, ensuring the follow-up of their vote registration. As a result, one hundred per cent of them went to vote. The Indian Fijian trainer, in charge of civic education workshop among Indian community, is the President of the women group of the TISI Sangam organization. She is also an experimented trainer and project manager.

A Steering Committee exists, consisting of 5 persons including the two NCW vice-presidents. However its mission has not been clearly defined and institutionalized.

The quality of imparted trainings is globally satisfactory. Participants have received a set of two NCW booklets and stationary items and were satisfied with the quality of the contents of trainings.

Travel allowances were managed in different ways by the facilitators. Some of them decided to adjust the allocated amount to the distance. Fixed travel allowances have frequently brought frustration among participants.

A wide spectrum of vulnerable population has benefited of the capacity building activities: one of the main strengths of the project was to make training facilities accessible by people who were usually excluded from those facilities (people with disability, people leaving in remote areas in small islands and marginalized population like sex -workers):

- Training sessions imparted to the sex workers were particularly effective at providing key inputs to motivate this segment of marginalized population to participate for the first time in the electoral process.
- NCW has been successful in reaching out settlements, thanks to the support and expertise of affiliated organizations, such as the Catholic leagues, the Sanatan organization, the Muslim League, etc. Problems faced in settlements as compared with villages are different and vary according to the cultural communities. For example, working with Muslim women is quite challenging as mother-in-laws and husbands may not be open to let their women attend these meetings on their own. In Fijian villages, women participation is not as difficult as compared with Indian and Muslim communities.

Voice given to vulnerable and marginalized population: the Fiji Association of the Deaf is working with both men and women. It accounts for 2 000 members at national level, including others population with disabilities. This community is suffering from the lack of visibility and governmental policies and also from a very high incidence of victims of abuses and violence. Three specific workshops were imparted to the deaf community, the first one in 2013 and two other in 2015, one of which opened to people with other disabilities. Professional human resources were mobilised to support the process. One of the main benefits of the training was a better understanding of election procedures and reproductive health, as well as more confidence to report cases of violence and to organise advocacy work to get inclusive environment and a better attention to their specific needs.

The project was relatively efficient in terms of financial management. Financial resources were mostly used as originally planned, despite the disruption caused by the delays in the funds release.

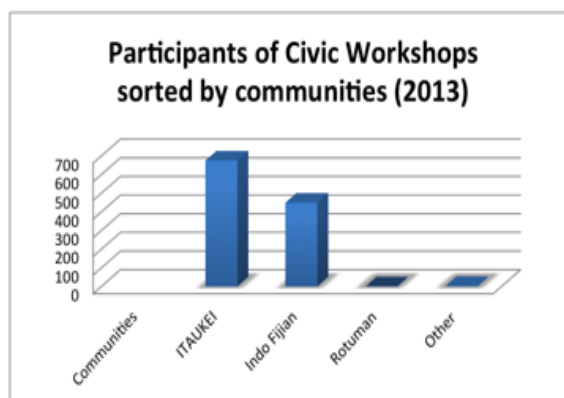
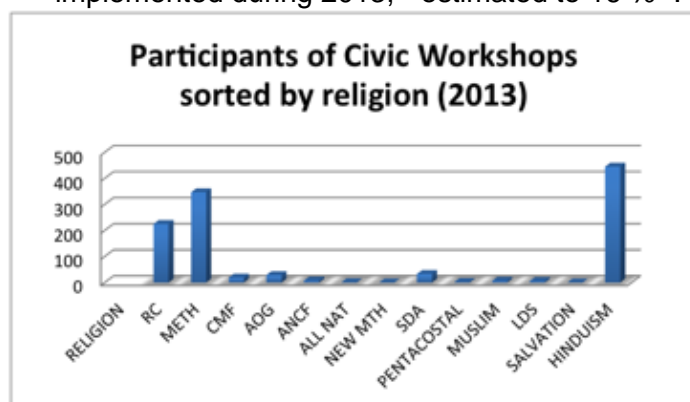
Major NCW shortcomings were identified as follows:

- No consultation with affiliated organizations and political parties was undertaken for the project design and the planning of the interventions.
- Lack of base-line studies and mapping of women participation in politics was another handicap for the project implementation and for the M&E of activities and outcomes. No baseline /mapping was conducted prior to or during the implementation of the project.
- No reliable criteria to select the NCW BRIDGE facilitators: criteria of previous experience in capacity building or civic education was not applied for selection of facilitators. To be selected, the only request was to be woman leader and to belong to affiliated organizations that was up-to date with NCW membership fees.
- In terms of geographical coverage of the interventions, the project was probably too ambitious.
- Insufficient human resources in the leading organization, exacerbated by a high turnover of project assistants: part of the problems faced by the project can be partially ascribed to the fact that the project management team was too small and has suffered high turn-over and lack of previous project management experience. For instance, one of the key facilitators and project advisor, with deep experience in financial and operational management had reduced time-availability to supervise and to monitor the trainings, due to full-time responsibilities with another NGO.
- Deficiency in project planning and management capacity of the NCW team: as mentioned before, project management was not entirely satisfactory, due to reduced human resources and insufficient management capacity of the team:
 - An ad-hoc project management: affiliated organizations frequently reported irregular and scarce relationships with leader organization. Except for the biggest affiliated organizations, the other organizations were informed only at last moment of the organization of training workshops.
 - No SMART key-indicators¹⁸ and lack of formal monitoring system and action Plan: indicators are not well defined and relevant for measuring achievement of outputs, outcomes and expected results.
 - Weak NCW support in terms of follow-up and quality control of operational activities: review meetings were held on a weekly base (three project team members) but progress review was deficient as data on workshops participants were not regularly processed and post evaluation procedure of training sessions was not always carried out by the facilitators. Progress reports (narrative and financial) are another recurrent issue. They were not written and released on time. Final report is not yet available.

¹⁸ Specific, Measurable, Assignable, Realistic and Time-related indicators.

- Updated and reliable data on training workshops not available: relevant data disaggregated by sex, age, cultural and religious communities on training beneficiaries were collected on a regular basis by the project facilitators and local partners during the first year of the project only (2013). Processed data concerning the training interventions operated in posterior years were not available for the team mission.

- Central objective of project is not always clearly understood by beneficiaries and not even by trainers and too many different topics are being raised and dealt with simultaneously;
- Sustainability of training interventions was not taken care off: trainees from Labasa reported that they made a request to NCW to attend ToT workshops in order to replicate experiences among villagers without any answer by NCW. Other beneficiaries complained also about the lack of sustainability of project interventions, because of the unavailability of printouts of training materials.
- Very poor linkages with most of affiliated organizations: in the project document, mention was made that progress and expected results will be monitored by affiliated organizations and reported to the NCW General Secretary on a regular basis. This follow-up would be reinforced by visits of Project Manager on the field. In fact, NWC board members and project manager maintained low and irregular contacts with the implementing organizations, situation that might jeopardize the viability of the NCW network.
- Project strategy was not enough inclusive; it did not contribute to reduce the deep-rooted divisions between the diverse ethnic groups:
 - During the first year of project implementation (2013), only 0,6 % of the Civic education training beneficiaries belonged to the Muslim community, which represents 7 % of the national population.
 - It would see that inter-ethnic relations have to not been promoted enough, whilst tackling discrimination and exclusion is one of the principles and the challenges of the new Constitution¹⁹.
 - Another concern is the low incidence of male participation in the 40 civic education workshops implemented during 2013, - estimated to 16 % -.



Graphics elaborated by the evaluation on the basis of project documentations

Fund raising capacity is a major issue of both women organizations and political parties to support women in politics. Unfortunately, this issue was not raised, nor addressed by the project.

(iv) Impact

Impacts and project benefits vary according to the project components:

¹⁹ « We are Fijian: iTaukei and all others who have come to make their home in these islands ».

The civic education component contributed to enhance awareness and knowledge of civic education principles among potential women leaders and to promote and enhance gender equity in the political sphere.

Capacity building activities have increased knowledge of targeted beneficiaries on key topics:

- Women demonstrated more self-confidence, stating that they have now a vision and they are now able to become leaders (Labasa interviewers). Changes observed among target beneficiaries include: increased understanding of role of parliament and of political debates and challenges and better capacity to participate in the elections.
- Young volunteers of affiliated organizations, such as the Rainbow Women Network, Diva (Diverse Voices Action for Equality), the Youth National Council of Women, actively participated in the training sessions and demonstrated interest to receive ToT BRIDGE training in order to take up the challenge. NCW is now focusing on the young generation, more reactive than the older, and which represents 40 % of the national population. Efforts are done to start preparing the young to the next elections.
- Another major merit of that component is that it allowed for even the most vulnerable (deaf and sex workers) to gain self-confidence and esteem in order to take more actively part in the local, regional and national political life.

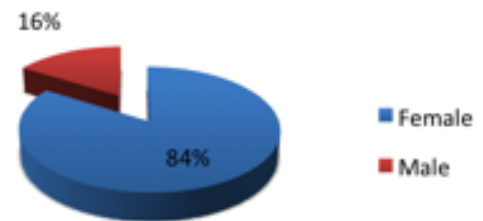
Undoubtedly, one of the main project impacts was to get a significant number of women and the vulnerable population to go to vote:

- Rural women gained a better understanding of the importance of participating in the votes. Methodist women, started organising women groups to improve awareness on women participation in politics and declared to be ready to go to vote in next elections.
- Young sex workers and street women had never been registered so far for voting. Through continuous support of the project facilitator, they got registration and went to vote.

Another significant effect is the gender-sensitive approach adopted by part of the male participants:

- One young man told the evaluators that after participating in the workshop, he became gender-sensitized and changed completely his way to think about and to act with the women.

Percentage of males and females in Civic Education Workshops (2013*) %



We were not really aware of what was happening out of the church and of our house. Now we started understanding what parliament activities are. We spend a lot of time watching debate of parliament on TV. Before, we were negative and frustrated because we were not aware of how does it work. Now we see how we can do it better. Everything should come from the base. We want to prepare the children to become parliamentarians. We have to get out all the fears, to open the eyes of children and mothers and to encourage them to read and to take the lead.

Mere Visivisi and Mere Krishna, Unisa Project, Methodist Church, civic training participants of March 2016.

Training was a spiritual experience. I better understood how to be a good husband. Now, I am looking after my three kids when my wife is going to work. She's a teacher. Training should be organized at village level, targeting men and taking into account their own experience and culture.

Isoa Baleirotuma, Labasa Tikina Council, Turagani Koro Vunivau

WIP Capacity building component has also demonstrated to be effective, although impact in terms of number of women enrolled in electoral process is not really impressive, as it sums about 40 candidates only. However, WIP trainings contributed undoubtedly to improve and to reinforce leaders' skills and self-confidence.

Project impact on politic empowerment of women is more evident at Village Councils level than at parliament level, as some women beneficiaries took the lead in villages' council commissions, while woman representation among parliamentarians is still insufficient.

- At village level, men and women attend the village Council and participate in decision-making except among part of the Indian and Muslims communities where women are not allowed to do it. At higher levels of councils (division and provincial levels), except for women-leaders, women are not invited to take part in the meetings. Women empowerment is still very challenging and could not be achieved without the men support. For that reason, participants to the training sessions consider that gender sensitive training should be addressed in priority to the men.
- A labour party woman candidate considered that the most important added value of the WIP training was the opportunity to share experience and to discuss common issues, as well as the building-up of self-confidence.

I learned a lot about women. Women have chance to speak out. Women have to advocate for sustainable development and quality of life. Now we know what democracy means. Government has to ensure respect of individual rights. Women can take part in politics.

Temalesi Buivakawalu, native Fijian training beneficiary from Mali Island.

(v) Sustainability

The project's interventions sustainability is quite good, as it relies not only on the NCW capacity but also on the capability of a wide range of affiliated organizations, among which some are already institutionalized and have a wide social capital. In fact, part of the affiliated organizations has already established their own action Plan for fund raising activities in order to pursue and reinforce the benefits of the projects intervention. Even association like the *Fiji Association of the Deaf* gets regular financial support from the government and international organizations. Situation is completely different for the grassroots level organizations, with a very poor social capital and no economic resources at all.

Capacity building of women leaders, as well as better understanding and consciousness of the political issues are other key factors of the sustainability of the project intervention. But sustainability of training interventions was not further reinforced by NCW. Training materials and powerpoint presentations were not made available to participants to disseminate the acquired information among villagers.

Concerning the leading organization, important deficits in project design, operational management and fund raising activities, as well as its poor linkages with most of its affiliated organisations, could undermine its legitimacy among partners, situation that could jeopardize the sustainability of the NCW network.

IV. CONCLUSIONS

(i) The project was highly relevant. It came out at a very convenient time (before 2014 elections), addressing urgent needs for capacity building among members of the umbrella organization (NCW);

(ii) The project reached a wide spectrum of beneficiaries, belonging to the main ethnic and religious communities. Even marginalized and vulnerable communities have benefitted from its interventions. They gained a wider access to political world. No discrimination on account of religion or cultural affiliations could be observed during beneficiaries selection, however **project strategy was not enough inclusive**;

(iii) Project design and logframe were weak and too ambitious. **Lack of base-line studies and mapping of women participation in politics** was another handicap, as well as the inappropriate indicators for trainers selection;

(iv) The NCW project team demonstrated excellent technical qualifications to support capacity building activities (Bridge and WIP Methodology). However **considerable operational and financial delays were observed**, due to several factors, and affected the implementation of activities. Part of the final outcomes 2 and 3 could not be achieved. The project was also hampered by under-management and weak follow-up and M&E of the interventions by the project team.

(v) Partners' organizations manifested high commitment and most of them deployed a good level of professional expertise. However there were **very poor linkages** with most of the affiliated organizations ;

(vi) Capacity building component produced very positive results and constitute the principal outcome of the project: attitude changes and self-confidence among vulnerable women, young population and male beneficiaries, promotion of principles of democracy and of good electoral practices, better understanding of political debate and skills and confidence in electoral process. The project achieved to empower women in politics through a better knowledge of their rights and of decision-making mechanisms which led to an increase of women's candidatures during 2014

There is a definite need for training in the area of fundraising and capacity building. Furthermore there is need for stronger networking amongst organisations that are promoting gender issues. Another major hurdle is the lack of resources within political parties to support candidates, including women candidates. It is however, apparent that all parties want women as candidates. **Lavenia Padarath, Labour Party, ex-Minister for Women (1999).**

elections and of women's participation at advisory Councils level in the West part of the main island.

(vii) Sustainability of training interventions was not taken care of by NCW, nor the capitalization of experiences among affiliated organizations;

(viii) Accountability and transparency of the fund management by NCW board is a frequent question raised by affiliated organizations;

(ix) Fund raising capacity, a major issue of both women organizations and political parties to support women in politics, was not raised and nor addressed by the project.

V. RECOMMENDATIONS

(i) NCW Fiji should be aware of and promote a more inclusive strategy in order to contribute in reducing the deep-rooted divisions between the diverse ethnic groups (conclusion ii);

(ii) NCW Fiji should organize and benefit of trainings on PCM, logframe , M&E system and reporting process in order to address its weaknesses and to get required knowledge for further project design and management (conclusions iii and iv);

(iii) NCW Fiji should adopt a new methodology in project design, carrying out baseline studies and mappings on key issues (conclusion iii);

(iv) NCW Fiji should improve the key-indicators for the selection of trainers (conclusion iii) ;

(v) NCW Fiji should increase the human resources and institutionalize the NCWF while reinforcing linkages with affiliated organizations and developing networking through numerical medias (conclusion v) ;

(vi) NCW Fiji should make available to participants hand-outs of training materials and powerpoint presentations to support duplication of trainings and promote training of young to become BRIDGE facilitators (conclusion vii) ;

(vii) NCW Fiji should improve accountability and transparency of the fund management (conclusion viii) ;

(viii) NCW Fiji should promote the capitalisation of experiences among affiliated organisations and encourage a culture of sharing information and experiences (conclusions vii and viii).

VI. ANNEXES

ANNEX 1: EVALUATION QUESTIONS

DAC criterion	Evaluation Question	Related sub-questions
Relevance	To what extent was the project, as designed and implemented, suited to context and needs at the beneficiary, local, and national levels?	<ul style="list-style-type: none"> ▪ Were the objectives of the project in line with the needs and priorities for democratic development, given the context? ▪ Should another project strategy have been preferred rather than the one implemented to better reflect those needs, priorities, and context? Why? How appropriate are/were the strategies developed to deal with identified risks? Was the project overly risk-averse?
Effectiveness	To what extent was the project, as implemented, able to achieve objectives and goals?	<ul style="list-style-type: none"> ▪ To what extent have the project's objectives been reached? ▪ To what extent was the project implemented as envisaged by the project document? If not, why not? ▪ Were the project activities adequate to make progress towards the project objectives? ▪ What has the project achieved? Where it failed to meet the outputs identified in the project document, why was this?
Efficiency	To what extent was there a reasonable relationship between resources expended and project impacts?	<ul style="list-style-type: none"> ▪ Was there a reasonable relationship between project inputs and project outputs? ▪ Did institutional arrangements promote cost-effectiveness and accountability? ▪ Was the budget designed, and then implemented, in a way that enabled the project to meet its objectives?
Impact	To what extent has the project put in place processes and procedures supporting the role of civil society in contributing to democratization, or to direct promotion of democracy?	<ul style="list-style-type: none"> ▪ To what extent has/have the realization of the project objective(s) and project outcomes had an impact on the specific problem the project aimed to address? ▪ Have the targeted beneficiaries experienced tangible impacts? Which were positive; which were negative? ▪ To what extent has the project caused changes and effects, positive and negative, foreseen and unforeseen, on democratization? ▪ Is the project likely to have a catalytic effect? How? Why? Examples?
Sustainability	To what extent has the project, as designed and implemented, created what is likely to be a continuing impetus towards democratic development?	<ul style="list-style-type: none"> ▪ To what extent has the project established processes and systems that are likely to support continued impact? ▪ Are the involved parties willing and able to continue the project activities on their own (where applicable)?
UNDEF value-added	To what extent was UNDEF able to take advantage of its unique position and comparative advantage to achieve results that could not have been achieved had support come from other donors?	<ul style="list-style-type: none"> ▪ What was UNDEF able to accomplish, through the project, that could not as well have been achieved by alternative projects, other donors, or other stakeholders (Government, NGOs, etc.). ▪ Did project design and implementing modalities exploit UNDEF's comparative advantage in the form of an explicit mandate to focus on democratization issues?

ANNEX 2: DOCUMENTS REVIEWED

Project documents UDF-FIJ-11-448:

- UDF-FIJ-11-448: Project Document
- UDF-FIJ-11-448: Mid-Term Progress Report
- UDF-FIJ-11-448: Milestone Verification Report 2
- UDF-FIJ-11-448: Milestone Verification Report 3
- UDF-FIJ-11-448: PO note from UNDEF
- UDF-FIJ-11-448: Results Framework 2015-2016.
- UDF-FIJ-11-448: Milestone financial utilization report (21/08/2014)
- UDF-FIJ-11-448: Milestone financial utilization report (15/03/2016)

Unfortunately, at the time of the evaluation, the Final Narrative Report had yet to be received from the grantee.

External sources:

- Minority Rights Group International, “*Fiji: the challenges and opportunities of diversity*”, report 2013.
- Amnesty International, *Submission to the committee on the Elimination of Discrimination against Women*, 46 th session, July 2010, CEDAW (the Convention of the Elimination of all forms of Discrimination Against Women).
- CEDAW, Country report, Fiji, 2000.
- CEDAW, Republic of the Fiji Island State, CEDAW 2ND, 3RD & 4TH Periodic report, November 2008.
- UNDP, <http://www.pacific.undp.org/content/pacific/en/home/countryinfo/fiji.html>
- UNDP, Fiji MDGs report, 2010.
- UNDP, Human Development Report 2015, Work for human development
Briefing note for countries on the 2015 Human Development Report, Fiji, 2015.
- BBC, Fiji profile, Sept 2015.
- Fiji Women’s Rights Movement (FWRM), <http://www.fwrmm.org.fj/programmes>.
- <http://Asianpacific.unwomen.org/en/countries/Fiji/co/Fiji>.
- Human Rights Watch, “*UN Human Rights Council: Adoption of the Universal Periodic Review of Fiji*”, March 18, 2015, <https://www.hrw.org/news/2015/03/18/un-human-rights-council-adoption-universal-periodic-review-fiji>
- IWDA (International Women’s Development Agency), “*Public Perceptions of Women in Leadership*”, December 2014.
- World Economic Forum, *The Global Gender Gap Report*, 2015.
- *Fiji Demographics Profile 2014*, http://www.indexmundi.com/fiji/demographics_profile.html.

ANNEX 3: LIST OF PEOPLE INTERVIEWED

Suva, Monday, May 30 2016		
Tauga Vulaono	NCW Fiji	President and Lead Trainer WIP
Fay Volatabu	NCW Fiji	Gen. Secretary, Project Manager
Losena Salabula	SOLDELPA woman candidate	Chairperson Women's Forum
Adi Kau Leawere	SOLDELPA Party Official	Board member. Parliamentarian's wife
Lavenia Padarath	Labour Party woman	President
Labasa, Tuesday, May 31 2016		
Temalesi Buivakawalu	SSV, Tikina Mali Island	Dauniyau treasurer
Mereseini Dicaucou	SSV, Tikina Labasa	
Isoa Baleirotuma	Labasa Tikina Council	Turagani Koro Vunivau
Kalesita Burebulou	SSV Macuata	Coordinator
Savusavu, Tuesday, May 31 2016		
Didelai Tupou	Naidi Women Club	President
Losalini Disaiso	Naidi Women Club	
Kalesi Banuve	Naidi Women Club	Assistant Secretary
Sereana Baleiva	Naidi Women Club	Member
Kalesi Mateyana	Naidi Women Club	Member
Salote Marama	Naidi Women Club	Member
Miriama Qolikoro	Naidi Women Club	Member
Sisilia	Naidi Women Club	Member
Kelera Dimairewa	Naidi Women Club	Member
Miliana Koroidrodoro	Naidi Women Club	Member
Ditui Nasomia	Naidi Women Club	Member
Leba Verewale	Naidi Women Club	Member
Vaseva Tamani	Naidi Women Club	Member
Monika Dimila	Naidi Women Club	Member
Makarita Luva	Naidi Women Club	Member
Ane Katonivere Ligaivu	Naidi Women Club	
Nadi, Wednesday, June 1 2016		
Losana Derenalagi	Nawaka SSVM	President
Inise Adikuila	Vuda SSVM	Secretary
Asinate N. Ratu	Peniel Dorcas Women	Member
Inise Dawai	Sikitury District	Treasurer
Temaleti Sauka	Nailagra SSVM	Member
Ateleni Labalaba	Nawalca Soqo	Member
Dhan Lakshami	Na Maathar Sangam	Secretary
Muni Ratnam Mestry	Saloui Maathar Sangam	Vice President
Dlinakshu Pillay	Lomawai Maathar Sangam	Treasurer
Radha Mani Reddy	Sigatoka Maathar Sangam	President
Shweta S. Naidu	Tagi Tagi Maathar Sangam	Member
Keshni L. Naidu	Ba Maathar Sangam	Member
Walliamma Swamy	TISI Sangam- Fiji	National President
Lautoka, Wednesday, June 1 2016		
Luisa Dalau	Catholic Women League	Volunteer
Oripa Liwaiono	Catholic Women League	President West region

Ana Maria Sikoa	Catholic Women League	President Lautoka
Sulita Tunique	Catholic Women League	NCW trainer
Suva, Thursday, June 2 2016		
Lorraine Foster	National Council of Women Fiji	NCW TOT trainer
Anasimeci Cokanasita	Rainbow women Network	Youth
Pricilla S.	DIVA Diverse Voices Action for Equality	Youth
Pasemaca Buadromo	DIVA	Youth
Fane Toroki	YNCRO, DIVA	Youth
Rigamoto Josaia		Youth
Makarita Vuli	Fiji Association of the Deaf	President
Mere Krishna	Methodist Church	Unisa Project, research assistant
Mere Visivisi	Methodist Church	Unisa Project
SUVA, Friday, June 3 2016		
Fay Volatabu	NCW Fiji	Gen. Secretary, Project Manager
Tauga Vulaonao	NCW Fiji	President
Lorraine Foster	NCW Fiji	NCW TOT trainer

ANNEX 4: LIST OF ACRONYMS

BRIDGE	Building Resources in Democracy, Governance and Elections
CSO	Civil society organization
International IDEA	International Institute for Democracy and Electoral Assistance
IWDA	International Women's development Agency
MDG	Millennium Development Goal
TISI Sangam	Then India Sanmarga Iky A Sangam
UNDP	United Nations Development Program
WIP	Women in Politics
YNCW	Young National Council of Women

ANNEX 5: Country Profile (Fiji) in *Global Gender Gap*, 2015

Fiji

Gender Gap Index 2015

Rank

121

(out of 145 countries)

Score

0.645

(0.00 = inequality, 1.00 = equality)

Key Demographic and Economic Indicators

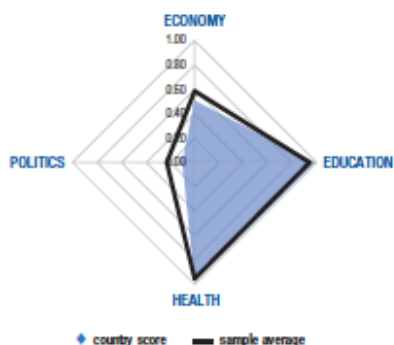
GDP (US\$ billions)	3.50
GDP (PPP) per capita (constant 2011, international \$)	7,735
Total population (millions)	0.89
Population growth (%)	0.67
Overall population sex ratio (male/female)	1.03

Country Score Card

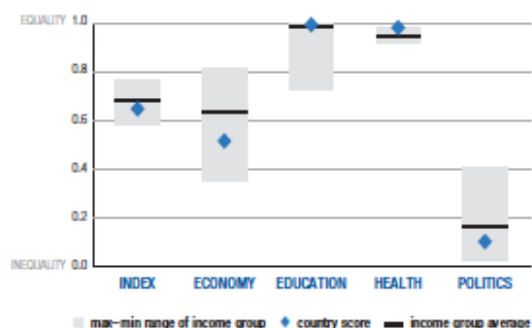
	Rank	Score	Sample average	Female	Male	Female-to-male ratio	0.00 = INEQUALITY	1.00 = EQUALITY
ECONOMIC PARTICIPATION AND OPPORTUNITY	129	0.512	0.592					
Labour force participation	126	0.53	0.67	39	74	0.53		
Wage equality for similar work (survey)	—	—	0.60	—	—	—		
Estimated earned income (PPP US\$)	129	0.40	0.54	4,568	11,522	0.40		
Legislators, senior officials, and managers	1	1.00	0.27	51	49	1.04		
Professional and technical workers	125	0.10	0.64	9	91	0.10		
EDUCATIONAL ATTAINMENT	71	0.992	0.946					
Literacy rate	93	0.96	0.89	92	96	0.96		
Enrolment in primary education	1	1.00	0.93	97	96	1.01		
Enrolment in secondary education	1	1.00	0.64	88	79	1.11		
Enrolment in tertiary education	1	1.00	0.92	18	15	1.19		
HEALTH AND SURVIVAL	1	0.960	0.967					
Sex ratio at birth (female/male)	1	0.94	0.92	—	—	0.95		
Healthy life expectancy	1	1.06	1.04	63	58	1.09		
POLITICAL EMPOWERMENT	110	0.097	0.230					
Women in parliament	97	0.19	0.27	16	84	0.19		
Women in ministerial positions	93	0.15	0.24	13	87	0.15		
Years with female head of state (last 50)	64	0.00	0.20	0	50	0.00		

Country Scores Compared

Against sample average



Against income group range and average



Index over the years

SAMPLE		INDEX		ECONOMY		EDUCATION		HEALTH		POLITICS	
Year	No. of countries	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
2015	145	121	0.645	129	0.512	71	0.992	1	0.980	110	0.097
2014	142	122	0.629	125	0.506	70	0.992	1	0.980	136	0.036
2013	136	117	0.629	120	0.498	63	0.992	1	0.980	125	0.045
2012	135	113	0.629	117	0.497	63	0.992	1	0.980	123	0.045
2011	135	109	0.625	116	0.497	70	0.989	1	0.980	123	0.036
2010	134	108	0.626	114	0.498	70	0.989	1	0.980	121	0.036
2009	134	103	0.641	111	0.534	72	0.991	1	0.980	115	0.061
2008	130	—	—	—	—	—	—	—	—	—	—
2007	128	—	—	—	—	—	—	—	—	—	—
2006	115	—	—	—	—	—	—	—	—	—	—
2006–2015 CHANGE		▲ 0.004		▼ -0.022		▲ 0.002		▼ 0.000		▲ 0.036	

Selected contextual data

EMPLOYMENT AND LEADERSHIP

Female, male adult unemployment (as % of female, male labour force)	12.9, 6.4
Female, male part-time employment (as % of total female, male employment)	—, —
Female, male workers in informal employment (as % of non-agricultural employment)	—, —
Share of women in wage employment in the non-agricultural sector (% of total non-agricultural employment)	30
Average minutes spent per day on unpaid work (female, male)	—, —
Percentage of women, men with an account at a financial institution	—, —
Ability of women to rise to positions of leadership ¹	—
Firms with female top managers (% of firms)	—
Share of women on boards of listed companies (%)	—
Firms with female participation in ownership (% of firms)	49
Percentage of total R&D personnel (FTE) (female, male)	—, —

EDUCATION AND TECHNOLOGY

Out-of-school children of primary school age (%) (female, male)	9, 91
Female, male primary education attainment rate (% aged 25+)	78, 81
Female, male secondary education attainment rate (% aged 25+)	58, 58
Female, male tertiary education attainment rate (% aged 25+)	11, 13
Percentage of tertiary-level students enrolled in STEM studies (female, male)	—, —
Percentage of tertiary-level graduates in STEM studies (female, male)	—, —
Percentage of PhD graduates (female, male)	—, —
Percentage of individuals using the internet (female, male)	—, —
Percentage of individuals using a mobile cellular telephone (female, male)	—, —

HEALTH

Cardiovascular disease age-standardized deaths per 100,000 (female, male)	264.0, 494.1
Cancer age-standardized deaths per 100,000 (excl. non-melanoma skin cancer) (female, male)	119.0, 76.0
Diabetes age-standardized deaths per 100,000 (female, male)	134.7, 170.1
Chronic respiratory disease age-standardized deaths per 100,000 (female, male)	29.9, 75.0

HEALTH (cont'd)

HIV/AIDS age-standardized deaths per 100,000 (female, male)	1.0, 9.7
Malaria age-standardized deaths per 100,000 (female, male)	0.0, 0.0
Tuberculosis age-standardized deaths per 100,000 (female, male)	2.0, 2.4
Malnutrition prev., weight for age (female, male) (% of children <5)	5.7, 4.9
Maternal mortality ratio (per 100,000 live births) ²	59 [35–95]
Total fertility rate (children per woman)	2.6
Adolescent fertility rate (births per 1,000 girls aged 15–19)	31.1
Antenatal care coverage, at least one visit (%)	98
Births attended by skilled health personnel (%)	99
Contraceptive prevalence, any method (% of married or in-union women aged 15–49)	—
Existence of legislation permitting abortion to preserve a woman's physical health	Yes

FAMILY

Singulate mean age (years) at marriage (female, male)	23, 26
Early marriage (% of women aged 15–19)	10
Mean age of women at the birth of the first child	—
Length of paid maternity leave (calendar days)	84
Provider of maternity leave benefits	Employer
Percent of wages paid during maternity leave	100
Length of paid paternity leave (calendar days)	—
Provider of paternity leave benefits	—
Percent of wages paid during paternity leave	—

RIGHTS AND NORMS

Parental authority in marriage ³	0.0
Parental authority after divorce ³	0.0
Female genital mutilation (% of women aged 15–49)	0.0
Existence of legislation on domestic violence ³	0.3
Existence of legislation on gender-based discrimination	—
Inheritance rights for daughters ³	0.5
Women's secure access to land use, control and ownership ³	0.5
Women's access to financial services ³	0.5
Women's secure access to non-land assets use, control and ownership ³	0.5
Year women received right to vote	1963
Quota type (single/lower house)	—
Voluntary political party quotas	—

¹ Survey data, responses on a 1-to-7 scale (1 = worst score, 7 = best score)² Bracketed numbers show the range between the uncertainty, estimated to contain the true maternal mortality ratio with a 95% probability³ Data on a 0-to-1 scale (1 = worst score, 0 = best score)