

# Fiji National Action Plan to Prevent Violence Against All Women and Girls 2023-2028



**FIJI NATIONAL ACTION PLAN**  
to Prevent Violence Against All Women and Girls (VAWG)  
(2023 - 2028)



## **FIJI NATIONAL ACTION PLAN** to Prevent Violence Against All Women and Girls (VAWG) (2023 - 2028)

### Cover photos:

**Top** : Young girls representing Fiji's future generations.

**Bottom** : (L-R) Ministry of Health and Medical Services representatives from the Fiji NAP Health setting validation workshop; and the davui that symbolised the opening of the Fiji NAP National Consultations.

Photo Credit: MWCPA/Gregory Ravoii



## Foreword



Warm greetings to all fellow Fijians.

It is my pleasure to present the Fiji National Action Plan to Prevent Violence Against All Women and Girls (2023-2028) together with our key stakeholders.

As we know, violence against women and girls is one of the world's gravest human rights violations. Globally, 1 in 3 women will experience physical and/or sexual violence from a partner in their lifetime. **Fiji has some of the highest rates of violence against women in the world.** We know that 2 in 3 women in Fiji have experienced physical and/or sexual violence from a male intimate partner in their lifetime<sup>1</sup>.

To address these alarming rates of violence, Fiji needed to take a bold step to accelerate prevention efforts already underway. In 2020, we embarked on the historical journey as a nation to become the first Pacific Island Country to have a national action plan to prevent violence against all women and girls, and second globally after Australia. In the same year, we started national consultations to inform the document. From 2021 to 2022, we faced multiple national crisis, including tropical cyclones and the COVID-19 global pandemic. These crises however, did not halt our consultation process. Rather, it motivated us to pivot and adapt to alternative measures to ensure we still reached Fijians through a national *talanoa* process which developed a prevention strategy for Fiji that is informed by society, while also increasing the knowledge and awareness on the root causes of violence against all women and girls. That is the level of commitment we have towards preventing violence against all women and girls in Fiji. Thirteen key settings were consulted across Fiji with sought input from over 2,500 diverse women, men, and youth across Fiji's four divisions.

The Ministry of Women, Children and Poverty Alleviation (MWCPA) led the development of the NAP in partnership with a Secretariat comprised of MWCPA, the Fiji Women's Crisis Centre and UN Women and a Technical Working Group composed of government ministries and civil society organisations who provide strategic and technical oversight.

I am very pleased to highlight that the 2023 – 2028 NAP is the first of two five-year plans intended to advance the Government of Fiji's long-term commitment to prevent violence against all women and girls. The NAP will engage all of us in Fiji to create a safer country from women and

<sup>1</sup> Fiji Women's Crisis Centre (FWCC), 2013, 'Somebody's life, Everybody's business! National Research on Women's Health and Life Experiences in Fiji'. Available at: <http://www.fijiwomen.com/wp-content/uploads/2017/11/National-Survey-Summary.pdf>

girls. It will work across all levels of society to stop violence in its tracks.

Five key strategies will be employed to comprehensively address violence: transformative public education and social norm change; strengthening of equal and respectful relationships; survivor-centered services for survivors of violence; coordinated legal protection for survivors of violence; and fostering a gender equal society. A rigorous Monitoring and Evaluation Framework, as outlined in the Measuring Impact section, will measure the impact of the NAP through a core set of outcome indicators aligned to the NAP's five key strategies with baselines and targets established in the first year of implementation.

The Fijian Government is committed to ensuring the safety and wellbeing of all Fijians and the NAP is crucial to ensuring that the most vulnerable in our country against violence, our women and girls in all their diversities, are not only safe, but respected, valued and treated as equals in public and private life.

As Minister responsible, I thank everyone who informed the NAP development process – every stakeholder, every Fijian - for their commitment to preventing violence against women and girls.

Change is possible, and together we can advance a future where all women and girls live free from violence.



**Hon. Lynda Tabuya**  
**Minister for Women, Children and Poverty Alleviation**

# Acknowledgements



The Ministry of Women, Children and Poverty Alleviation, on behalf of the Government of Fiji, led the development of the Fiji National Action Plan to Prevent Violence Against All Women and Girls, in partnership with a Secretariat and a Technical Working Group.

Special thanks go to the Technical Working Group for providing strategic oversight in the development of the National Action Plan. The Technical Working Group served as a sounding board for the Ministry of Women, Children and Poverty Alleviation and the Secretariat, providing advice, identifying key issues, brainstorming technical solutions and making recommendations. The Technical Working Group comprised representatives from the Ministry of Education, Heritage and Arts; Ministry of Health and Medical Services; Ministry of Youth and Sports; Ministry of iTaukei Affairs; Ministry of Employment Productivity and Industrial Relations; Medical Services Pacific; Haus of Khomeleon; Fiji Red Cross Society; Fiji Disabled Peoples Federation; Fiji Women's Rights Movement; Empower Pacific; House of Sarah; Fiji Women's Crisis Centre; and Diverse Voices and Action

for Equality. Appreciation goes to Permanent Secretary Dr. James Fong (Ministry of Health and Medical Services); Permanent Secretary Ms. Anjeela Jokhan (Ministry of Education, Heritage and Arts); Permanent Secretary Mr. Rovereto Nayacalevu (Ministry of Youth and Sports); Permanent Secretary Mr. Osea Naitura (Ministry of Employment, Productivity and Industrial Relations); the late Mr. Meleti Bainimarama and Permanent Secretary Mr. Pita Tagicakirewa (Ministry of iTaukei Affairs); Commissioner of Police Brigadier-General Sitiveni Qiliho.

The Ministry of Women, Children and Poverty Alleviation is grateful to the members of the Secretariat, drawn from the Ministry of Women, Children and Poverty Alleviation, the Fiji Women's Crisis Centre and UN Women, and core consultation facilitation group for their important and active role in supporting the development of the National Action Plan during the very challenging period of the COVID-19 pandemic. They provided tireless efforts in planning, administration, operations and communications to advance this milestone National Action Plan. Appreciation goes to Shamima Ali of the Fiji

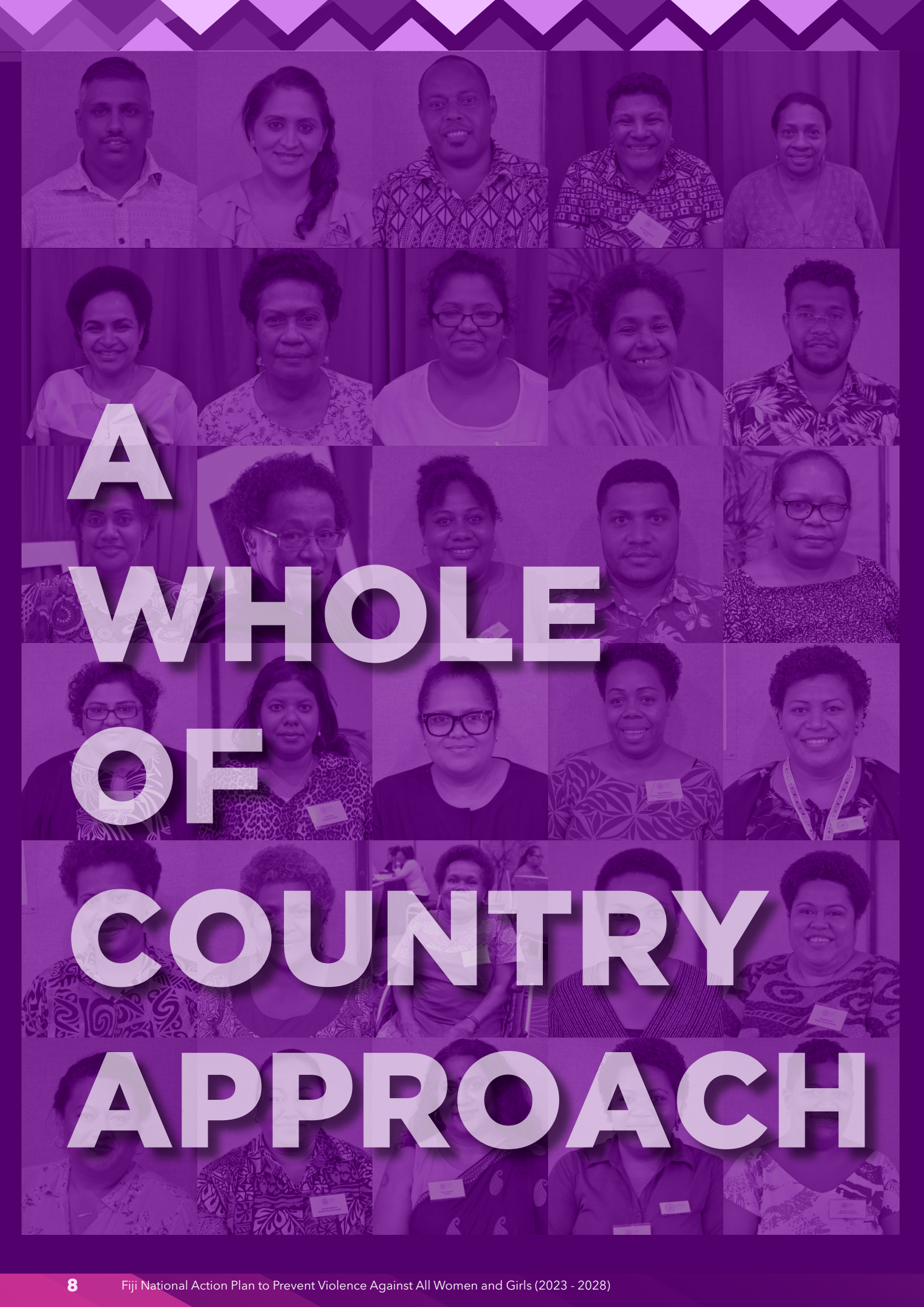


Women's Crisis Center, Nalini Singh of the Fiji Women's Rights Movement, Noelene Nabulivou of Diverse Voices and Action for Equality and Reverend Sereima Lomaloma of the House of Sarah for their substantive technical content and expertise that informed the approach of the consultations for and the vision of the National Action Plan. In addition, acknowledgement goes to former Permanent Secretary Jennifer Poole, National Gender Advisor Mehrak Mehrvar and the continuous efforts of the Ministry's Department of Women as Fiji's national women's machinery advancing gender equality issues, including Selai Korovusere and Reijjeli Mawa. The Department of Women and the EAW Desk steered the course of the NAP to its completion.

The Ministry of Women, Children and Poverty Alleviation wishes to acknowledge the expertise, knowledge and funding support of the Government of Australia in the realisation of the Fiji National Action Plan to Prevent Violence Against All Women and Girls. Appreciation is also given for the learning exchange on Australia's National Plan to Reduce Violence Against Women and their Children, from which inspiration,

guidance and formative knowledge was found.

The Ministry of Women, Children and Poverty Alleviation acknowledges UN Women's substantive technical and financial support, and is grateful to UN Women colleagues Sonia Rastogi, Abigail Erikson, Kathy Cusack, Shabina Khan, Gregory Ravo and Shazia Usman. UN Women's support was directed through the Pacific Partnership to End Violence Against Women and Girls (Pacific Partnership) programme, which is primarily funded by the European Union, the Governments of Australia and New Zealand, and UN Women. The programme brings governments, civil society organisations, communities and other partners together to promote gender equality, prevent violence against all women and girls, and increase access to quality response services for survivors. It is implemented by the Pacific Community, UN Women and the Pacific Islands Forum.



# A WHOLE OF COUNTRY APPROACH



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## Acronyms

CSO	Civil society organisation
DIVA	DIVA for Equality
DV	Domestic violence
EVAWG	End violence against all women and girls
FJD	Fijian dollars
FPF	Fiji Police Force
FWCC	Fiji Women’s Crisis Centre
FWRM	Fiji Women’s Rights Movement
GBV	Gender-based violence
ICD	Gender Transformative Institutional Capacity Development Initiative
IEC	Information, education and communication
IPV	Intimate partner violence
MWCPA	Ministry of Women, Children and Poverty Alleviation
NAP	Fiji National Action Plan to Prevent Violence Against All Women and Girls
PS	Permanent Secretary
RFMF	Republic of Fiji Military Forces
SOGIESC	Sexual orientation, gender identity and expression and sex characteristics
SDP	National Service Delivery Protocol to Respond to Cases of Gender-Based Violence
SRHR	Sexual and reproductive health and rights
SOP	Standard operating procedure
TWG	Technical Working Group
UTVC	Universities and Technical and Vocational Colleges
VAC	Violence against children
VAWG	Violence against women and girls

# A note on terminology and language



We acknowledge that inclusive and intersectional terminology and language is evolving and consistently imperfect in its exclusions. The Fiji National Action Plan to Prevent Violence Against All Women and Girls strives to be an inclusive action plan that acknowledges the diversity of experiences, identities and lived realities of all, with an evidence-based understanding of the specific experiences of violence of diverse women and girls. Therefore, this action plan utilises the phrase violence against women and girls and gender-based violence interchangeably as inclusive and diverse terms, to represent all women and girls in Fiji. This includes women and girls with disabilities; people with diverse sexual orientations, gender identities/expressions and sex characteristics, including gender non-binary people; women living in urban, rural and maritime locations; and women and girls across the age spectrum from girls to young women, older women and ageing women.

## Together we can build a new day

Global evidence demonstrates that VAWG is preventable within years, not lifetimes. This is particularly the case if an evidence-based, whole-of-government and whole-population approach to prevention is advanced. With this knowledge and the depth of expertise in country, we have the power to stop violence against all women and girls in Fiji.

Fiji's NAP, led by the Government of Fiji, in partnership with diverse stakeholders, will commit all Fijians, our communities, and our institutions to a decade of transformative and ambitious action to end violence against women and girls (EVAWG).

We, Fijians, believe we have the potential as a country to create a society where violence in all its forms is eliminated; where women and girls in all their diversity are safe and free from discrimination, barriers, and backlash; and where all women and girls have the power to determine their own future.

While we know we have a long road ahead to ensure that all women and girls' human rights, leadership and autonomy are upheld, we also hold the solutions.

Significant efforts have already been made by government, civil society and diverse stakeholders to make Fiji safer for women and girls. To date, the Government of Fiji has advanced a legal framework<sup>2</sup> to protect against violence, resourced national Domestic Violence and Child Helplines and actioned the establishment of the National Service Delivery Protocol for Responding to Cases of Gender-Based Violence (GBV).

We must now take a bold step forward to commit ourselves to actions that hold us accountable to the safety, dignity and human rights of all women and girls, including young girls, older women,

ageing women, women and girls living with disabilities, women and girls living in rural and maritime areas, women and girls across diverse faiths, backgrounds, socio-economic status, ethnicities and sexual orientation, gender identity and sex characteristics (SOGIESC).

We know that holding ourselves accountable to all women and girls will have positive ripple effects and transformative impacts across all aspects, dimensions and levels of society, ensuring that the value of all Fijians is respected and upheld.

To achieve this future, the Government of Fiji recognises that Fiji requires a holistic, action-oriented and long-term national strategy that is **centered on the agency and lived experiences of all women and girls**. The strategy must galvanize communities across Fiji to champion prevention efforts, solidify concrete whole-of-government action and make the case for long-term investment in the prevention of VAWG in all their diversity.

Leveraging our experience, the Government of Fiji introduces the **Fiji National Action Plan to Prevent Violence Against All Women and Girls (NAP)** to contribute to transforming Fiji into a safer, more vibrant and equal country for Fijians of today and

“We must talk to young girls about what they are interested in and celebrate what they have achieved instead of complimenting them on the dress they are wearing or about how helpful they have been in the kitchen. We need to show girls they can dream and will be supported in realizing their dreams no matter what they are.”

– Anonymous online survey participant, national *talanoa* on the development of the NAP

<sup>2</sup> Fiji has taken many measures to codify protections, accountability, and justice for survivors of GBV in laws such as the Employment Relations Act 2007, Crimes Act 2009, Criminal Procedures Act 2009, Domestic Violence Act 2009 (entitling survivors to obtain Domestic Violence Restraining Orders) and Family Law Amendment Act 2012. Policies and directives include the Fiji Police Force (FPF) “No Drop” policy and the Chief Magistrate’s 2018 directive opposing the use of bulubulu in determining sentencing for VAWG-related crimes.

for future generations. Through this NAP, Fiji is the first Pacific Island Country and one of the only two countries globally alongside Australia<sup>3</sup>, to have a comprehensive, evidence-based approach to preventing VAWG. Furthermore, **the NAP actions the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) Committee’s 2018 recommendation<sup>4</sup> to adopt a national action plan for the prevention of gender-based violence.**

The 2023 – 2028 NAP is the first of two five-year plans intended to establish the foundations for the Government of Fiji’s long-term commitment to prevent VAWG. The NAP is a whole-of-government, whole-of-population, inclusive, evidence-based, costed five-year plan with an emphasis on stopping violence before it starts. The NAP will work strategically across 13 key and influential settings (see Figure 3) in Fiji to address VAWG holistically in all aspects of public and private life (see Annex 6 Implementation Plan). Furthermore, the NAP operates across all levels of Fijian society<sup>5,6</sup> to meaningfully reduce and stop violence before it starts (primary prevention) and ensure a strong linkage to response services for survivors who have experienced violence (secondary prevention)<sup>7</sup>.

**Five key strategies will be employed to comprehensively address violence:**

transformative public education and social norm change; strengthening of equal and respectful relationships; survivor-centered services for survivors of violence; coordinated legal protection for survivors of violence; and fostering a gender equal society. A rigorous Monitoring

and Evaluation Framework, as outlined in the Measuring Impact section, will measure the NAP through a core set of outcome indicators aligned to the NAP’s five key strategies with baselines and targets established in the first year of implementation.

Accountability for advancing progress on the NAP sits underneath the Government of Fiji’s Gender Transformative Institutional Capacity Development and Gender-Responsive Budgeting initiative (ICD). Specifically, the EVAWG Task Force chaired by the Ministry of Women, Children and Poverty Alleviation (MWCPA) and the Fiji NAP Technical Working Group (TWG) chaired by the MWCPA Permanent Secretary (PS) and comprised of Government and relevant stakeholders will govern and steer the NAP. A national NAP Coordination and Implementation Unit with dedicated human and financial resources will be established to facilitate the NAP’s core functions. An interim Unit will be hosted by UN Women Fiji Multi-Country Office for the first two years. During the interim period, the MWCPA, Fiji NAP TWG, Coordination and Implementation Unit, UN Women and key EVAWG stakeholders will seek the counsel of independent experts to explore and identify viable, sustainable options to establish an independent body for the Fiji NAP. The cost of the national Coordination and Implementation Unit is 6,175,000 Fijian dollars (FJD) over the five-year period with 1% of the budget committed from the Fiji Government (equivalent to 61,750 FJD or 12,250 FJD per year) and the remainder will be sourced from development partners.

“ We must invest in more work to educate boys and young men, including teaching them about positive masculinity and how to use their power and privilege in a positive way, [not in a way that condones violence]. More work is needed to create spaces where boys and men can share and talk. These programmes must be rights based, accountable to women and girls and in partnership with women’s rights organisations.” – Anonymous online survey participants, national *talanoa* on the development of the NAP

<sup>3</sup> Government of Australia. National Plan to Reduce Violence Against Women and their Children, 2010 – 2022. See: <https://www.dss.gov.au/women/programs-services/reducing-violence/the-national-plan-to-reduce-violence-against-women-and-their-children-2010-2022>  
<sup>4</sup> Concluding observations on the fifth periodic report of Fiji, 14 March 2019, CEDAW/C/FJI/CO/5  
<sup>5</sup> Heise, L. Violence Against Women: An Integrated, Ecological Framework. See: <https://pubmed.ncbi.nlm.nih.gov/12296014/>  
<sup>6</sup> The NAP operates with strategies and actions across individual, relationship/interpersonal, community and societal spheres of influence in alignment with global theory and the socio-ecological model referenced above.  
<sup>7</sup> Primary prevention of VAWG seeks to stop violence before it starts by addressing the root causes of violence. Secondary prevention is the immediate response after violence has occurred with the goal of addressing immediate consequences and preventing violence from re-occurring.

# Call to action: Advisory Group Meeting on the Fiji National Plan of Action to Prevent Violence Against All Women and Girls by the Ministry of Women, Children and Poverty Alleviation



*Technical Advisory Group Meeting (4-5 December, 2019) to kick-start the consultation of the development of the National Action Plan.*

In December 2019, the Ministry of Women, Children and Poverty Alleviation convened a diverse group of stakeholders engaged in efforts to end VAWG, including representatives of other Government ministries; women's human rights, transgender people's human rights, disabled people's and faith-based organisations; health care service providers; non-governmental organisations, and other CSOs<sup>8</sup>. Representatives gathered in Sigatoka, Fiji to discuss and plan for the NAP's development.

Meeting representatives reached consensus on key outcomes and shared language to form the foundation of a whole of population national action plan tailored to the unique and pressing context of gender inequality and VAWG in Fiji. **The Outcome Document along with the Fiji NAP Consultation Plan was endorsed by Cabinet in 2020.** A summary of outcomes is below with detailed outcomes outlined in Annex 4.

The convening affirmed that VAWG's root cause in Fiji is patriarchy and the associated entrenched beliefs that give men more power and status

than women. Patriarchy manifests in multiple ways as articulated in Figure 1. For example, men are expected to be breadwinners and heads of household who are physically strong, dominant and do not show emotion; whereas women are expected to be submissive, obedient and passive while looking after domestic and family caretaking responsibilities. These traditional gender roles encourage men's power and control over women, which can lead to violence.

Meeting representatives identified contributing factors specific to Fiji's context that can increase a women's risk of experiencing violence and men's likelihood of perpetrating violence, such as witnessing violence as a child, if a woman's first sexual encounter was forced and the overuse of alcohol and kava. Furthermore, external factors such as economic instability, stressed societies from disasters/loss and damage and the promotion of gender inequality through aspects of culture and religion can create a broader environment of risk for women and girls.

To address this constellation of factors, meeting

<sup>8</sup> Participating organisations included the Ministry of Health and Medical Services; the Ministry of Education, Heritage and Arts; the Ministry of Women, Children and Poverty Alleviation; the Ministry of Youth and Sports; Medical Services Pacific; Haus of Khameleon; Fiji Police Force; Fiji Red Cross Society; Substance Abuse Advisory Council; iTaukei Affairs Board; Fiji Disabled Peoples Federation; Fiji Women's Rights Movement; Empower Pacific; House of Sarah; Fiji Women's Crisis Centre; Fiji Muslim Women's League; Arya Mahila Mandal; and UN Women.

representatives agreed to advance an evidence-based national action plan that mobilises all sectors of Fijian society through 13 key and influential settings (see Figure 3). The settings were determined by the meeting representatives and based on learnings from the Government of Australia national action plan. Representatives

came to consensus to focus prevention efforts on intimate partner violence (IPV)/domestic violence (DV), violence that occurs between partners, including rape, attempted rape, child sexual abuse, defilement, sexual harassment and sexual assault).

**Figure 1. Manifestations of patriarchy as the root cause of VAWG in Fiji**



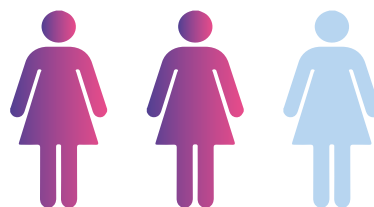
# Trends of violence against all women and girls in Fiji

In Fiji, the root cause of VAWG is patriarchy, which prioritises and values men above women. Patriarchy manifests as beliefs, attitudes and actions that privilege men over women and therefore widen inequalities in power, opportunities and resources between men and women. Patriarchy disproportionately harms women and girls at the intersections of multiple identities, including those with disabilities, living in rural and maritime areas and those with diverse SOGIESC, among others. Contributing factors such as crises and disasters; economic insecurity, including in relation to food, shelter, and unemployment; poverty; and alcohol/kava consumption exacerbate the conditions that contribute to GBV. Together, these factors create an environment and social context of gender inequality within which VAWG is normalised, accepted, and justified and in which women and girls lack control and autonomy of their own bodies and decisions.

VAWG is one of the world's most common human rights violations, and Fiji's rates of VAWG are among the highest in the world, with IPV and sexual violence being the most prevalent forms of violence.

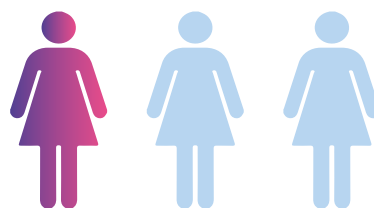
Overall:

- Nearly 2 in 3 ever-partnered women in Fiji have experienced physical and/or sexual violence from a male intimate partner in their lifetime<sup>9</sup>
- 1 in 3 ever-partnered women experienced marital rape<sup>9</sup>
- 1 in 4 women experienced economic abuse<sup>9</sup>
- 1 in 3 women have experienced violence from a man who is not their partner<sup>9</sup>
- 1 in 5 women have experienced sexual harassment in the workplace in the formal sector<sup>10</sup> (with rates unknown in the informal sector)
- People of diverse SOGIESC (including lesbian, bisexual and transgender women, gay men, transgender men and gender non-conforming people) experience higher rates, and more severe forms of violence from partners, family members and communities with compounded barriers and discrimination within workplaces, schools, health care settings, public



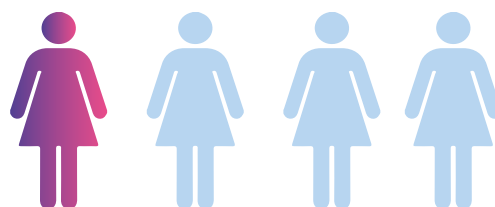
Nearly  
**2 in 3**

ever-partnered women in Fiji have experienced physical and/or sexual violence from a male intimate partner in their lifetime



**1 in 3**

ever-partnered women experienced marital rape<sup>6</sup>



**1 in 4**

women experienced economic abuse<sup>6</sup>

<sup>9</sup> Fiji Women's Crisis Centre, 2013, 'Somebody's life, Everybody's business! National Research on Women's Health and Life Experiences in Fiji'. See: <http://www.fijiwomen.com/wp-content/uploads/2017/11/National-Survey-Summary.pdf>

<sup>10</sup> Fiji Women's Rights Movement. Sexual Harassment of women in the workplace in Fiji: a follow-up survey. 2016.

<sup>11</sup> Diverse Voices and Action for Equality. Unjust, Unequal, Unstoppable: Fiji lesbians, bisexual women, transmen and gender non-conforming people tipping the scales towards justice. 2019. See: [https://drive.google.com/file/d/1D2YiPOQb\\_erOxBK2rdRt45Z8mEB1noOz/view](https://drive.google.com/file/d/1D2YiPOQb_erOxBK2rdRt45Z8mEB1noOz/view)

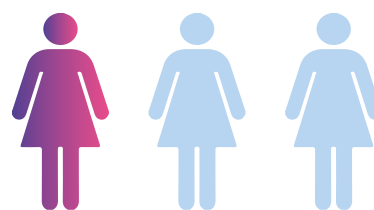


transportation and other facets of daily life . More research is required to fully understand the impact and widespread discrimination experienced within these communities

- Women and girls living with disabilities are particularly at risk of experiencing physical, economic, sexual, and emotional violence from family members, partners, caregivers and institutions (i.e., health, social services)<sup>12</sup> with more rigorous research required to understand the full extent of violence experienced<sup>17</sup>

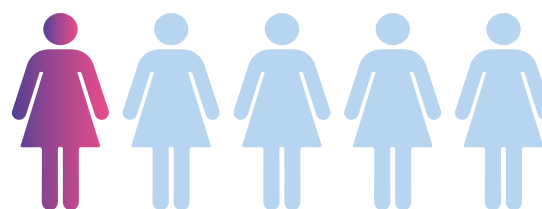
The most common form of sexual violence in Fiji is **child sexual abuse, primarily of girls and some boys under the age of 18 years**<sup>13</sup>. GBV is experienced chronically by women and girls across their lifecycle; 16% of adult women have reported being sexually abused before the age of 15 years with patterns of violence cascading into adulthood. From 2017 – 2022, the Office of the Director of Public Prosecutions reported that 94% of rape survivors were women with 68% of cases involving girls under the age of 18 years<sup>14</sup>. Triangulating this information are High Court reports from 2016 to 2021 indicating that 64% of survivors in rape cases decided upon by the court involved girls under 17 years<sup>15</sup>. Some 55% of women report that their children have witnessed violence, which reinforces that violence is a normal, acceptable behaviour.

It is well known that women and girls vastly underreport violence against them for a variety of reasons, including fear of further discrimination, fear of retaliation, fear of violence towards themselves or their children/families, lack of knowledge or access to available services, lack of age/gender/disability-appropriate services, and shame, among other factors. In a 2010-2011 VAWG prevalence survey in Fiji, some 45,452 women or 71% of respondents reported experiencing violence, yet in 2016, there were only 3,358 reported cases



# 1 in 3

women have experienced violence from a man who is not their partner<sup>6</sup>



# 1 in 5

women have experienced sexual harassment in the workplace in the formal sector, noting rates are unknown in the informal sector



People of diverse sexual orientations, gender identities, and sex characteristics (including lesbian, bisexual and transgender women, gay men, transgender men and gender non-conforming people) experience higher rates, and more severe forms of violence from partners, family members and communities

<sup>12</sup> Pacific Disability Forum. Toolkit on Eliminating Violence Against Women and Girls with Disabilities in Fiji. 2014.

<sup>13</sup> Thomas, E. 2020. How data is improving justice for gender-based violence in Fiji. See: <https://www.openglobalrights.org/data-improving-justice-gender-based-violence-fiji/>.

<sup>14</sup> Office of the Director of Public Prosecutions Rape and Sexual Offences Statistics for the years 2017, 2018, 2019, 2020.

<sup>15</sup> Fiji Women's Rights Movement. Sexual Violence Against Women and Girls Rape Case Analysis, 2021. See: [https://www.fwrm.org.fj/images/A2J/2021\\_Rape\\_Case\\_Analysis.pdf](https://www.fwrm.org.fj/images/A2J/2021_Rape_Case_Analysis.pdf)

<sup>17</sup> Fiji Country Gender Assessment (2022), Policy Brief 3: Ending Violence Against Women.

of DV, rape or sexual assault to the police. Taken together, this represents 7% of women who experienced violence reporting it,<sup>16</sup> highlighting that the issue of VAWG seen through reporting in the justice, police and social services sectors is a fraction of the reality.

The social, health and economic impacts of VAWG are enormous and penetrate all levels and aspects of society. A 2011 study found the cost of VAWG was estimated at 6.6% of Fiji's gross domestic product (GDP)<sup>17</sup>. The economic loss from women and girls who are unable to participate in the workforce -- due to management of the consequences of violence or being prevented from working -- leads to a national loss in productivity. The cost to the economy to provide health, justice, counselling, and other services is significant given the prevalence of VAWG in Fiji. Furthermore, the out-of-pocket costs survivors and their loved ones spend on getting to safety, receiving services, and rebuilding their lives can push survivors into further poverty or economic insecurity. Choosing between safety and food is not a choice a survivor should have to make. Violence not only affects survivors themselves, but the children who are exposed to it, their extended families, friends, work colleagues and ultimately the broader community. A detailed analysis of the state of VAWG in Fiji is presented in the forthcoming Fiji Country Gender Assessment<sup>17</sup>.



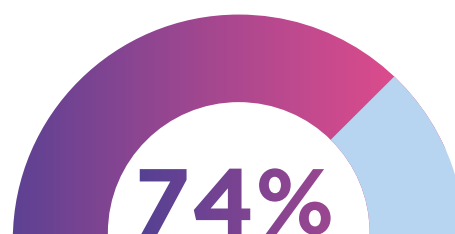
## Women and girls living with disabilities

are particularly at risk for experiencing physical, economic, sexual and emotional violence from family members, partners, caregivers and institutions (health, social services, etc.) with more rigorous research required to understand the full extent of violence experienced.



The most common form of sexual violence is **child sexual abuse primarily of girls and some boys under the age of 18 years.**

From 2015 - 2018,



of all reported sexual violence cases were **children**

<sup>16</sup> Fiji Women's Rights Movement. Balancing the Scales: Improving Fijian Women's Access to Justice. 2017. See: [https://fwrmm.org.fj/images/fwrmm2017/publications/analysis/Balancing-the-Scales-Report\\_FINAL-Digital.pdf](https://fwrmm.org.fj/images/fwrmm2017/publications/analysis/Balancing-the-Scales-Report_FINAL-Digital.pdf)

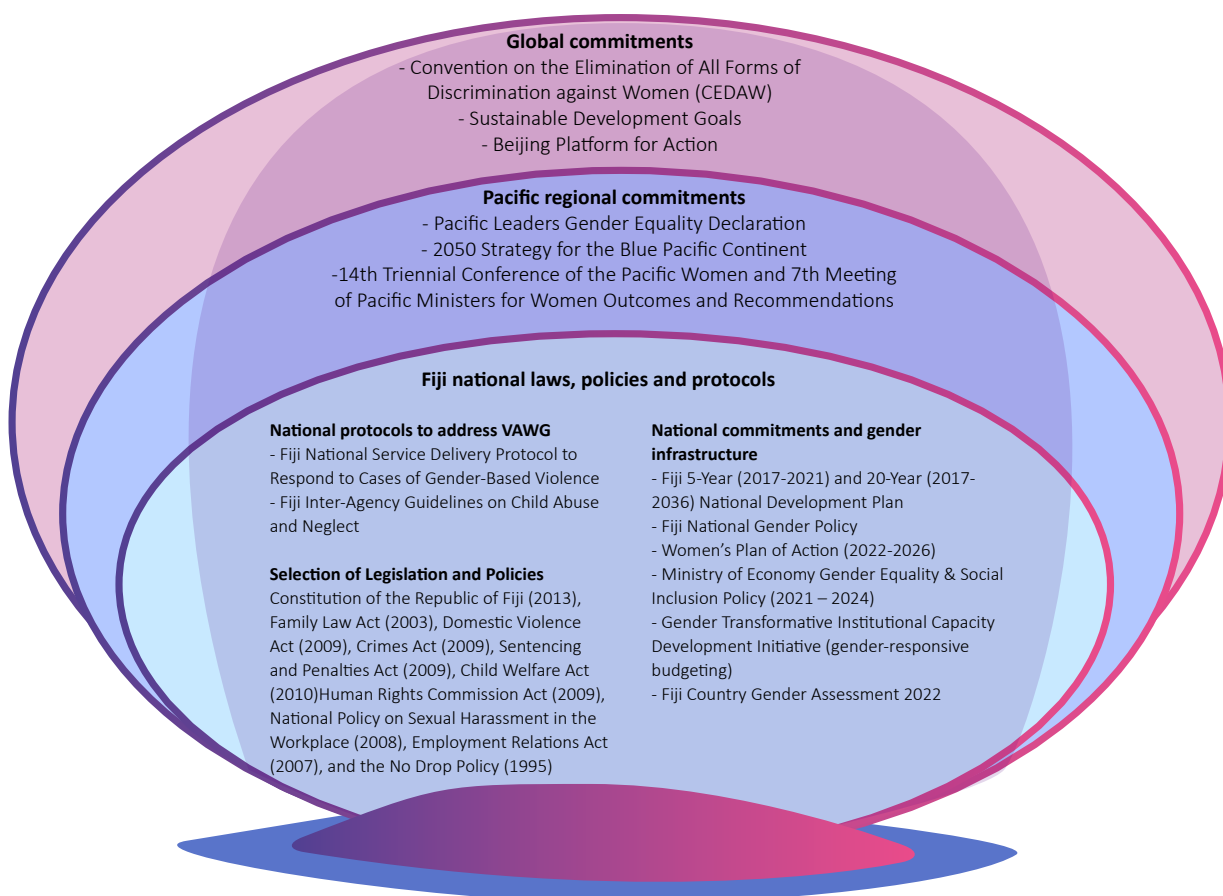
<sup>17</sup> Fiji Country Gender Assessment (2022), Policy Brief 3: Ending Violence Against Women.

## Fiji's commitments and obligations to uphold gender equality and address violence against all women and girls

Fiji is committed to national, regional and international laws and conventions that articulate an accountability framework towards the issue of VAWG and gender equality more broadly. The NAP progresses and supports Fiji's gender equality commitments, including the CEDAW Committee's 2018 recommendation to develop

a national prevention plan (CEDAW/C/FJI/CO/5), Beijing Platform for Action and the Sustainable Development Goals. A full list and description of Fiji's national, regional and international gender equality and EVAWG policies, legislation and commitments is presented in Annex 2.

**Figure 2. Select national, regional and global laws and commitments for Fiji on gender equality and EVAWG<sup>18,19,20,21,22</sup>**



<sup>18</sup> MWCPA and Ministry of Economy, Gender Transformative Institutional Capacity Development Initiative, Gender Equality: Achievements and Analysis in key sectors and settings, February 2022.

<sup>19</sup> Ministry of Economy. 5-Year and 20-Year National Development Plan: Transforming Fiji. 2017. See: <https://www.fiji.gov.fj/getattachment/15b0ba03-825e-47f7-bf69-094ad33004dd/5-Year-20-Year-NATIONAL-DEVELOPMENT-PLAN.aspx>.

<sup>20</sup> Ministry of Women, Children and Poverty Alleviation. Fiji National Service Delivery Protocol for Responding to Cases of Gender-Based Violence. 2018. See: <https://asiapacific.unwomen.org/en/digital-library/publications/2019/09/sops-gbv-fiji-service-delivery-protocol>

<sup>21</sup> Pacific Leaders Gender Equality Declaration was announced at the 43rd Pacific Leaders meeting in 2012. See: <https://www.forumsec.org/2012/08/30/plaed/>. A revision to the Pacific Leaders Gender Equality Declaration is currently underway.

<sup>22</sup> 14th Triennial Conference of Pacific Women and 7th Meeting of Pacific Ministers for Women Outcomes and Recommendations endorsed on 4 May 2021. See: <https://www.spc.int/sites/default/files/documents/14th%20Triennial%20Conference%20of%20Pacific%20Women%20Eng.pdf>.

## Fiji's approach to stopping violence before it starts



**The Fiji NAP, led by the Government of Fiji, in partnership with diverse stakeholders, commits all Fijians, our communities and our institutions to a decade of transformative action to stop violence against all women and girls.** Since its conception in 2019, the NAP development has been supported by a diverse group of stakeholders<sup>23</sup> across Government and civil society, with support from development partners<sup>24</sup>. As such, the Government of Fiji engages all Fijians in a collective long-term journey to realising a Fiji that practices gender equality, protects, and upholds human rights, and dismantles patriarchy as the root cause of GBV.

To form the NAP, the Government of Fiji undertook a comprehensive national consultation process to ensure diverse voices and perspectives were heard. As a whole-of-government action plan, the consultation process was designed to listen to as many Fijians as possible across the 13 settings. The national consultation process sought to identify key priorities for the prevention of VAWG, increase awareness on the issue of VAWG and the NAP as a lever for action and increase engagement on the issue of VAWG. Box 1 summarises the consultation process and links to the Summary Consultation Report.

<sup>23</sup> The development of the NAP was coordinated by the Ministry of Women, Children and Poverty Alleviation in partnership with a Secretariat and a Technical Working Group (also see Acknowledgements).

<sup>24</sup> The development of the NAP is supported by the Pacific Partnership to End Violence Against Women and Girls (also see Acknowledgements) with UN Women as the technical partner to the Government of Fiji.

## **Box 1. National *talanoa* and consultation process, 2020 - 2022\***

On 25 November 2020, former Prime Minister, Honorable Josia Voreqe Bainimarama launched the Fiji NAP national consultation process. The launch of consultations was marked by the symbolic blowing of the *davui* (conch shell) as a signal to bring the nation, all its people and sectors and settings together to generate dialogue and action on stopping violence against all women and girls.

The MWCPA, in partnership with the TWG, Government ministries, CSOs, and community stakeholders led a series of national consultations to form the development of the NAP. The Ministry for Health and Medical Services, the Ministry of Education, Heritage and Arts, the Fiji National Sports Commission, Fiji Women's Crisis Centre, the Fiji Women's Rights Movement, Diverse Voices and Action for Equality, the Fiji Disabled Peoples Federation and House of Sarah were key agencies that advanced consultations within their sectors to ensure diverse perspectives were included in the NAP. To facilitate the consultations, a comprehensive Consultation Guidebook was developed by TWG members and field tested by the Fiji Women's Rights Movement.

The national *talanoa* included 44 consultations, 8 validation sessions and an online survey engaging 2,188 Fijians across all 4 Divisions. The COVID-19 pandemic led to diversification of consultation options to online surveys and virtual discussion sessions. To promote and build a shared understanding of VAWG in Fiji, the Fiji NAP Knowledge Platform was launched, which continues to be an online portal for information and visibility on the NAP and the issue of VAWG. The consultation process identified actions and strategies essential in each setting to address the root causes and contributing factors of VAWG in Fiji. More information about the national consultation process can be found in the Consultation Report\* and Consultation Guidebook.

\*Fiji NAP Consultation Report, 2022. See: [www.fijipreventvawg.com](http://www.fijipreventvawg.com)



The 2023 – 2028 NAP is the first of two five-year plans intended to establish the foundations for the Government of Fiji’s long-term commitment to prevent VAWG. As a whole-of-government and whole-of-population initiative, the NAP’s strength is galvanizing all of society through 13 key and influential settings<sup>25</sup> (see Figure 3) to holistically address VAWG.

**Figure 3: Whole-population: 13 Critical and Influential Settings**



<sup>25</sup> The 13 settings were identified at the 2019 Advisory Group meeting on the Fiji National Action Plan to Prevent VAWG. The settings were chosen based on their relevance to Fijian society.

# Principles

A holistic approach is at the heart of the NAP. The NAP is governed by a core set of principles that reflect Fiji's values:

Figure 4: Fiji NAP Principles



A **transformative** approach aspires to address the causes of VAWG with a root cause analysis that fully recognises bodily autonomy and integrity, meaningfully changes gender inequality and reshapes unequal power relations.

A **whole-of-government** approach recognises the primary responsibility of the Government of Fiji in fulfilling international, regional and national obligations to prevent VAWG and foster gender equality and women's human rights. It recognises the need for an integrated, cross

ministerial response, collaboration and vertical and horizontal coordination between ministries, public administration, and public agencies. Preventing VAWG requires all of government to be engaged in the NAP.

A **whole-of-population** approach recognises that VAWG is everyone's business because patriarchy and gender inequality seep into all aspects of daily life and all levels of society. To transform Fiji, everyone has a role to play, and every sector of Fijian society has a responsibility to create a safer

society. The NAP's 13 key and influential settings encompass engagement across all of Fiji.

The principle of **intersectionality**<sup>26</sup> recognises that VAWG can be experienced differently based on a person's overlapping or intersecting identities and their experiences of oppression and discrimination. Discrimination and violence are felt and experienced differently by people with diverse, intersecting identities. Often, those at the intersections of multiple oppressions are disproportionately affected by GBV and other forms of harm. Compounding issues, like poverty and geographic location can increase the risk of VAWG. An intersectional analysis is key to understanding and actioning solutions required to uphold the dignity of everyone in all their diversity. An intersectional approach requires that all women and girls and their experiences be centered in discussing and analyzing the problem and determining the solutions.

The principle of **inclusion** ensures the provision of equal access to opportunities and resources, especially for those who may be excluded or experience discrimination and those who have experienced historic marginalization. An intersectional analysis is vital to an inclusive Fiji. The NAP will advance an inclusive approach in which the realities of women and girls in all their diversity, including women and girls of diverse SOGIESC, women and girls living in rural and maritime areas and women and girls living with disabilities are centered. The principle of inclusion further ensures the engagement of all members of society in the effort to address VAWG, including men and boys who must be engaged to not only understand their roles as perpetrators of VAWG but, critically, how they are also negatively impacted by patriarchal norms and how they are

essential contributors to the transformational changes to prevent VAWG.

An **accountable** approach within the NAP emphasises governance mechanisms, a costed implementation unit, concrete implementation plans and a performance monitoring, evaluation and learning framework that all responsible parties are obliged to report against to see the full realisation of the NAP outcomes. The NAP is supported by implementation plans for all 13 settings to enable responsible line ministries and organisations to progress their commitments. The NAP is also an accountability tool to guide development partners into alignment with the Government of Fiji's priorities.

An **evidence-based** approach to prevent VAWG in Fiji recognises that action must be grounded in local and global evidence and knowledge on what works to address GBV and gender inequality. The NAP pulls from globally and locally recognised theories of change, frameworks, and evidence to advance a high-quality, accountable approach to prevention. Furthermore, the NAP will be evidence-generating and evidence-driven with a comprehensive monitoring, evaluation and learning framework that aligns with best practice on research and analysis on VAWG, builds on existing national and global evidence, and accurately assesses progress towards key outcomes.

<sup>26</sup> The term intersectionality was coined by Professor Kimberlé Crenshaw in 1989 to articulate how the intersection of race, class, gender and other individual characteristics inform one's experiences of discrimination and privilege.

<sup>27</sup> Including, but not limited to gender identity and expression, sexual orientation, age, disability, ethnicity, immigration status and religion, among other factors.



## National strategies to prevent VAWG

The NAP outlines five interrelated strategies through which synchronized engagement with women and men, boys and girls, communities, service providers, leaders and decision makers will create a society for all women and girls that is equal, safe and free from all forms of violence. The five strategies meaningfully address the root causes of VAWG in Fiji and aim to realise a Fiji where all women and girls are equal, safe and live a life free from violence.

**Each of the 13 settings will take forward essential actions in alignment one or more of the five strategies. The essential actions, identified through the consultation and validation process, are outlined in Annex 6 Implementation Plan.**

The five strategies include:

- Strategy 1. Transformative public education, awareness and social norm change.
- Strategy 2. Strengthen equal and respectful relationships between intimate partners and within families and kinship networks.
- Strategy 3: Survivor-centered and multi-sector coordination of services for survivors before, during and after emergencies.
- Strategy 4: Coordinated legal services, legal protection and safety for survivors with strengthened mechanisms of accountability for acts of violence.
- Strategy 5: Enabling environment for gender equality and the prevention of VAWG.



Figure 5: Transformative action to create a Fiji that is equal, safe and free from all forms of VAWG

## ROOT-CAUSES OF VAWG

Patriarchy is expressed through:

- The acceptance and justification of VAWG;
- Peer relations between men and boys that promote aggression and disrespect towards women and girls;
- Men and boys having power and control over women and girls, who are societally groomed to accept inequality; and
- Traditional and narrow gender roles which determine how women and men can and should behave.

## TRANSFORMATION THROUGH FIVE STRATEGIES

**Strategy 1:** Transformative public education, awareness and social norm change.

**Strategy 2:** Strengthen equal and respectful relationships between intimate partners and within families and kinship networks.

**Strategy 3:** Survivor-centered and multi-sector coordination of services for survivors before, during and after emergencies.

**Strategy 4:** Legal protection and accountability for survivors

**Strategy 5:** Enabling environment for gender equality and the prevention of VAWG.

## OUTCOMES

**Outcome 1:** Public and private spaces, including government, communities, workplaces and homes, are safe and free from violence with VAWG unacceptable at all levels.

**Outcome 2:** Relationships are non-violent, equal and respectful of bodily autonomy and integrity

**Outcome 3:** Survivors and their families safely access adequate, timely, quality, trauma and violence informed support services delivered in a coordinated, rights-based manner in urban, rural and maritime areas.

**Outcome 4:** The legal and justice system is inclusive, equitable, responsive, human rights-based, and accountable to survivors of VAWG in urban, rural and maritime areas for protection.

**Outcome 5:** Women and girls' risk of experiencing violence is reduced and protective factors at all levels of society are increased with power relations more balanced.

## IMPACT

**ALL women and girls are equal, safe and live a life free from all forms of Violence Against Women and Girls!**



**Strategy 1.**  
Transforming public  
education and social  
norm change

**Strategy 2.** Strengthen  
equal and respectful  
relationships between  
intimate partners and  
within families and  
kinship networks

**Strategy 3.** Survivor-  
centered and multi-  
sector coordination of  
services for survivors  
before, during and after  
emergencies

**Strategy 4.** Coordinated legal  
services, legal protection  
and safety for survivors with  
strengthened mechanisms  
of accountability for acts of  
violence

**Strategy 5.** Enabling  
environment for gender  
equality and the  
prevention of VAWG

**PREVENTION IS  
POSSIBLE**

# Strategy 1. Transforming public education and social norm change

## Outcome:

**Public and private spaces, including government, communities, workplaces and homes, are safe and free from violence with VAWG unacceptable at all levels.**

To stop violence before it starts, hearts and minds must change to condemn VAWG and promote beliefs and behaviours that uphold the dignity and human rights of women and girls in all their diversity.

In Fiji, harmful social norms justify and enable men's power over women, normalizing violence in daily life. These social norms are rooted in deeply held beliefs. For example, people may believe there are justifiable reasons for male partners to use physical violence to discipline and control their wives. These attitudes translate into other inequalities for women and girls including limited representation in political leadership and sexual harassment in the workplace. Attitudes and beliefs on women's lesser value in society are reinforced by traditional and religious teachings, thus perpetuating themselves in places where we worship and in our cultural spaces.

**Violence is a learned behaviour. Therefore, it can be unlearned. We have the power to unlearn attitudes and beliefs that condone violence and treat women and girls unequally.**

**Strategy 1 will support attitude and behaviour shifts through multi-level, long-term social norm change interventions that transform harmful attitudes and beliefs that condone violence into gender equal attitudes and zero tolerance towards VAWG.**

Key priorities across 14 essential actions<sup>28</sup> in 10 settings are:

- Holding widespread national engagement and public education through social norm change communications campaigns on preventing VAWG.

- Building a shared understanding in Fiji's disciplined forces, sport settings, and traditional and faith-based communities – as key influential settings for Fijian society – on what it means to promote gender equal attitudes and beliefs.
- Reaching broad segments of Fiji's population with evidence-based, targeted social norm change campaigns on safe workplaces and safe rides in transportation free of sexual harassment, abuse and intimidation.
- Pursuing participatory approaches with young people and creative platforms to define and articulate what a Fiji free from VAWG looks like.
- Holding widespread community engagement linking the issue of GBV to sexual and reproductive health and rights.
- Promoting and expanding women- and girl-led and informed media to diversify and reframe the narrative on critical issues important to women and girls.

Key settings: Health and social services; Sports and recreation spaces; Faith; Traditional institutions and entities; Workplaces; Informal sector; Transportation and infrastructure; Arts; Media, entertainment and advertising; Disciplined forces.

<sup>28</sup> A comprehensive implementation plan per setting can be found in Annex 6.

## Strategy 2. Strengthen equal and respectful relationships between intimate partners and within families and kinship networks

### Outcome:

**Relationships are non-violent, equal and respectful of bodily autonomy and integrity.**

Families and kinship networks are the heart and soul of Fijian society. They are a source of pride, strength, identity and belonging. Intimate partnerships, families and kinship networks must be safe, healthy, and encouraging places for all to meaningfully address VAWG and gender inequality.

IPV and violence within the home is the most common form of violence experienced by women and girls in Fiji. IPV is disproportionately experienced by women and girls from their male partners and family members. In-laws and other family members can also perpetrate violence against women and/or encourage violent behaviours of male family members against their female partners. Within family and kinship structures, women and girls of diverse SOGIESC and women and girls with disabilities can experience discrimination, leading to a poorer quality of life and direct attacks on their safety and well-being. Young girls and boys are deeply affected by violence. Children can experience and witness violence within the home, leading to intergenerational impacts and trauma. Furthermore, the concerning trend of child sexual abuse in Fiji perpetuated by male family members against girls and boys damages the nation's future as we continue to harm future generations.

We envision a Fiji in which families and kinship structures are sources of safety for all, acceptance and understanding where everyone's voice, vision and agency is valued and appreciated. We believe that we can transform the balance of power within families and kinship structures to stop IPV and teach girls and boys the values of equality, healthy communication, and shared decision-making.

**Strategy 2 will implement focused interventions that strengthen equal and respectful relationships between intimate partners and within homes and kinship networks.**

Key **priorities** across 9 essential actions<sup>29</sup> in 8 settings are:

- Holding widespread *talanoas*<sup>30</sup> at tikina and koro<sup>31</sup> level that champion gender equal and safe relationships and communities led by Fiji's traditional actors and stakeholders.
- Utilising the power of education and learning spaces for in and out of school young people across primary, secondary and tertiary education to review curriculums and instil skills and capacities on just, inclusive and healthy relationships, paired with life skills on communication and conflict management.
- Implementing evidence-based, long-term social norm change interventions at community-level with sports, faith and informal sector stakeholders to build skills and resources for just, healthy and safe relationships.
- Centring young people as catalysts of change through targeted interventions that support adolescent sexual and reproductive health and rights, inclusive of GBV prevention, and youth-led empowerment initiatives that allow girls and boys to reclaim the narrative on the future they want to see.

**Key settings:** Education; Universities and tertiary education; Health and social services; Sports and recreation spaces; Faith; Traditional institutions and entities; Informal sector; Arts.

<sup>29</sup> A comprehensive implementation plan per setting can be found in Annex 6.

<sup>30</sup> *Talanoa* is an i-Taukei term referring to a conversation, dialogue, sharing of ideas and talking with someone or a group.

<sup>31</sup> Tikina are sub-units of the yasana or provinces of Fiji. Koro are districts, comprised of a number of villages.

# Strategy 3. Survivor-centered and multi-sector coordination of services for survivors before, during and after emergencies

## Outcome:

**Survivors and their families safely access adequate, timely, quality, trauma and violence informed support services delivered in a coordinated, rights-based manner in urban, rural and maritime areas.**

Fiji is recognised as a global leader in condemning VAWG and promoting gender equality as a national goal. The Government of Fiji implements a strong foundation of laws and policies for survivors to ensure that those who experience violence receive the protection and care that they deserve. In 2018, Cabinet endorsed the National Service Delivery Protocol to Respond to Cases of Gender-Based Violence<sup>20</sup> (hereafter SDP). The SDP sets out national standard operating procedures for responding to GBV, with signatories across key sectors (health, social services, justice, shelter and police) that agree to a survivor-centered, human rights approach to delivering care in a coordinated manner. Similarly, in 2020, Cabinet endorsed the Inter-Agency Guidelines on Child Neglect and Abuse, further operationalising care for children, including in relation to GBV. **Two national toll-free and 24/7 helplines – the Domestic Violence Helpline 1560 and the Child Helpline 1325 – have been put in place by the Government of Fiji to increase access to support for survivors.**

Timely, safe, coordinated and quality care is of the utmost importance. We know that as we spread prevention messages to stop violence before it starts, survivors of violence will feel more supported to disclose their experience and support services must be available. While gains have been made, we acknowledge that national support for survivors of GBV falls short of what is required<sup>32</sup>. Laws and policies designed to protect survivors of violence can be unevenly implemented. Survivors continue to experience stigma and discrimination from service providers, including health, police, justice and social services, which further

undermines their resolve and courage to seek support services in the first place.

We must prioritise, as a nation, the strengthening of services for survivors in a manner that upholds the dignity, wishes, agency and power of the survivor with an unapologetic prioritisation of their autonomy and bodily integrity.

**Strategy 3 will focus on strengthening the delivery of coordinated, multi-sector VAWG services for survivors within formal and informal structures in a manner that is survivor-centered, rights based and in alignment with existing laws, policies and protocols.**


**Key priorities across 15 essential actions<sup>33</sup> in 10 settings are:**

- Strengthening the capacities and abilities of Fiji SDP signatories to deliver survivor-centered care for survivors, namely health services through the Ministry of Health and Medical Services; social services through civil society counselling/shelter providers; increased access to the toll-free, 24/7 national Domestic Violence and Child Helplines; and wraparound support from the MWCPA and i-Taukei Affairs<sup>34</sup>.
- Establishing and Utilising a multi-sector GBV Administrative Data mechanism for Fiji SDP signatories to better monitor trends of VAWG and inform policy and practice.
- Providing tailored and adapted VAWG services and increased access to information for informal workers; women and girls in urban

<sup>32</sup> Comprehensive background and information on trends in access to services can be found in the forthcoming Fiji Country Gender Assessment.

<sup>33</sup> A comprehensive implementation plan per setting can be found in Annex 6.

<sup>34</sup> Note key service providers in the justice sector and the police are addressed in Strategy 4.



informal settlements, rural and maritime areas; women and girls with disabilities; and people of diverse SOGIESC.

- Establishing and strengthening a capacitated workforce and the infrastructure within the education sector (primary, secondary, and tertiary), workplaces (formal and informal sector), sport settings and faith communities to safely handle disclosures of VAWG, refer and link survivors to appropriate services in alignment with existing laws and protocols and hold perpetrators accountable.
- Ensuring the integration and prioritisation of GBV prevention, risk mitigation and response activities as lifesaving in all aspects of preparedness, response, and recovery from emergencies.
- Facilitating broad awareness-raising in the transport sector with all vendors to increase access to information on VAWG services in public vehicles and at public transport terminals and markets, alongside a protocol on how to report harassment, discrimination and violence perpetrated by transport workers.

Key settings: Education; Universities and tertiary education; Health and social services; Sports and recreation spaces; Faith; Traditional institutions and entities; Workplaces; Informal sector; Transportation and public infrastructure; Disciplined Forces.

## Strategy 4. Coordinated legal services, legal protection and safety for survivors with strengthened mechanisms of accountability for acts of violence

### Outcome:

**Fiji's legal and justice system is inclusive, equitable, responsive, human rights-based, and accountable to survivors of VAWG in urban, rural and maritime areas for protection.**

Fiji has taken many measures to codify protections, accountability, and justice for survivors of VAWG in laws such as the Employment Relations Act 2007, Crimes Act 2009, Criminal Procedures Act 2009, Domestic Violence Act 2009 (entitling survivors to obtain Domestic Violence Restraining Orders) and Family Law Amendment Act 2012. Policies and directives include the Fiji Police Force (FPF) "No Drop" policy and the Chief Magistrate's 2018 directive opposing the use of bulubulu<sup>35</sup> in determining sentencing for VAWG-related crimes. Legal protections, laws and legislation in Fiji that protect survivors of VAWG are some of the strongest in the world. While the legal landscape is established with protections for survivors, continued efforts are required to ensure effective implementation and access to justice. Fiji's justice system has the legal framework and remit to be truly protective of survivors – allowing them to realise justice in accordance with the law – and to hold perpetrators accountable for their actions.

Women in Fiji who are experiencing violence wait on average nearly 2.5 years or 868 days before going to the police for help<sup>16</sup>. Many do not tell anyone about their experiences for fear of retaliation, further violence, and negative effects on the wellbeing of their children or other dependents. The consequences of seeking services can outweigh the benefits. Frontline providers, including the police, traditional and faith leaders, and the justice sector, may not have the training to engage women and girls in a survivor-centered manner. Confidentiality can be broken exposing survivors to emotional,

psychological, physical, and sexual violence from partners and family members for daring to speak out about private matters. Survivors can also be encouraged to take actions that do not honour their dignity and autonomy, including reconciliation efforts and the use of bulubulu<sup>36</sup>.

**Strategy 4 will ensure the provision of coordinated legal services, legal protection and safety for survivors with strengthened mechanisms for accountability for acts of violence.**

Key priorities across 7 essential actions<sup>37</sup> in 5 settings are:


- Strengthening the capacities and abilities of justice sector actors to effectively resolve VAWG cases in a manner that is survivor-centered and human rights based, including the Judiciary, the Department of Public Prosecutions and legal aid services provided/available to survivors.
- Strengthening the capacities and abilities of the FPF to advance a survivor-centered police response that responds to and investigates VAWG cases and Domestic Violence Restraining Order requests in a timely, coordinated manner.
- Strengthening competencies in the corrections sector to effectively implement evidence-based behaviour change interventions for perpetrators of VAWG.

<sup>35</sup> A Fijian custom for reconciling differences with disputes settled with the offer of a gift or compensation and asking for forgiveness.

<sup>36</sup> Comprehensive information and background on trends in access to justice can be found in the Fiji Country Gender Assessment.

<sup>37</sup> A comprehensive implementation plan per setting can be found in Annex 6.



- 
- Strengthening informal sector worker protections from harassment, violence and other types of harm through legal and regulatory mechanisms.
  - Engaging in a community-based dialogue within the traditional setting to explore how village bylaws and related policies can better integrate protections for survivors and gender equality commitments.

Key settings: Universities and tertiary education, Traditional institutions and entities; Legal, justice and corrections; Disciplined Forces.

# Strategy 5. Enabling environment for gender equality and the prevention of VAWG

## Outcome:

**Women and girls' risk of experiencing violence is reduced and protective factors at all levels of society are increased with power relations more balanced.**

We envision a Fiji where the totality of our society, its structures and its institutions reinforce and promote gender equality and EAWG. Gains made in changing hearts and minds to condemn VAWG must be amplified by society's commitment to eliminate gender discrimination and gender inequality. We must continue to support women's political representation and leadership as well as women's representation in the media, the private sector and in other spaces. Women leaders, athletes, teachers, doctors, and entrepreneurs are role models for our children so that little girls can dream boldly about where they want to be in the future. We must continue to foster a rich national discourse, including with organisations for people with disabilities, people of diverse SOGIESC and women's rights organisations. We must continue to safeguard and strengthen our nation's social protections to ensure those who are the most at risk in experiencing discrimination, violence and harm are supported by society to achieve their full potential. We must also prioritise resources to advance our commitments on gender equality and the prevention of VAWG.

An enabling environment for gender equality and the prevention of VAWG focuses on fostering a Fiji that has zero tolerance for gender discrimination and proactively empowers women and girls. For example, Fiji's leaders have long been at the forefront of condemning violence in national and global forums. The Employment Relations Act 2007 recognises sexual harassment in the workplace and calls all employers to put in place policies for its prevention. Fiji is also leading efforts to promote gender-responsive budgeting, including through ICD. These are a few examples of how Fiji


has forwarded an enabling environment that is safer and more supportive of women and girls in all their diversity. Yet, additional protections and transformative changes are needed to nurture this environment.

**Strategy 5 focuses on the strengthening of Fiji's societal systems and structures in a manner that enables and promotes gender equality, shared power between women and men, women's human rights and empowerment, women's leadership and transformative change against VAWG.**

**Key priorities** across 22 essential actions in 12 settings will align with existing initiatives<sup>38</sup> and focus on:

- Advancing a whole-population and whole-of-government institutional culture change to generate attitudes, norms and practices that promote gender equality and the prevention of VAWG.
- Improving governance and accountability for the safe and inclusive participation and leadership of women and girls in sport, faith-based settings, workplaces, education, disciplined forces and traditional institutions and entities.
- Increasing accountability and the establishment of minimum standards and protocols within all workplaces, cutting across all 13 settings, to promote equal, safe and inclusive places of work free from sexual harassment, exploitation and abuse of power.
- Promoting a gender-responsive and accountable media, advertising and

<sup>38</sup> Actions closely align with the Gender Transformative Institutional Capacity Development Initiative (ICD) and gender-responsive budgeting frameworks. The Gender Transformative Institutional Capacity Development (ICD) Initiative, implemented by MWCPA in collaboration with the Ministry of Economy, supports enhancing the knowledge, skills and capacity across the Government on transformative gender mainstreaming and gender-responsive budgeting (GRB). In the FY 2021-2022 budgetary process, nine agencies were required to develop GRB for two ongoing projects. To facilitate the process, a gender budgeting component has been included in the Budget Submission Template, and the Budget Strategy Circular provides a methodology for budget submissions in line with GRB principles. The ICD also encompasses the development of sector gender analyses to support the development of gender-responsive programmes and the establishment of Gender Mainstreaming Action Groups (GMAGs) at senior levels of the agencies, that will oversee the application of lessons learned to further strengthen GRB.



entertainment sector that reports on the issue of VAWG as a human rights violation and promotes healthy portrayals of women, girls, men and boys to challenge harmful displays of masculinity and the disrespect of women.

- Investing in basic infrastructure to enable women, girls and those most marginalised to fully participate in society including, but not limited to, education infrastructure that enhances the safety of learners and meets menstrual hygiene needs; private, safe and hygienic sanitation and infrastructure for female service members in the Fiji's disciplined forces; and access to services that benefit women and girls from the most marginalised communities and geographic areas.
- Increasing the pathways and access to resources for women to advance into positions, including political leadership and representation.
- Investing in research and gender statistics to better understand gender trends in economy, health, education and other sectors.

Key settings: Education; Universities and tertiary education; Health and social services; Sports and recreation spaces; Faith; Traditional institutions and entities; Workplaces; Informal sector; Transportation and public infrastructure; Media, advertising and entertainment; Legal, justice and corrections; Disciplined Forces.

## Measuring impact

Data and evidence are critical to assess progress in achieving our collective vision of a Fiji free from VAWG. The NAP will measure impact through a core set of outcomes aligned to each of the five Strategies with baselines and targets established in the first year of implementation. The proposed framework (see Table 1) will be finalised in the first year of implementation.

Baseline understanding of the existing trends, attitudes and norms shaping the issue of GBV will be extracted from:

- Existing data sets referenced in the forthcoming Fiji Country Gender Assessment;
- Fiji VAWG Prevalence Studies (2011 and next planned prevalence study);
- The Fiji Multiple Indicator Cluster Survey; and
- A Baseline Community Attitudes Survey commissioned by the NAP implementing body to be implemented in 2023.

Outcomes and their respective targets will be measured annually and at the five- and ten-year mark. A mixed-method and participatory approach will be used to ensure a holistic analysis of progress and gaps. Data sources include:

- Fiji VAWG Prevalence Studies (2011 and next planned prevalence study);
- Fiji Multiple Indicator Cluster Survey;
- National GBV Administrative Data sources;
- Routine monitoring by the 13 settings conducted annually (output indicators for the 13 settings will be identified as a part of the setting's implementation planning in the first year);
- National budget gender analysis, including ICD and the Government Annual Budget across all 13 settings;
- Rapid assessments of attitudes (smaller, cross-sector assessments) conducted at the 2.5- and 7.5-year mark commissioned by the NAP implementing body;

- A mid-term and end line evaluation and the Community Attitudes Survey conducted at the five- and ten-year mark commissioned by the NAP Coordination and Implementation Unit (see Governance and Implementation section).

All data collection and reporting will ensure the highest standards of safety and ethics in alignment with global guidance<sup>39</sup>, as well as disaggregated by gender, age, geographical location, disability and other indicator-specific measures, as relevant.

<sup>39</sup> World Health Organization, 2001. Putting women first: Ethical and safety recommendations for research on domestic violence against women.

<sup>40</sup> Ethical and safety recommendations for intervention research on violence against women. Building on lessons from the WHO publication Putting women first: ethical and safety recommendations for research on domestic violence against women. Geneva: World Health Organization. February 2016.

Table 17: Fiji NAP Outcomes Framework

NAP Outcomes Framework			
Indicators	Key Data Collection Method	Frequency	Target <sup>41</sup>
<b>Strategic Pillar 1: Transformative public education, awareness and social norm change</b>			
<b>Outcome: Public and private spaces, including communities, workplaces and homes, are safe and free from violence with VAWG unacceptable at all levels</b>			
<b>Outcome Indicators:</b> Proportion of people who believe violence is unacceptable under any circumstances	Community Attitude Survey, Evaluation	Community Attitude Survey (baseline), Rapid assessment Y2.5, Midterm Evaluation and Attitude Survey Y5, Rapid assessment Y7.5, Final Evaluation and Attitude Survey Y10	Significant increase in positive attitudes
Proportion of people who report a change in shared gender roles and decision-making	Community Attitude Survey, Evaluation		Significant increase in positive change
<b>Strategic Pillar 2: Strengthen equal and respectful relationships between intimate partners and within families and kinship networks</b>			
<b>Outcome: Relationships are non-violent, equal and respectful of bodily autonomy and integrity</b>			
<b>Outcome Indicators:</b> Proportion of people who demonstrate equal, respectful attitudes within relationships	Community Attitude Survey, Evaluation	Community Attitude Survey (baseline), Rapid assessment Y2.5, Midterm Evaluation and Attitude Survey Y5, Rapid assessment Y7.5, Final Evaluation and Attitude Survey Y10	Significant increase in positive attitudes
Proportion of adults and children who experience violence from an intimate partner or child sexual abuse in the past 12 months	VAWG Prevalence Study	Baseline, Year 10	Significant reduction in the proportion of adults and children who experience IPV and child sexual abuse
Proportion of GBV cases where the perpetrator was a family member or partner	GBV Administrative Data	Annual	Significant reduction in partner/family member perpetrated homicides
	VAWG Prevalence Study	Baseline, Year 10	
<b>Strategic Pillar 3: Survivor support and multi-sector coordination before, during and after emergencies</b>			
<b>Outcome: Survivors and their families safely access adequate, timely, quality trauma and violence informed support services delivered in a coordinated, rights-based manner in urban, rural and maritime areas</b>			
<b>Proportion of service providers demonstrating improved response and multi-sector coordination of referrals to VAWG survivors</b>	Community Attitude Survey, Evaluation	Community Attitude Survey (baseline), Rapid assessment Y2.5, Midterm Evaluation and Attitude Survey Y5, Rapid assessment Y7.5, Final Evaluation and Attitude Survey Y10	Significant improvement in response capacities
Proportion of survivors who receive timely, coordinated care from the point of reporting to the point of receiving services	GBV Administrative Data	Annual	Significant improvement in timely, coordinated care

<sup>41</sup> Note: specific targets to be identified and established in the first year of implementation.

Proportion of women and girls who have knowledge of available VAWG services	Community Attitude Survey, Evaluation, VAWG Prevalence Study	Community Attitude Survey (baseline), Rapid assessment Y2.5, Midterm Evaluation and Attitude Survey Y5, Rapid assessment Y7.5, Final Evaluation and Attitude Survey Y10	Significant improvement in knowledge
Proportion of women and girls who report feeling safe and comfortable to access available VAWG services	Community Attitude Survey, Evaluation, VAWG Prevalence Study		Significant improvement in perception of safety and comfort
<b>Strategic Pillar 4: Coordinated legal services, legal protection and safety for survivors with strengthened mechanisms of accountability for acts of violence</b>			
<b>Outcome: The legal and justice system is inclusive, equitable, responsive, human rights-based, and accountable to survivors of VAWG in urban, rural, and maritime areas for protection</b>			
<b>Outcome indicators:</b> Proportion of legal and justice service providers demonstrating improved response and multi-sector coordination of justice services to VAWG survivors	Community Attitude Survey, Evaluation	Community Attitude Survey (baseline), Midterm Evaluation and Attitude Survey Y5, Final Evaluation and Attitude Survey Y10	Significant improvement in response capacities
Proportion of survivors who receive timely, coordinated justice services through reporting, investigation and resolution of their case	GBV Administrative Data	Annual	Significant improvement in timely, coordinated care
Proportion of cases trialled without gender discrimination	GBV Administrative Data from Justice Sector	Annual	Significant decrease in gender discrimination
<b>Strategic Pillar 5: Enabling environment for gender equality and the prevention of VAWG</b>			
<b>Outcome: Women and girl's risk of experiencing violence is reduced and protective factors at all levels of society are increased with power relations more balanced</b>			
<b>Outcome indicators:</b> Proportion of national budget allocated for gender equality and VAWG prevention and response targets.	National budget analysis	Annual	Increased proportion of budget
Proportion of women and girls in all their diversity who report feeling safe across all 13 settings.	Community Attitude Survey, Evaluation	Community Attitude Survey (baseline), Rapid assessment Y2.5, Midterm Evaluation and Attitude Survey Y5, Rapid assessment Y7.5, Final Evaluation and Attitude Survey Y10	Significant increase in perception of safety
Proportion of women and girls in all their diversity who report experiences of violence across 13 settings	GBV Administrative Data including from military justice systems	Annual	Significant increase in reporting
Proportion of women and girls who experience violence within the last 12 months	VAWG Prevalence Study	Baseline, Year 10	Decrease in 12-month prevalence

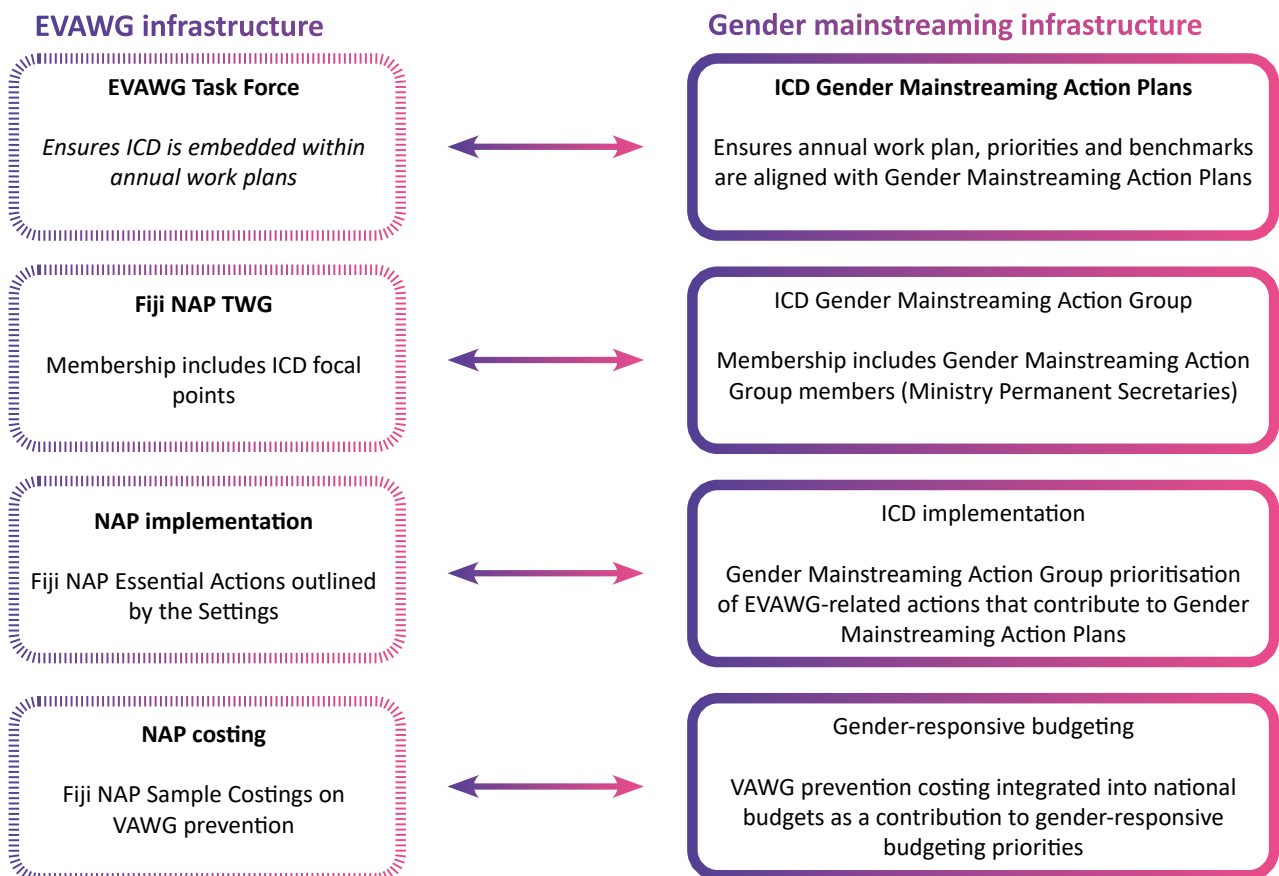
# Governance and implementation

## Governance

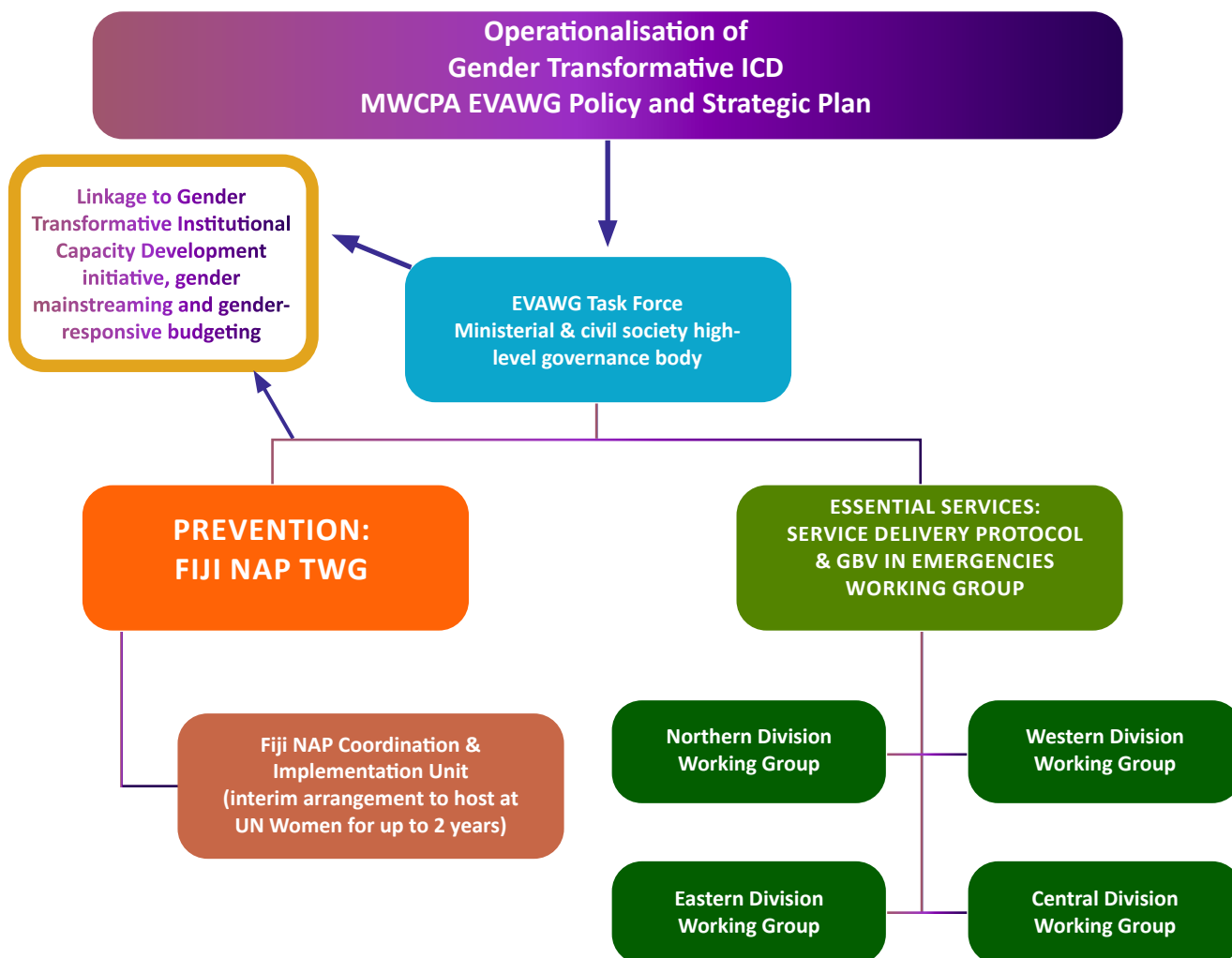
The NAP is led by the MWCPA through the Government of Fiji’s gender mainstreaming and EAWG infrastructure. The Minister of the MWCPA chairs a High-Level EAWG Task Force, whose membership includes Ministers and Heads of Agency of EAWG non-government actors. The EAWG Task Force meets annually to set national EAWG priorities and work plans, inclusive of VAWG prevention and response priorities. The EAWG Task Force and, therein, the NAP is responsible for ensuring mutual reinforcement and alignment to the Government of Fiji’s Gender Mainstreaming Action Plans (GMAGs) and gender-responsive budgeting initiated through the ICD.

Under the direction of the EAWG Task Force, a Fiji NAP TWG, serves as the advisory body on NAP implementation. Chaired by the Permanent Secretary of the MWCPA, the TWG membership includes senior government, civil society and private sector representatives from all 13 settings with overlapping membership from the Gender Mainstreaming Action Groups (GMAGs). The TWG will meet four times per year and is responsible for endorsing the NAP Coordination and Implementation Unit’s annual work plan, priorities and strategic direction. Decisions will be determined based on consensus from TWG members. The Terms of Reference for the NAP TWG can be found in Annex 5.

**Figure 6. Strengthening Government Action on Gender: mutually reinforcing linkages between the Fiji NAP and the Gender Transformative Institutional Capacity Development Initiative**



**Figure 7. National EVAWG coordination and governance infrastructure led by the Government of Fiji and MWCPA**



*Note: The Fiji National Service Delivery Protocol to Respond to Cases of Gender-Based Violence was endorsed by Cabinet in 2018. It includes signatories, roles, responsibilities, and national priorities for the delivery of essential services for survivors of VAWG. A national and sub-national coordination infrastructure has already been established based on the remit of the SDP.*

<sup>42</sup> This model adapts the approach taken by the Government of Australia, currently in its fourth Action Plan. In consultation with stakeholders in the DV and sexual assault sectors, researchers, and academics, a National Center of Excellence on the prevention of VAWG was appointed in Australia's first Action Plan. Stakeholders were tasked with defining roles and governance models for the Center. Our Watch (See: <https://www.ourwatch.org.au/about-us/>) was identified to house the National Center of Excellence.



## Coordination and Implementation

A NAP Coordination and Implementation Unit will perform day-to-day implementation functions to ensure the advancement of the NAP. The Unit reports to the Chair of the NAP TWG, the MWCPA PS, and is accountable to the NAP TWG. In addition, the Unit will work closely with the MWCPA Executive and Department of Women to ensure alignment with national EVAWG policies and mutual reinforcement of the national women’s machinery strategic plan and key national functions on gender mainstreaming, women’s empowerment and EVAWG.

The Unit will be established within the first six months after Cabinet endorsement with dedicated human and financial resources required to implement core national strategies and functions of the NAP. A transitional model with an interim unit over the first two years of the Fiji NAP’s implementation will be established to: (1) advance key functions and actions outlined in the Fiji NAP; and (2) establish a sustainable and institutionalised pathway for the Fiji NAP to be embedded within Fiji’s national structures.

Figure 8: NAP Coordination and Implementation Unit model

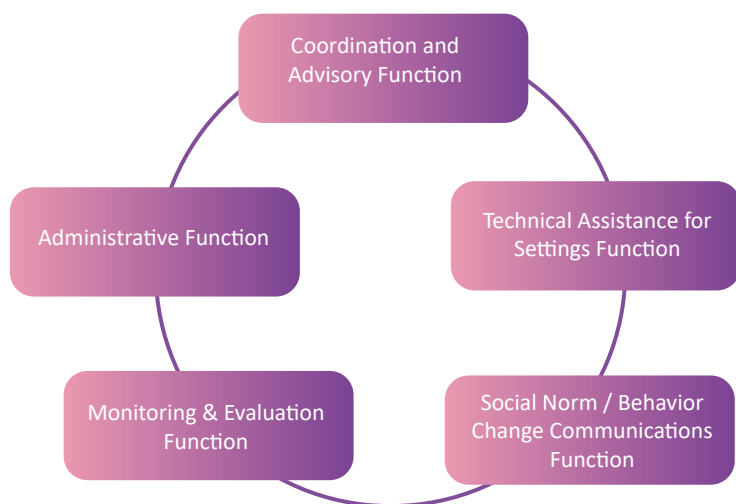


41 Our Watch is an independent not-for-profit organisation established in 2013 by the Victorian and Commonwealth Governments. Since then, all State and Territories Governments have joined as members. See: <https://www.ourwatch.org.au/about-us/>

The Interim Fiji NAP Coordination and Implementation Unit will be hosted by UN Women Fiji MCO EVAWG program. The Unit will include its own operational budget and a dedicated, staffed team. As a function of this hosting and UN Women’s organisational policies, all personnel, activities, and operations will be compliant with UN Women policies and procedures. However, the Unit will report to the Chair of the NAP TWG, MWCPA PS, and be accountable to the NAP TWG.

Within the first two years of implementation, the Fiji NAP TWG will commission a legal landscaping by independent experts alongside stakeholder consultations in order to identify the best model to transition the interim unit into a permanent independent body. Various models, including a statutory body, will be explored.

**Figure 7. Fiji NAP Coordination and Implementation Unit core functions**



**Priority implementation actions in the first two years:**

1. Coordinate national governance, relationship-strengthening, and visibility of the Fiji NAP with key stakeholders/13 settings to promote and further implementation of the NAP;
2. Conduct a national Community Attitudes Survey in 2023 to assess attitudes and norms related to VAWG and to establish a baseline;
3. Design and develop an evidence-based and tailored social norms/behaviour change campaign for Fiji including development of communications collateral, materials and a



- communication strategy;
4. Within the first year, finalise an Outcomes Framework based on existing publicly available data/Fiji NAP-specific data sources, conceptualisation of midline/end line survey and approach for monitoring key indicators;
  5. Provide focused technical advisory services to key settings to draft work plans, secure

- resources and advance their capacities to implement their essential actions in the Fiji NAP; and
6. Conduct a landscaping assessment and planning, inclusive of consultations and preparation activities to transition the Unit from UN Women to a permanent independent body that is sustainable.

### **MWCPA's role**

The MWCPA leads national coordination and governance of Fiji's gender equality initiatives, including ICD, gender-responsive budgeting and EAWG prevention and response. The role of the MWCPA for NAP is four-fold: (1) the MWCPA Minister is responsible for convening government Ministries and other stakeholders to commit to actions through the EAWG Task Force, (2) the MWCPA PS and Department of Women are responsible for leading effective whole-of-

government implementation, roll-out and uptake of the NAP across government Ministries, (3) the MWCPA PS, as the chair of the NAP TWG, is responsible for ensuring strong governance of the NAP in coordination with TWG members, and (4) the MWCPA PS, in coordination with TWG members and UN Women, is responsible for the smooth operating of the NAP Coordination and Implementation Unit.

### **UN Women's role**

UN Women has served as the technical partner to the Government of Fiji in the development of the NAP since 2019. Looking towards implementation, UN Women will continue its technical assistance role on EAWG to the Government of Fiji, inclusive of prevention, response, policy, and data priorities. For the NAP, UN Women will temporarily host the NAP Coordination and Implementation Unit for up to two years, receive and administer resources on

behalf of the MWCPA for the day-to-day running of the NAP Coordination and Implementation Unit, provide targeted technical support to the NAP Coordination and Implementation Unit and provide technical assistance to the Government of Fiji in the convening of the Fiji NAP TWG and the EAWG Task Force. Separate to the NAP, UN Women co-chairs the Fiji SDP and the GBV in Emergencies Working Group with the MWCPA.

## Resourcing impact

Bold action requires specific funding investments. The NAP will resource a dedicated Coordination and Implementation Unit costing 6,175,000 FJD over five years with 1% of the budget contributed from the Fiji Government (equivalent to 61,750 FJD

or 12,250 FJD per year). The balance of 6,113,250 FJD will be sourced from development partners. The budget and key actions, as articulated in the Governance and Implementation Section, are outlined in Table 2.

**Table 2. Budget for a NAP Coordination and Implementation Unit**

	Indicative costing (FJD)				
	Y1	Y2	Y3	Y4	Y5
<b>Essential Action 1: Establish and implement effective national coordination and implementation mechanism, including organisational landscaping and preparations to transition to a permanent independent body.</b>	600,000	600,000	600,000	600,000	600,000
<b>Essential Action 2: Conduct and commission NAP performance monitoring include a Community Attitudes Survey to serve as a baseline for VAWG-related attitudes at 5-year midline and 10-year end line (in second NAP) intervals.</b>	300,000	100,000	100,000	100,000	300,000
<b>Essential Action 3: Design and implement a national social norm, behaviour-change campaign.</b>	200,000	200,000	75,000	75,000	75,000
<b>Essential Action 4: Provide secretariat support functions and reporting to the Fiji NAP TWG.</b>	10,000	10,000	10,000	10,000	10,000
<b>Essential Action 5: Provide targeted technical advisory services to at least 6 Fiji NAP settings acknowledging additional technical advisory services provided to some settings from development partners and other sources.</b>	200,000	400,000	400,000	400,000	200,000
<b>Total per year</b>	<b>1,310,000</b>	<b>1,310,000</b>	<b>1,185,000</b>	<b>1,185,000</b>	<b>1,185,000</b>
<b>Grand total for 5 years</b>	<b>6,175,000</b>				
<b>Output indicators: Effectiveness of national coordination and implementation; Engagement of NAP governance structures; Timely completion of performance monitoring activities; and Number of people reached with, and impact of social norm change campaign.</b>					

An implementation plan and sample costing for actions led by the 13 settings is outlined in Annex 5. The annex, a summary of national consultation inputs from stakeholders, serves as a tool to guide each setting in identifying their priorities and the

resources required to implement them. The annex outlines agreed upon actions for each of the 13 settings as well as a sample costing to serve as a guideline. The sample costing does not have any budget implications for the Fiji Government.



## Annex 1: Technical Working Group Members Who Informed the NAP

Note: the NAP listened to 2,188 Fijians across all four divisions including government representatives from the Judiciary, FPF, RFMF, Education, Health, Sports, Social Services, i-Taukei Affairs, Local Government and a diversity of other sectors. The listing below is non-exhaustive of individuals who informed the NAP and lists Technical Working Group members only.

From the establishment of the NAP Technical Working Group in December 2019, members were regularly engaged via e-mail updates and in-person meetings to guide the development of the NAP.

Input on and validation of the NAP document were requested from all TWG members on 13 March 2022 (via email), 5 April 2022 (via email), 25 April 2022 (TWG meeting), 25 August 2022 (via email), 29 August 2022 (TWG Validation Workshop) and 3 September 2022 (via email).

Other government entities engaged in the NAP consultation process include Ministry of Economy, Republic of Fiji Military Forces, Judiciary, Ministry of Civil Service, Office of the Prime Minister, Ministry of Forestry, Ministry of Waterways and Environment and Ministry of Communication.

**Fiji NAP Technical Working Group Members (December 2019 – December 2022)**

1	Anjeela Jokhan, Permanent Secretary	Ministry of Education, Heritage and Arts
2	Josua Naisele	Ministry of Education, Heritage and Arts
3	Rohitesh Chand	Ministry of Education, Heritage and Arts
4	Brigadier-General Sitiveni Qiliho	Fiji Police Force
5	Vilimoni Komairasea	Fiji Police Force
6	Dr James Fong, Permanent Secretary	Ministry of Health and Medical Services
7	Dr Rachel Devi	Ministry of Health and Medical Services
8	Dr Dashika Balak	Ministry of Health and Medical Services
9	Rovereto Nayacalevu, Permanent Secretary	Ministry of Youth and Sports
10	Philipe Heneriko	Ministry of Youth and Sports
11	Ravinesh Lakhan	Ministry of Youth and Sports
12	Pita Tagicakirewa	Ministry of i-Taukei Affairs
13	Adi Ana Tagivetaua	Ministry of i-Taukei Affairs
14	Osea Naitura, Permanent Secretary	Ministry of Employment
15	Jennifer Poole, Former Permanent Secretary	Ministry of Women, Children and Poverty Alleviation
16	Mehrak Mehrvar	Ministry of Women, Children and Poverty Alleviation
17	Selai Korovusere	Ministry of Women, Children and Poverty Alleviation
18	Reijieli Mawa	Ministry of Women, Children and Poverty Alleviation
19	Reverend Sereima Lomaloma	House of Sarah
20	Noelene Nabulivou	DIVA for Equality
21	Viva Tataqaw	DIVA for Equality
22	Nalini Singh	Fiji Women's Rights Movement
23	Shamima Ali	Fiji Women's Crisis Centre
24	Miki Wali	Haus of Khameleon
25	Lanieta Tuimabu	Fiji Disabled People's Federation
26	Jay Nasilasila	Fiji Disabled People's Federation
27	Patrick Morgam	Empower Pacific
28	Prem Singh	Empower Pacific
29	Ilisapeci Rokotunidau	Fiji Red Cross Society
30	Joseva Ravula	Fiji Red Cross Society
31	Qaayenaat Ali	Fiji Red Cross Society
32	Ashna Shaleen	Medical Services Pacific
33	Abigail Erikson	UN Women
34	Sonia Rastogi	UN Women
35	Shabina Khan	UN Women
36	Farrah Kelly	UN Women

## Annex 2: Fiji's National, Regional and International Commitments on Gender Equality and Ending Violence Against Women and Girls

### Fiji's international and regional commitments to EVAWG

Convention (status in Fiji)	Commitment
Convention on the Rights of the Child (ratified 1993)	States Parties undertake to protect children from all forms of sexual exploitation and sexual abuse; and shall take appropriate measures to prevent the sale of or traffic in children.
Convention on the Elimination of All Forms of Discrimination against Women (ratified 1995)	States Parties commit to take measures to suppress trafficking in and sexual exploitation of women; General Recommendation (GR) No. 19 (1992) explicitly identified GBV as a form of discrimination against women. GR No. 35 (2017) calls on States Parties to adopt measures to eradicate prejudices and stereotypes that constitute the root causes of GBV.
Beijing Platform for Action (ratified 1995)	Calls for the prevention and elimination of all forms of VAWG.
Convention on the Rights of Persons with Disabilities (signed 2010)	States Parties shall take all appropriate measures to protect people with disabilities from all forms of exploitation, violence and abuse, including their gender-based aspects.
Sustainable Development Goals (2015)	In the context of achieving gender equality and empowering all women and girls, SDG 5.2 sets a goal to eliminate all forms of VAWG in public and private spheres, including trafficking and sexual exploitation.
Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, Convention against Transnational Organized Crime (Accession, 2017)	States Parties shall adopt legislation and take other measures to criminalise, prevent and combat trafficking in persons, with particular attention to women and children; and, to protect and assist victims of trafficking.
Pacific Platform for Action on Gender Equality and Women's Human Rights (2018-2030)	As a roadmap, the Platform identifies priority areas for advancing gender equality in the Pacific Region, including the need to transform harmful social norms that perpetuate violence against women.
Pacific Leaders Gender Equality Declaration (2012)	Ending violence against women is one of five key priorities, including the commitment of each country to enact and implement legislation to protect women from GBV and impose appropriate penalties on perpetrators and to progressively implement a package of essential services for women and girls who are survivors of violence. At the time of writing, the Pacific Leaders Gender Equality Declaration was undergoing revision.

National policies and legislation related to EVAWG	
Policy/Legislation/Protocol	Commitment
No Drop Policy	Introduced in 1995; it requires police and prosecutors to bring all DV cases to court.
Family Law Act (2003)	Establishes Family Division of the High Court and Magistrates Court; no fault divorce; counselling services; and maintenance protection orders.
Employment Relations Act (2007)	Establishes employer liability in the case of failure to prevent sexual harassment in the workplace; prohibits the sale and trafficking of children.
National Policy on Sexual Harassment in the Workplace (2008)	Defines types of sexual harassment and the responsibilities of employers and workers to address sexual harassment.
Crimes Act (2009)	Defines sexual offences, including expanding the definition of rape and increasing the maximum penalty to life imprisonment; addresses human trafficking including trafficking in persons and children.
Domestic Violence Act (2009)	Allows any person to apply for a Domestic Violence Restraining Order; mandates the police to measures to promote the safety and wellbeing of DV victims, particularly women and children. The Act defines DV broadly but does not include specific reference to psychological or economic harm, or deprivation of liberty <sup>43</sup> .
Criminal Procedure Act (2009)	Establishes that no corroboration is required in sexual offence cases, no evidence of past sexual history is permissible, and reconciliation does not apply to DV offences.
Sentencing and Penalties Act (2009)	Legislates established Sentencing Guidelines or tariffs previously determined through common law.
Human Rights Commission Act (2009)	Acknowledges sexual harassment as a prohibited ground of discrimination.
Marriage (Amendment) Act (2009)	Establishes 18 years as the minimum legal age of marriage for both women and men.
Child Welfare Act (2010)	Requires mandatory reporting of cases of child abuse by health professionals, welfare officers, police, lawyers, and teachers.
Women's Plan of Action (2010-2019)	Eliminating violence against women and children is one of five thematic areas.
Family Law (Amendment) Act (2012)	Amends the Family Law Act (2003) to include couples in de facto relationships.

<sup>43</sup> Layton, R., and M. Picard, 2020. Gender Analysis of Fiji's Laws and Policies that Support Women's Resilience to Climate Change and Disasters



Constitution (2013)	Section 26(3) on Right to Equality and Freedom from Discrimination expands on the grounds of non-discrimination to include “gender sexual orientation, gender identity and expression”; Section 10 guarantees all Fijians freedom from slavery, servitude, forced labour and human trafficking.
National Gender Policy (2014)	Promotes women’s human rights in all aspects of Fiji’s development, in compliance with the Convention on the Elimination of All Forms of Violence against Women.
Rights of Persons with Disabilities Act (2018)	Establishes rights for all persons with disabilities, both within and outside the home, to freedom from exploitation, violence and abuse, including GBV.
Online Safety Act (2018)	Protects against harmful online behaviour such as cyber stalking, cyber bullying, revenge porn and internet trolling.
Fiji Police Force (2018/2019) – Gender-Based Violence Policy	In 2021, the FPF issued new standard operating procedure aimed at improving police services to communities including GBV-related services and the plan for training of 2,500 officers across 4 Divisions.
National Plan of Action to Eradicate Trafficking in Persons and Child Trafficking	In 2010, it was announced that the Cabinet would endorse a National Action Plan to comply with and improve Fiji’s watch list ranking of the US Department of State.
Women’s Plan of Action, (2021-2026), Department of Women	Fiji’s Department of Women of the MWCPA sets out three strategic priorities its work: i) EVAW, ii) promoting women’s economic empowerment and iii) protection, preparedness, and resilience to disasters; to be guided by the cross-cutting issues of women and girls’ leadership, gender-transformative institutional capacity development and development of gender statistics.
Fiji National Service Delivery Protocol to Respond to Gender-Based Violence (2018)	Fiji’s first national protocol on the principles, referrals, and roles/responsibilities of key service providers to respond to cases of GBV.
Fiji Interagency Guidelines on Child Abuse and Neglect (2020)	National guidelines outlining the protocols and processes to address child abuse and neglect, including mandatory reporting with provisions for the unique needs of girls and boys.

## Annex 3: A Description of 13 Settings to Prevent Violence Against Women and Girls in Fiji

No.	Setting and Description	Influence of setting for prevention
1.	<b>Education</b> sector including all school settings from early childhood education through primary and secondary schools, and special needs, regardless of whether a child is registered.	This sector provides near universal reach to Fijian children and young people, through their early development, all of whom can be supported to learn healthy relationships and gender equality and to recognise harmful gender norms and stereotypes.
2.	<b>Universities, technical and vocational centers/colleges</b> including private and religious run institutions.	This setting can directly influence young people during the critical transition from school to work. These institutions are key places where social norms are learned, shared, and changed. Transformation can also help to reduce gender segregation and promote gender equity in the work force.
3.	<b>Health and social services</b> including all public and private health providers, hospitals, community health facilities, crisis centers, specialised centers, maternal and child health, antenatal care, primary health, age care facilities, children’s homes, mental health, social services, and first responder agencies.	Health and social service providers are uniquely placed to identify risk factors, and to intervene early in cases of VAW/GBV, or to respond to/treat injuries and support rehabilitation; to establish an evidence base on VAW/GBV, and to educate. They also provide an important means of reaching groups that are outside the reach of the other 12 settings, for example young people outside the education system or first time parents.
4.	<b>Sports</b> and recreation clubs/spaces including all sports institutions and spaces from community to professional levels, such as local and national sports clubs, institutions and associations. It also includes community tournaments, clubs and games as well as school-based tournaments and disability specific sporting activities involving players, coaches, sporting officials and administrators.	At the heart of many communities, sport and leisure spaces bring together a diversity of people of all ages and backgrounds. These spaces can be used to influence social change by fostering inclusive, safe and equitable environments for all, challenging the belief that sports is a domain for men and boys and encouraging women and girls to participate. Sport is a key avenue through which men and boys can be reached to promote gender equality and prevent VAWG.

No.	Setting and Description	Influence of setting for prevention
5.	<b>Faith-based</b> contexts including all religious settings such as churches, mosques, temples (such as mandir, gurudwara) and other faith-based networks and associations.	Faith-based environments, including leaders and staff, are profoundly influential in Pacific communities and families. What is preached from faith leaders directly manifests to life within the home. They have a powerful influence on social norms and beliefs. Religious teachings and texts can be used to advocate for a culture shift toward gender equality and human rights for all. Leaders can play a key role in the efforts to build equal and respectful relationships.
6.	<b>Traditional institutions and entities</b> including Advisory councils, i-Taukei Affairs Board, traditional leaders and persons of influence.	Traditional institutions have immense influence in urban communities and particularly in rural areas. They play an essential role in national development and are in a strong position to promote transformative change in customary land allocation and formal inheritance rights to customary land. Rural women working in agriculture and farming are typically working on farmland that belongs to their male relatives due to father-to-son inheritance practices <sup>44</sup> .
7.	<b>Workplaces</b> , including corporations and public, private and statutory bodies	These environments provide a key opportunity to reach large working populations, including men. They provide an opportunity to transform unequal social norms and to develop a healthy workplace culture. Policies, procedures, and practices can encourage and promote gender equality and equity.

44 See: <https://asiapacific.unwomen.org/en/countries/fiji/co/fiji>

No.	Setting and Description	Influence of setting for prevention
8.	<p><b>Informal Sector</b> including those who work primarily in the informal or self-employed economies, such as domestic workers, street vendors, market vendors, farmers and fishers, handicraft sellers, caregivers, people who work in the home and/or those who facilitate unpaid care work.</p>	<p>Women working in the informal sector play a crucial role in supporting the socio-economic and ecological needs of all in Fiji. The unpaid care, domestic and communal work of women underpins all national social provisioning and economic activities. A core part of ending GBV and discrimination is to recognise, reduce, redistribute <b>unpaid care</b> work, and reward and represent paid care work (the 5 Rs).</p> <p>Women and girls are disproportionately represented in the informal sector and face greater risks of violence and harm due to a lack of legal protections, fewer chances to engage in social dialogue and less economic security and social protection mechanisms<sup>45</sup>. People who are at the intersections of multiple identities, including people living with disabilities and people of diverse SOGIESC, can be disproportionately represented in the informal sector. Economic stress is a key contributing factor in cases of violence. Informal sector occupations can include domestic workers (“house girls”), car washers, cleaners, street stall, market and handicraft vendors, tourist hair braiders, sex workers, dairy farmers, agriculture workers and women farmers, workers in fisheries and aquaculture, massage workers, service and bus attendants, female security officers, sugar cane workers, “water girls”, among others.</p>
9.	<p><b>Public Spaces, transport and infrastructure</b> involving a wide range of sectors including local government. The settings include safe markets, transportation, streets, parks, carnivals, and pageants.</p>	<p>Local governments, and others relevant actors/agencies have a role to play during planning and development all of which have a significant bearing on the extent of women’s economic, social, and civic participation and encouraging safe and accessible spaces for all women and girls.</p>
10.	<p><b>Arts</b>, including performing and visual arts, film, and literature, and community networks, creative spaces, and professional arts organisations</p>	<p>Music, drama, dance, and the visual arts can draw attention to problems in society, explore sensitive issues, educate communities, youth, children and adults and suggest ways to prevent VAWG/GBV. Using art can reach large audiences in awareness raising and prevention of VAW/GBV toward long term sustainable change. The arts can build the ability to think creatively and empathy and promote self-expression and self-reflection, all important in changing social norms.</p>

<sup>45</sup> National Dialogue and *Talanoa* Progress Report December 2021, page 5

No.	Setting and Description	Influence of setting for prevention
11.	<p><b>Media, advertising and entertainment</b> including television, radio, public screening facilities, social and print media. The importance of social media is highlighted.</p>	<p>Media, entertainment, and advertising have a wide reach and enormous influence in transforming harmful gender norms and promoting gender equality. Media coverage of VAWG can challenge rigid gender stereotypes and myths and contribute to change. Entertainment and advertising can represent women as leaders and give visibility to healthy, safe, and respectful relationships at all phases of life.</p>
12.	<p><b>Legal, justice and corrections</b> involving sectors intervening in access to justice for survivors after violence has occurred.</p>	<p>The work of these sectors provides an important foundation for protection and prevention by ensuring safety for victims and accountability for perpetrators. They have a key role to play in actively promoting equality and respect in their environments and daily practice.</p>
13.	<p><b>Disciplined forces</b> including the police, military and humanitarian personnel.</p>	<p>The sector plays a key role in facilitating security and immediate, life-saving emergency response during disasters and other crises. As a setting on the frontline of engagement with community members and supporting those in need during their most vulnerable moments, they are central in promoting actions for gender equality. Women and girls face increased vulnerability to violence and deprivation after natural disasters. The military environment, which includes active-duty soldiers, navy and air personnel, reservists, peacekeeping forces, veterans, retirees, commanders, enlisted and commissioned officers and their families, is an important environment for policy and systems change to reduce the tolerance for and perpetuation of VAWG/GBV, including sexual harassment.</p>

## Annex 4: Outcomes from the 2019 Advisory Group Meeting on the Fiji National Plan of Action to Prevent Violence Against All Women and Girls

The MWCPA and meeting representatives reached consensus on key outcomes and shared language to form the foundation of a whole of population national action plan tailored to the unique and pressing context of gender inequality and VAWG in Fiji. Outcomes include:

- All definitions and references to women and girls will uphold the **principles of inclusivity** recognizing the experiences of women and girls with disabilities, people of diverse SOGIESC, remote and rural women, young girls, elderly women and so on.
- Fiji's national action plan must be evidence-based with a focus on **intimate partner violence (IPV)/ domestic violence (DV)** occurring between partners, inclusive of psychological and coercive control, and physical, emotional, financial, and sexual violence, including rape, attempted rape, child sexual abuse, defilement, sexual harassment and sexual assault.
- The **root cause of VAWG in Fiji is patriarchy**. Patriarchy and the associated entrenched belief systems reinforce gender inequality.
- Patriarchy in Fiji manifests in four key elements (see below)
  - Violence is acceptable and justified
  - Men and boys' power and control over women and girls
  - Men and boys peer relations promote aggression and disrespect towards women and girls
  - Traditional gender roles about what it means to be a man, or a woman entrench patriarchal belief systems.
- Women's risk of experiencing violence is heightened by **contributing factors** specific to Fiji's context:
  - If her first sexual experience was coerced/forced, or she was sexually abused by someone other than her husband or partner by or before age 15
  - If she has five or more children, which creates more dependency on her husband/partner/family
  - If she grew up experiencing or witnessing DV
  - If she is young, aged below 24
  - If she rarely talks to members of her family
  - If she lives in isolation or a remote location
  - Existence of non-inclusive policies and gender-neutral laws/policies
  - Inappropriate and insensitive responses from service providers
  - If she has high support needs, for example being bedridden and/or needing 24-hour care
  - If she is in the lowest socio-economic group
  - If she is financially dependent on a man/husband/partner
  - If her support system is weak
  - If they have a non-heteronormative LGBTQI+ identity
  - In settings where backlash towards women occurs for speaking out or making decisions (where male dominance and power or status is threatened and challenged)
  - In settings where she was forced out of her family household and/or kinship network due to sexual orientation, gender identity/expression and/or sex characteristics
  - Lack of access to services for women with disabilities
  - Lack of access to services for women and girls with non-heteronormative sexual orientation, gender identity/expression and sex characteristics
  - Lack of mutually respectful communication between partners

- o Lack of access to information and awareness on access to justice, women’s rights
- Men’s likelihood of perpetrating violence increases with the following **contributing factors**:
  - o He is young, under 35 years of age
  - o He uses alcohol or drugs at least weekly
  - o He has fights with other men
  - o He is unfaithful and has extramarital affairs
  - o He grew up witnessing or experiencing violence, including DV
  - o He believes he is superior to and in control of women and girls
  - o He believes women and girls are responsible for domestic, communal, and unpaid care work
  - o He is exposed to pornography
- Other **external contributing factors** were identified as creating broader risks in the social environment
  - o Aspects of culture and religion, and their interpretations, that promote gender inequality and reinforce harmful ideas and myths about women and girls and their rights
  - o Political and economic instability
  - o Stressed societies from loss and damage and the climate emergency
- A **whole-population approach** is required to advance meaningful gains in preventing VAWG in Fiji. The **13 key settings and sectors** for prevention are: (1) Education sector; (2) Universities, technical and vocational centers/colleges and other tertiary education institutions; (3) Workplaces and corporations in public, private and statutory bodies; (4) Sports and recreation spaces; (5) Arts; (6) Health and social services; (7) Faith-based contexts; (8) Media, advertising and entertainment; (9) Public spaces, transport and infrastructure; (10) Legal, justice and corrections; (11) Informal sector; (12) Disciplined forces; and (13) Traditional institutions and entities.

**Manifestations of patriarchy as the root cause of VAWG in Fiji**

Violence is acceptable and justified.	Men and boys have power and control over women and girls.	Men and boys engage in peer relations that promote aggression and disrespect towards women and girls.	Traditional gender roles about what it means to be a man or a woman reinforce gender inequality.
<ul style="list-style-type: none"> <li>• Lack of consequences for men using violence</li> <li>• Women are punished for not following gender norms of what it means to be a good woman</li> <li>• Women are blamed for men’s use of violence</li> <li>• Men’s use of violence is excused, condoned, justified</li> <li>• Women police other women reinforcing patriarchy</li> <li>• Women and girls are shamed for reporting violence and seeking help</li> </ul>	<ul style="list-style-type: none"> <li>• Men’s abuse of power and control over women</li> <li>• Women and girls are not equal to men and boys and are seen as inferior</li> <li>• Men are the decision-makers in women’s lives</li> <li>• Men have an entitlement and ownership over women</li> </ul>	<ul style="list-style-type: none"> <li>• Misogynistic views of women are encouraged leading to an exposure to multiple forms of hostility towards wom-en</li> <li>• Men lack respect for women</li> <li>• Men abuse power</li> <li>• Militarization encour-ages harmful forms of masculinity</li> <li>• Toxic, hyper masculini-ty is promoted and awarded</li> </ul>	<ul style="list-style-type: none"> <li>• Cultural and religious traditions and their interpretations link to men’s power and control over women</li> <li>• Upholding traditional gender norms and learned behaviours entrench patriarchy</li> <li>• Harmful gender norms are learned with boys raised to believe they have privileges and power over girls</li> <li>• Leads to layers of discrimination for women</li> <li>• Leads to different rules for women and men’s behaviours</li> </ul>

# Annex 5: Terms of Reference - Technical Working Group

## Background

In 2020 Fiji embarked on an historic mission to develop the NAP (2023-2028), making it the first Pacific Island Country, and one of the only two countries globally, alongside Australia, to have a whole-of-government, inclusive, evidence-based approach to prevent VAWG. The NAP is a costed five-year plan that emphasises stopping violence before it starts. Its focus is to prevent DV/IPV and sexual VAWG across 13 key settings across Fiji.

The Fiji NAP development process took place between 2020 and 2022, with interruptions faced due to the COVID-19 pandemic. The MWCPA oversaw and led the development of the Fiji NAP with the support of a Secretariat, a TWG, and UN Women as the technical partner to the Government of Fiji.

The Government of Fiji has ownership of NAP implementation, with the MWCPA leading in convening the Fiji NAP TWG as an advisory body for NAP oversight and implementation. The TWG will work closely with the Fiji NAP Coordination and Implementation Unit, a technical unit designed to advance the implementation and strategic direction of the NAP.

UN Women, as part of the Fiji NAP Secretariat during the NAP development phase, and as host to the interim Fiji NAP implementation unit, is the primary technical partner of the MWCPA in developing and implementing the NAP. UN Women's technical and financial support is provided through the UN Women Pacific Partnership to End Violence Against Women and Girls programme.

## I. Purpose of the Fiji NAP TWG

- 1.1 The TWG provided strategic and technical oversight of the NAP development process from 2020 to 2022. The group served as a sounding board for the MWCPA and the Secretariat, providing advice, identify priority issues, brainstorming technical solutions, and making recommendations.
- 1.2 Looking ahead towards NAP implementation, the TWG roles and functions will adapt to the phase of the Fiji NAP development and expand membership to provide advisory oversight on the Fiji NAP implementation during its first five-years of roll-out. The group will serve as an accountability body to the 13 settings in the Fiji NAP and the Fiji NAP Coordination and Implementation Unit.

## II. Objectives

- 2.1 The TWG key objectives include:
  - o Ensuring accountability for a whole-of-government and whole-community efforts outlined in the NAP.
  - o Supporting the development of a performance monitoring framework to accompany NAP implementation.
  - o Documenting and reporting progress on the implementation of the NAP in order to inform whole-of-government decisions and policy.
  - o Steering the transition of the National Implementation and Coordination Unit from an interim body hosted by UN Women to a permanent, sustainable, Fiji-based body.
  - o Utilising the NAP as an implementation and accountability mechanism to galvanize



government institutions, diverse stakeholders, development partners and others to channel efforts to support NAP actions.

- o Endorsing work plans and priorities for NAP implementation, including the provision of recommendations to the MWCPA, EVAWG Task Force and the NAP Coordination and Implementation Unit.
- o Ensuring the NAP abides by its core principles and approaches, including accountability to Fijians and relevance to Fiji's culture and context.
- o Identifying and bringing to attention any additional tasks that may be necessary to achieve specific outcomes.

2.2 The TWG is designed to bring together key representatives across the 13 settings who possess the relevant knowledge and skills in the area of EVAWG who will act either individually or collectively to undertake assigned tasks and activities in order to achieve the overall objectives.

### **III. Term and Review**

3.1 The Terms of Reference and membership of the TWG will be reviewed at least annually to ensure they remain appropriate for the requirements of implementing the NAP.

3.2 The Terms of Reference will be valid for the first two years of NAP implementation, in alignment with the interim NAP Coordination and Implementation Unit structure and hosting arrangements.

### **IV. Chair, Co-chair and Membership**

4.1 The TWG will be chaired by the MWCPA and co-chaired by a nominated CSO focused on EVAWG.

4.2 Membership will include the following representatives, and where feasible, representatives who are Gender Mainstreaming Action Group focal points:

1. Permanent Secretary and Senior Technical Focal Point - Ministry of Education, Heritage and Arts (Education setting)
2. Permanent Secretary and Senior Technical Focal Point - Ministry of Health and Medical Services (Health and social services setting)
3. Permanent Secretary and Senior Technical Focal Point - Ministry of Youth and Sports (Sports and recreational spaces setting)
4. Permanent Secretary and Senior Technical Focal Point - iTaukei Affairs Board (Traditional setting)
5. Permanent Secretary and Senior Technical Focal Point – Ministry of Employment, Productivity and Industrial Relations (Workplaces and corporations in public, private and statutory bodies setting)
6. Permanent Secretary and Senior Technical Focal Point – Ministry of Economy (planning, budgeting and coordination)
7. COMPOL and Senior Technical Focal Point – FPF (Disciplined forces setting)
8. Commander and Senior Technical Focal Point – Republic of Fiji Military Forces (Disciplined forces setting)
9. Permanent Secretary and Senior Technical Focal Point – Ministry of Rural and Maritime Development and Disaster Management (Informal sector, Traditional institutions and entities and Public spaces, transport and infrastructure settings)
10. Permanent Secretary and Senior Technical Focal Point – Ministry of Commerce, Trade, Tourism and Transport (Informal sector, and Public spaces, transport, and infrastructure settings)

11. Permanent Secretary and Senior Technical Focal Point – Ministry of Agriculture, Waterways and Environment (Informal sector setting)
12. Permanent Secretary and Senior Technical Focal Point – Ministry of Fisheries (Informal sector setting)
13. Honorable Chief Justice and Senior Technical Focal Point – Judiciary (Legal, justice and corrections setting)
14. Head of Office and Senior Technical Focal Point - Fiji Corrections Service (Legal, justice and corrections setting)
15. Head of Office – Human Rights Commission (Cross-cuts all settings)
16. Head of Office – Fiji Media Association (Media, advertising and entertainment setting)
17. Head of Office – Fiji Employer’s Association (Workplaces setting)
18. Head of Office – Medical Services Pacific (Health and social services setting)
19. Head of Office – Haus of Khameleon (Cross-cuts all settings)
20. Head of Office – Fiji Red Cross Society (Cross-cuts all settings)
21. Head of Office – Fiji Disabled Peoples Federation (Cross-cuts all settings)
22. Head of Office – Fiji Women’s Rights Movement (Cross-cuts all settings)
23. Head of Office – Empower Pacific (Health and social services setting)
24. Head of Office – House of Sarah (Faith-based context setting)
25. Head of Office – Fiji Women’s Crisis Centre (Cross-cuts all settings)
26. Head of Office – Diverse Voices and Action for Equality (Cross-cuts all settings)

4.2 Attendance is limited to Ministry Permanent Secretaries and one senior technical focal point/member per Ministry as well as Heads of Office and one senior technical focal point/member per non-government organisation for each TWG meeting.

4.3 Guests and other participants may be invited to the TWG on an ad-hoc basis for specific technical discussions or to share information with the group.

4.4 The position of the TWG within the overall NAP structure is articulated in the Fiji NAP.

## **V. Sub-committees**

5.1 Noting the large membership of the TWG, an Implementation Sub-Committee will be established composed of five government ministries and five CSOs to support more frequent decision-making and implementation priorities of the NAP.

5.1.1 Members will be nominated by government and non-government counterparts respectively, for example, government TWG members will identify five government bodies to sit on the sub-committee and civil society TWG members will identify five CSOs to sit on the sub-committee.

5.1.2 Sub-Committee members will serve two-year terms. Incoming members will overlap with current members for six months to ensure continuity of knowledge and institutional memory.

5.2 As determined by the TWG, other Sub-Committees with time-bound, action-oriented goals can be formed and dissolved at any time.

## **VI. Meetings**

6.1 The TWG will meet four times per year and on an ad-hoc basis as agreed by the Membership and as needed throughout the 5-year implementation period.

6.1.1 The TWG, inclusive of Implementation Sub-Committee members, will convene at least twice per year, every six months.

6.1.2 The Implementation Sub-Committee will convene for an additional two meetings per year.

- A sample annual meeting schedule is as follows: Q1 – all TWG meeting, Q2 – Implementation Sub-Committee meeting, Q3 – all TWG meeting, Q4 – Implementation Sub-Committee meeting.
- 6.2 Meetings will be held in locations within Suva or online. Off-site meetings held outside of Suva will be convened if needed and if resources allow.
- 6.3 Quarterly meetings to be interactive and last no longer than 3 hours.
- 6.4 If a designated member is unable to attend a meeting, then they should inform the MWCPA and endeavour to send a representative in their place. Other individuals will be invited to attend if specific specialist advice is required.
- 6.5 Special meetings of the TWG or Implementation Sub-Committee may be convened depending on the urgency of matters raised or included in the agenda. Agreement on decisions shall be by consensus.
- 6.6. The Fiji NAP Coordination and Implementation Unit will serve as Secretariat to the Fiji NAP and distribute the agenda, supporting resources and minutes to members; the agenda will be shared at least five working days before each meeting. Members will be invited to contribute items to the agenda if they wish.
- 6.7 Minutes of each meeting shall be prepared and stored by the Fiji NAP Coordination and Implementation Unit. Agreed action points will be circulated to all participants no later than one week after the meeting.
- 6.8 To ensure that meetings run smoothly and effectively, members will be expected to adhere to the following rules:
- o Members will read circulated minutes, documents and other materials in advance of meetings.
  - o Discussions should follow planned agendas.
  - o Operate on a solutions and consensus focus; seek general agreement.
  - o Identify actions that result from discussions and commit to following through those actions.
  - o Address items through the Chairs of the meeting.
  - o Be respectful of other members' ideas, views, and culture.
  - o Being engaged and present.

## **VII. Information and resources sharing (including confidential materials)**

- 7.1 Documents circulated by the MWCPA and the Fiji NAP Coordination and Implementation Unit, and the notes from the meetings, are confidential and cannot be shared externally until final release.
- 7.2 Members are required to respect confidentiality of specific topics discussed at the meeting as requested by other members, the Fiji NAP Coordination and Implementation Unit and MWCPA.
- 7.3 Members of the TWG will be asked to undertake in writing, to abide by the confidentiality and disclosure provisions set out above by signing the Confidentiality and Disclosure Agreement in Annex A to these Terms of Reference.
- 7.4 Members who breach the rules of the confidentiality and disclosure provisions under any information sharing level may have their membership revoked.



## **Annex A – Confidentiality and Disclosure Agreement**

I, the undersigned, have read and understood the TWG Terms of Reference.

I understand that I am required to comply with the confidentiality and disclosure obligations in as set out in the Terms of Reference.

I understand that should I, or my organisation, fail to abide by the information sharing levels, I and/or my organisation may be excluded from the TWG.

I therefore agree to abide by the Terms of Reference in my engagement with this group.

**Name:**

**Organisation:**

**Signature:**

**Date:**

## Annex 6: Implementation Plan and Sample Costing Across 13 Settings

### Implementation Plan of Essential Actions Across 13 Settings

The robust consultation process engaged 2,188 Fijians in order to identify and come to consensus on the essential actions required to prevent VAWG within each of the 13 settings. For example, the Health Setting identified the need to increase capacities of health workers on responding to clinical cases of VAWG. The Education Setting identified the need to review and refine age-appropriate healthy relationships curricula in primary and secondary schools accompanied by teacher training. These essential actions, articulated in the Implementation Plan below, are a set of commitments for the NAP TWG, NAP Coordination and Implementation Unit and settings themselves to operationalize in the first year of implementation.

### Sample Costing: A Tool to Support Implementation Planning

From the outset of the NAP's development in 2019, the MWCPA and stakeholders proposed to cost the resources required to prevent VAWG in Fiji. During the national consultations, stakeholders were asked what their priority actions are and what resources they require to implement these priorities. The Implementation Plans below include sample costing per action. Each setting has on average three to five actions. The sample costing is a placeholder/example of the resources that may be required to fulfil each action. Further discussion and decision-making are required by each setting as a part of implementation planning in the first year. There are no budget implications for the Fiji Government; the sample costings are solely a tool and suggestion to aid the 13 settings' implementation planning. The NAP is a strategic platform that will support each setting in ascertaining the resources it needs during the course of implementation.

The EVAWG Task Force and ICD (gender-responsive budgeting) serve as accountability mechanisms to better coordinate national stakeholders and development partners on gender equality and EVAWG. Both mechanisms will utilise the NAP to (1) map existing resources and investments on EVAWG and (2) ensure EVAWG investments in Fiji contribute to national priorities and are accountable to national mechanisms.

## Education Setting

Responsible stakeholder(s): Ministry of Education, Heritage and Arts

	Indicative Costing (FJD)				
	Y1	Y2	Y3	Y4	Y5
<b>Strategy 2: Strengthen equal respectful interpersonal relationships between intimate partners and within families and kinship networks</b>					
<b>Essential Action 1: Develop and roll-out 'Just, inclusive and healthy relationships' curriculum<sup>46</sup></b> that builds comprehensive social and emotional skills for healthy, non-violent, gender equal, respectful and safe peer, interpersonal and intimate relationships among primary and secondary girls and boys, parents and teachers. Pilot at 24 schools (10 primary and 14 secondary) across all 4 divisions (Y1 – Y3) followed by a review (Y4) and expansion to an additional 24 schools (Y5).	497,000	280,000	258,000	350,000	700,000
<b>Output Indicators:</b> Number of teachers trained in VAWG and Child Protection, Comprehensive sexuality education and how to deal with abuse, Positive attitude change in parents, teachers and girls and boy learners					
<b>Strategy 3: Survivor-centered and multi-sector coordination of services for survivors</b>					
<b>Essential Action 2: Strengthen a dedicated school counselling programme and network, inclusive of child protection focal points</b> in a manner that ensures schools have the protocols, procedures, age- and abuse-specific services, skills and infrastructure to safeguard learners and staff from gender-based discrimination, violence, sexual harassment and harm. Preparations and protocol reviews (Y1), pilot dedicated counselling programme with 2 counselling staff (1 male, 1 female) per school in 24 schools (6 primary and 18 secondary) and child protection focal points across all 4 divisions (Y2 – Y4) followed by a review and preparations to expand (Y5).	250,000	735,000	743,000	762,000	820,000
<b>Output Indicators:</b> Number of schools that have revised referral mechanisms for reported cases of physical, sexual violence and abuse, Number of child protection focal points and counsellors that demonstrate competencies in gender equality and women's human rights, basic counselling, age- and abuse-specific care and survivor centered approach					
<b>Strategy 5: Enabling environment for gender equality and the prevention of VAWG</b>					
<b>Essential Action 3: Safe and Inclusive workplace advanced</b> through the strengthening of workplace policies and practices that promote gender equality and women's human rights, women's advancement/leadership, equal pay, maternity/paternity protections, anti-bullying and sexual harassment and anti-homophobia and transphobia.	110,000	87,000	50,000	50,000	50,000
<b>Output Indicator:</b> Number of schools that have procedures to respond to reported cases of physical, sexual violence and abuse, Number of inclusive workplace policies developed, Number of teachers and school administration trained in policies					

46 Use existing curriculum tailored to Fiji and the Pacific Islands region, such as Comprehensive Sexuality Education curriculum, among others, to tailor a curriculum for Fiji.

<p><b>Essential Action 4: Safe and inclusive school infrastructure that encourages full participation of girls in school and mitigates the risk of violence</b> through the development of minimum standards for safe and inclusive school infrastructure, nation-wide review and audit of school infrastructure (Y1 – Y2), investment in perimeter fencing and water, waste, sanitation/menstrual hygiene management facility upgrades starting with 20 primary schools and 20 secondary schools (Y3 – Y5).</p>	50,000	40,000	500,000	500,000	500,000
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**Output Indicator:** Number of schools with upgraded water, waste and sanitation facilities and perimeters in alignment with revised minimum standards for safe and inclusive schools, Number of girls, boys, women and men who benefit from upgraded facilities

## Universities, Technical and Vocational Centres/Colleges Setting

Responsible stakeholder(s): University of South Pacific, Fiji National University, University of Fiji, Technical College of Fiji, Technical and Vocational Education and Training Association, Fiji Higher Education Commission

	Indicative costing (FJD)				
	Y1	Y2	Y3	Y4	Y5
<b>Strategy 2: Strengthen equal respectful interpersonal relationships between intimate partners and within families and kinship networks</b>					
<b>Essential Action 1: Explore the establishment and uptake of a blended life-skills curriculums for in- and out-of-school young people with quality content on strengthening gender equality and women's human rights, VAWG prevention and fostering of youth agency in order to equip youth with skills (e.g. bodily autonomy and integrity, decision-making, conflict resolution, social skills to resolve problems, challenging peer and relationship pressure and violence, healthy masculinities and femininities including mentorship for girls) and provide safe age, gender, SOGIESC and (dis)ability friendly spaces for young people in urban, rural and maritime areas to learn about their rights, build an intersectional analysis and learn how to advocate and organise for a range of social issues. (Y1 design, Y2 pilot, Y3 – Y5 stepwise expansion)</b>	30,000	150,000	300,000	450,000	600,000
<b>Output Indicators: Number of staff, faculty and students trained to deliver youth-centered life skills/VAWG prevention programming, Number of young people in the programme who report increased confidence and gender equal attitudes</b>					
<b>Strategy 3: Survivor-centered and multi-sector coordination of services for survivors</b>					
<b>Essential Action 2: Establish and invest in survivor-centered services and support within tertiary institutions for students, faculty and staff with the establishment of a protocol and approach to support survivors of VAWG (widespread information system, designated safe, private space; trained personnel; referral mechanisms); establishment or review/revision of institution policies on gender equality and women's human rights, sexual harassment, non-discrimination, retaliation, whistleblowing and referral and grievance/complaint mechanism for cases of VAWG perpetrated by institution-affiliated personnel; establish formal links with VAWG service providers for referrals and specialized services; and develop a communications strategy to disseminate information about available services to students, staff and faculty. (Y1-Y5 resources to establish and maintain services)</b>	200,000	200,000	200,000	200,000	200,000



**Output Indicators:** Number of Universities and Technical and Vocational Colleges (UTVCs) that have services for reporting cases of VAWG, Number of UTVCs that have referral mechanisms for reported cases of VAWG

**Strategy 4: Strengthen legal protection and accountability for survivors**

<b>Essential Action 3: Ensure accountability to survivors by reviewing and revising institutional policies that discipline and hold perpetrators of VAWG</b> accountable for acts of violence in institutions of higher learning (inclusive of an effective, timely campus security response mechanism) (Y2- Y3) and ensure widespread dissemination and awareness-raising of policies to staff, faculty and students (Y4 – Y5).	0	200,000	200,000	100,000	100,000
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**Output Indicators:** Number of UTVCs with Standard Operating Procedures (SOP) for security response to VAW, Number of UTVCs with procedures to discipline and prosecute perpetrators in VAW cases

**Strategy 5: Enabling environment for gender equality and the prevention of VAWG**

<b>Essential Action 4: In partnership with VAWG stakeholders, undertake campus-based research/assessment (Y1 – Y5)</b> to generate institution-specific VAWG evidence of attitudes, practices, norms, risk and protective factors that drive VAWG in higher learning with recommendations for policies and programmes and development of an action plan. (Y1 inception/higher education symposium, Y2 – Y3 research/assessment with recommendations and action plan, Y4 – Y5 seed funds for immediate actions).	30,000	600,000	600,000	250,000	250,000
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**Output Indicator:** Number of UTVCs that have undertaken VAW research and assessments

## Health and Social Services Setting<sup>47</sup>

**Responsible stakeholder(s):** Ministry of Health and Medical Services; MWCPA (Social Welfare, Department of Women); Social Services sector (child protection and VAWG service providers); Fiji Online Safety Commission

*Note: Health and Social Services Setting essential actions are inclusive of the components required to strengthen delivery. They do not include, nor cost the resources required to deliver services (e.g., cost of medications/health commodities, cost of staff).*

	Indicative costing (FJD)				
	Y1	Y2	Y3	Y4	Y5
<b>Strategy 1: Transformative public education, awareness and positive social norm change that promotes gender equality</b>					
<b>Essential Action 1 – Health: Increase community knowledge of VAWG and violence against children (VAC), Sexual and Reproductive Health and Rights (SRHR), comprehensive sexuality education, and available health services through development (Y1 develop resources, Y3 review effectiveness) and roll out (Y1 – Y5) of a communications strategy for rights-based awareness raising in all health clinics<sup>48</sup> and communities (public health approach) with inclusive and accessible prevention and information messages<sup>28</sup> tailored to health settings, VAWG, VAC, SRHR and type and quality of services available; and integration of communications strategy into public health community outreach programmes with provision of training of health workers and monitoring and evaluation of impact.</b>	150,000	100,000	200,000	100,000	100,000
<b>Output Indicator:</b> Number of Information, Education and Communication (IEC) materials developed, Number of clinics that roll out the communications strategy, Number of health workers trained on key messages, Number of people reached in clinics and community settings					
<b>Strategy 2: Strengthen equal respectful interpersonal relationships between intimate partners and within families and kinship networks</b>					
<b>Essential Action 2 – Health: Expand national adolescent and youth friendly health services and resources through the: (a) development of a youth-friendly adolescent SRHR and VAWG prevention/healthy relationships programme for community and clinic-based public health programming tailored to different age groups (Y1 – Y2 development, roll out Y2 – Y5); and (b) strengthening of health worker training on adolescent / youth VAWG prevention and SRHR through training, accreditation and education programmes (Y1 training resource development, roll out Y1 – Y5).</b>	400,000	300,000	300,000	300,000	300,000
<b>Output Indicator:</b> Number of adolescent SRHR and VAWG prevention programmes strengthened/expanded, Number of health workers trained, Increased advancement to accredit mandatory courses, Increased number of young people accessing SRHR and VAWG services					

<sup>47</sup> Key policies and protocols underpinning actions for this setting include: MHMS Sexual and Reproductive, Maternal, Neonatal, Adolescent and Child Health and Rights Policy and Strategic Plan (forthcoming), MHMS SOP for the Clinical Management of Rape, Sexual and Gender-Based Violence (forthcoming), Fiji National Service Delivery Protocol on the Response to Gender-Based Violence Cases, Fiji Inter-Agency Guidelines on Child Abuse and Neglect, Fiji Child Protection Health Workers Clinical Guidelines, Fiji National Shelter Guidelines (forthcoming).

<sup>48</sup> MHMS operates across government hospitals, health centers/clinics and nursing stations.

<sup>49</sup> Public information materials will inclusive, age-appropriate, multi-lingual and in a diversity of formats including posters, information pamphlets, calling cards, videos, radio ads, scripts etc.

**Strategy 3: Survivor-centered and multi-sector coordination of services for survivors**

<p><b>Essential Action 3 – Health: Increase accessible, coordinated and quality treatment and care for all VAWG survivors in all health settings, including during emergencies/disasters:</b></p> <ul style="list-style-type: none"> <li>- Finalise, approve and adopt the Health Sector SOP for the Clinical Management of Rape, Sexual and Gender-Based Violence, ensuring alignment with the SDP (Y1 – Y2);</li> <li>- Roll out the Health SOP and job aids to all health facilities, including nursing stations, health centers, sub-divisional and divisional hospitals in urban, rural and maritime settings (Y1 – Y5): ensure VAWG and VAC services are staffed, managed, regularly supervised with clear roles, accountabilities and skills; ensure timely and appropriate referrals for treatment, care, psychosocial, legal, police and other support through review and alignment of Ministry of Health and Medical Services referral protocols with the SDP and integration into the aforementioned Health SOP specifying the relationship between FPF, FPF’s Child Abuse and Sexual Offices Unit, forensic evidence and Ministry of Health and Medical Services;</li> <li>- Collate a stakeholder directory and referral guidance sheet identifying all key response services and an information sheet identifying all Ministry of Health and Medical Services facilities with trained medical staff (Y1);</li> <li>- Facilitate clinical preparedness and readiness to ensure designated gender-responsive private space and commodities (post-rape kits) are available and clinics are equipped to assess, treat and care for survivors (e.g., private designed space for services, facility readiness for child and adult survivors of all SOGIESC, commodities, medication and supplies) (Y1 – Y5); and</li> <li>- Participate in national and division EVAWG coordination structures and mechanisms (Y1 – Y5).</li> </ul>	80,000	200,000	200,000	200,00	200,000
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**Output Indicators:** Number of health clinics set up with staff, equipment, training and space for the clinical management of rape/sexual assault for all genders, Number of health units with private space for VAWG and VAC services (health audit tool), Number of health facilities that have been assessed for GBV services and are GBV ready, Number of supportive supervision visits

<p><b>Essential Action 1 – Social Services: Improved provision of gender responsive, quality, survivor centered, coordinated, age- and abuse- specific services</b> (counselling, shelter and psychosocial support) <b>for adults and children before, during and after emergencies</b> in alignment with national standards and protocols through capacity-building and ongoing training to the social services sector on counselling approaches and standards (Y1 – Y5); the establishment of national standards on counselling (Y1 – Y2); roll-out and operationalisation of Fiji’s National Shelter Guidelines (Y1 – Y2 training with shelter providers, Y3 – Y5 annual assessments on delivery); strengthened coordination among service providers to provide timely, appropriate referrals (Y1 – Y5); and increased engagement in national and divisional VAWG coordination mechanisms (Y1 – Y5).</p>	500,000	450,000	300,000	300,000	200,000
<p><b>Output Indicators:</b> Number of social service sector providers supported with capacity-building, Establishment of national standards on counselling, Improved quality of care for shelters, Increased coordination among social services sector providers</p>					
<p><b>Essential Action 2 – Social Services: Improvement in effective and coordinated case management and social services for children who experience violence, especially sexual and GBV and online/technology-facilitated violence, through the strengthening of a holistic service delivery mechanism</b> that acknowledges the relationship between VAWG and VAC, builds a capacitated and skilled workforce capable of providing age- and abuse-specific services and care (Y1 – Y3 intensive training, Y4 – Y5 maintenance), strengthening of supervision structures and coordination with multi-sector services, referrals and protocols that are fit-for-purpose during emergencies/ disasters and for online contexts (Y1 – Y5).</p>	400,000	400,000	300,000	300,000	200,000
<p><b>Strategy 5: Enabling environment for gender equality and VAW prevention</b></p>					
<p><b>Essential Action 4 – Health: Develop and strengthen competencies of the health sector workforce to respond to and prevent VAWG and VAC</b> through the finalisation of a VAWG and VAC training package<sup>50,51</sup> (Y1) that operationalises the Health SOP with foundational units on understanding gender and SOGIESC, GBV, SRHR, best practice health response skills, considerations for public health and hospital services; roll out of the package to all frontline health care workers nationally via a coordinated training model and monitoring framework, certification and re-certification (where applicable) and a focus on divisional health workforce strengthening (Y1 – 5); facilitation of a review in Y5; collaboration with tertiary learning institutions to accredit the VAWG/VAC module into medical and nursing school curriculums (Y2 – 5); and exploration of digitisation of the package and platform for VAWG and VAC competencies (Y3 – 4).</p>	60,000	150,000	150,000	150,000	200,000

<sup>50</sup> The United Nations Joint Global Programme on Essential Services for Women and Girls Subject to Violence. Essential Services Package: Core Elements and Quality Guidelines. 2015. See: <https://www.unwomen.org/en/digital-library/publications/2015/12/essential-services-pack-age-for-women-and-girls-subject-to-violence>

<sup>51</sup> Use and adapt the health component of the Essential Services Package for Women and Girls Subject to Violence, alongside existing materials already adapted for Fiji.

<b>Output Indicators:</b> Number of health units with staff trained to identify, refer, and care for VAWG and VAC survivors					
<b>Essential Action 3 – Social Services:</b> Improved governance and accountability for VAWG response across Fiji SDP signatories through the set up and development of a multi-sector GBV Administrative Data system based on safe and ethical data guidelines and a survivor-centered approach.	100,000	100,000	100,000	100,000	100,000
<b>Output Indicators:</b> Strengthened multi-sector GBV Administrative Data system for VAWG cases					
<b>Essential Action 5 – Health: Improved governance and accountability for VAWG response across the health sector through:</b> <ul style="list-style-type: none"> <li>- Develop a reporting/complaint mechanism for VAWG cases, including sexual harassment incidents within the health sector (Y1 – 2);</li> <li>- Streamline VAWG and VAC data into the Health Information Medical System: integration of data requirements into the coding system to ensure all reported and referred cases of GBV and sexual violence are documented and captured including homophobic and transphobic violence and hate crimes, training module developed for health sector, contributions to national GBV Administrative Data efforts for SDP signatories (Y1 – Y3);</li> <li>- Standardise reporting and analysis through a Monitoring &amp; Evaluation Framework with simple input, output and outcome indicators for VAWG and VAC services, considering the Health SOP and SDP, utilise data for action, conduct a detailed risk assessment across the health sector every two to three years to integrate findings into plans and budgets, develop and roll out a nimble audit tool to align health services with SDP and support evidence-based service revisions; and</li> <li>- Explore GBV-related research and review VAWG / VAC data as a routine part of multi-year planning to inform forecasted multi-year budgets for the provision of key GBV services and supplies, review of lessons learned and best practice to inform decision-making of GBV-related services, programmes and policies.</li> </ul>	160,000	160,000	200,000	100,000	100,000
<b>Output Indicator:</b> Utilisation of an audit tool for VAWG / VAC services (tool in the Fiji Health Facility Readiness and Service Availability Survey), Number of detailed risk assessments conducted, Number of health facilities with VAWG related internal complaint mechanisms, Strengthened Health Information Medical System-related data for VAWG / VAC cases					

## Sports and Recreation Setting

**Responsible stakeholder(s):** Ministry of Youth and Sports, Fiji National Sports Commission, the Fiji Association of Sports and National Olympic Committee, Fiji Paralympic Committee, national sporting organisations and regional sport federations.

	Indicative costing (FJD)				
	Y1	Y2	Y3	Y4	Y5
<b>Strategy 1: Transformative public education, awareness and positive social norm change that promotes gender equality</b>					
<b>Essential Action 1: Increased coordination and collaboration across sporting codes and national sporting organisations to establish a common understanding and approach to address VAWG and gender inequality</b> through sport at all levels of play (Y1 – Y3 convening and development of common approach) and in rural, maritime and urban areas to then be rolled out: (a) through/in tandem with Oceania Sports Education Programme courses and training programmes; and (b) by sport organisations in their areas of influence. Monitored for impact (Y4 – Y5) with technical support and training assistance on the core concepts of VAWG, child protection, SOGIESC, social norm change, and gender equality and human rights.	200,000	150,000	150,000	100,000	100,000
<b>Output Indicator:</b> Increase in common understanding and approach across sporting codes on VAWG and gender equality (qualitative)					
<b>Essential Action 2: Production of high impact, national advocacy and social norm change communications campaigns</b> that permeates all levels of society and sport to advance women and girls' leadership in sport, promote their participation, and is accountable to women and girls in all their diversity (Y1 – insights research, Y2 – development of campaign material, Y3 – Y5 launch of campaign, placements, distribution).	300,000	400,000	150,000	100,000	100,000
<b>Output Indicator:</b> Number of people reached through the social norm change communications campaign.					
<b>Strategy 2: Strengthen equal respectful interpersonal relationships between intimate partners and within families and kinship networks</b>					
<b>Essential Action 3: Implement and expand evidence-based, social norm change VAWG prevention interventions at the community level</b> based on a review and landscaping assessment of current interventions <sup>52</sup> (Y1) and continued investment in implementing programmes that target positive attitude and behaviour change towards women and girls in sport from players, coaches, administrators, management and family members and positive spectator behaviour (Y1 – Y5).	700,000	900,000	900,000	900,000	900,000

<sup>52</sup> Programs include FNSC's Sports Development programs, Get Into Rugby PLUS (Oceania Rugby/Fiji Rugby Union), Just Play (Oceania Football Confederation/Fiji Football Member Association), Girls Play (Oceania Football Confederation, forthcoming), Cricket for Good and other programs.

<b>Output Indicator:</b> Number of players, coaches, administrators, and other sports personnel trained on the common approach to preventing VAWG and advancing gender equality in sport, Number people reached with community-based social norm change programmes					
<b>Strategy 3: Survivor-centered and multi-sector coordination of services for survivors</b>					
<b>Essential Action 4: Advance and institutionalise safeguarding and safe sport mechanisms,</b> including risk mitigation efforts such as provision of transportation; water, health and sanitation; and quality training and sports grounds, protocols for disclosures of violence, referrals and mechanisms to address breaches in Codes of Conduct across Fiji's 44 sports through the strengthening of the Fiji National Sports Commission Safeguarding Initiative and national sporting organisation safeguarding policy development and implementation.	200,000	200,000	200,000	200,000	200,000
<b>Output Indicator:</b> Number of safeguarding / safe sport protocols established, Improved implementation of safeguarding policies, Number of personnel (players, coaches, referees, administrators, managers) trained on safeguarding, Improvement of ground safety, security and adequate water, health and sanitation facilities.					
<b>Strategy 5: Enabling environment for gender equality and VAW prevention</b>					
<b>Essential Action 5: Promote gender equality in sports through the establishment and implementation of policies and protocols in national sporting organisations</b> that support women's development divisions, women's leadership into administrator / executive roles, gender targets and equal pay / equal treatment (Y1 – Y5 technical assistance and support to NSOs).	100,000	100,000	100,000	100,000	100,000
<b>Output Indicator:</b> Number of people reached with the advocacy and communications campaign, Number of women in national sporting organisations including in leadership/executive roles, Number and financed resources of women's development divisions, Number of policies established that promote women's participation and leadership as players and as sport administrators, Proportion of pay difference between men and women at equal levels.					

## Faith-based contexts Setting

Responsible stakeholder(s): Faith-based organisations

	Indicative budget (FJD)				
	Y1	Y2	Y3	Y4	Y5
<b>Strategy 1: Transformative public education, awareness and positive social norm change that promotes gender equality</b>					
<b>Essential Action 1: Utilise the power and potential of all faith communities, their leadership and members to promote gender equal attitudes and beliefs</b> through the development of training and resource materials for faith leaders and faith-based organisations to increase their knowledge and skills on gender equality and women’s human rights, VAWG prevention and gender (Y1 – Y2); strengthen faith-based networks within and between religious communities in Fiji (Christian, Hindu and Muslim) on the shared issue of gender equality (Y1 – Y5); and promote a faith-based advocacy and communications campaign to speak out across Fiji on the issue of VAWG (Y3 – Y5).	200,000	200,000	100,000	250,000	250,000
<b>Output Indicator:</b> Number of faith based VAWG IEC materials developed for the campaign, Number of community-based facilitators trained to deliver the safety, non-violence and respect VAWG prevention materials					
<b>Strategy 2: Strengthen equal respectful interpersonal relationships between intimate partners and within families and kinship networks</b>					
<b>Essential Action 2: Expand evidence-based, community mobilisation social norms change programmes for faith communities</b> from 3 to 6 communities to promote healthy relationships within families, kinship networks and communities (Y1 – Y5).	500,000	500,000	500,000	500,000	500,000
<b>Output Indicator:</b> Number of communities reached with evidence-based, social norm change programmes, Number of people reached					
<b>Strategy 3: Survivor-centered and multi-sector coordination of services for survivors</b>					
<b>Essential Action 3: Ensure that services provided by faith-based leaders and organisations are quality, safe, survivor-centered, coordinated, accountable and aligned to national protocols for women and children<sup>53</sup></b> through the provision of technical assistance and support to faith-based organisations on approaches to support survivors of VAWG through counselling, protocols for linkage to referrals and multi-sector services, resources development for couples and survivor counselling in faith settings, and set up of safe, confidential, non-discriminatory spaces within faith settings.	150,000	150,000	150,000	150,000	150,000
<b>Output Indicators:</b> Number of members within faith-based organisations trained/supported on gender-just, survivor-centered approaches to VAWG					

<sup>53</sup> National protocols include the Fiji National SDP and the Fiji Inter-Agency Guidelines on Child Abuse and Neglect.



**Strategy 5: Enabling environment for gender equality and VAW prevention**

<p><b>Essential Action 4: Establishment and implementation of safe and inclusive faith policies, spaces and programmes (Y1 – Y5)</b> that encourage: (a) an increase in diversity of leadership and decision-making, promotion of female faith leaders; (b) a safe environment for all that is free from violence with accountability for leaders and members of faith communities who perpetrate violence; (c) strengthened policies to prevent violence such as Codes of Conduct, child safeguarding; and (d) the development of a fund to resource gender equality theology Utilising contextual theological materials (toolkits and religious studies) from Christian, Muslim and Hindu faith communities.</p>	100,000	100,000	150,000	200,000	200,000
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**Output Indicator:** Number of female faith leaders, Number of safe and inclusive policies put in place (e.g., Safe Church Policy), Establishment of a fund to resource gender equality theology

## Traditional Institutions and Entities Setting<sup>54</sup>

Responsible stakeholder(s): Ministry of iTaukei Affairs, i-Taukei Affairs Board

	Indicative Costing (FJD)				
	Y1	Y2	Y3	Y4	Y5
<b>Strategy 1: Transformative public education, awareness and positive social norm change that promotes gender equality; and</b>					
<b>Strategy 2: Strengthen equal respectful interpersonal relationships between intimate partners and within families and kinship networks</b>					
<b>Essential Action 1: Champion safety and respect in relationships and communities</b> through the creation of a shared understanding among iTaukei leaders on the causes of VAWG and gender discrimination in Fiji (Y1 – Y2 dialogue to create shared understanding) and promote a prevention campaign in tikinas and koros (roadshows, talk back shows, public consultations) that is age-, gender- and geographically-tailored on safety within the home, communal spaces and within workplaces in 8 provinces, 2 per Division (Y3 – Y5).	100,000	100,000	300,000	300,000	300,000
<b>Output Indicator:</b> Number of iTaukei leaders and community members equipped to champion VAWG prevention and gender equality and women’s human rights, Number of people reached in campaign activities					
<b>Strategy 3: Survivor-centered and multi-sector coordination of services for survivors</b>					
<b>Essential Action 2: Fully implement responsibilities outlined in the Fiji SDP for Ministry of iTaukei Affairs and iTaukei Affairs Board (Y1 – Y5)</b> through 14 provincial <i>talanoas</i> and trainings to increase understanding and awareness, engagement in divisional and national EVAWG coordination mechanisms, strengthening capacities of traditional leaders to handle disclosures and link to services at community and national level and provision, by traditional leaders, of safe, survivor centered, coordinated, accountable support to survivors of violence.	80,000	80,000	80,000	60,000	50,000
<b>Output Indicators:</b> Number of i-Taukei communities with safety and protection protocols, Number of i-Taukei communities with VAWG referral mechanisms based on, and linked to national frontline protocols					
<b>Strategy 4: Strengthen legal protection and accountability for survivors</b>					
<b>Essential Action 3: Facilitate a review and safe and inclusive dialogue across all 14 provinces</b> (inclusive of young people, all women and girls and free from retaliation or backlash) <b>of village bylaws and policies to integrate gender equality and EVAWG national commitments</b> that support the reduction of gender and systemic discrimination and recognise women and girls as survivors of violence (Y1 – Y2 review and dialogue, Y3 – Y5 amendments).	100,000	100,000	50,000	50,000	25,000

<sup>54</sup> Key policies and protocols informing this setting include the iTaukei Affairs Act and Fiji National SDP.

**Output Indicators:** Number of consultations in village bylaw review, Number of people participating in consultations (participation and outcomes disaggregated by minimum age, gender, SOGIESC, geographic location)

**Strategy 5: Enabling environment for gender equality and prevention of VAWG<sup>3456</sup>**

<p><b>Essential Action 4: Develop and implement a strategy to increase women’s participation and leadership in traditional institutions and entities (Y1 – Y5),</b> including increasing the participation of women in land use decision-making at all levels, on the iTaukei Land Trust Board, and in access to and use of land, land rental and the distribution of rental and lease monies under the Land Use Decree 2011<sup>55</sup>; increasing the percentage of women in leadership positions in the Ministry to 35%, ensure women are represented on the National iTaukei Resource Owners Council and in roadshows, public consultations and talk back shows<sup>56</sup>; ensuring women are consulted in the identification and selection of the Intangible Cultural Heritage and in the compilation of such by the Cultural Mapping Programme offices. upon the recommendation of the Vanua<sup>57</sup>; develop targets to ensure women are fully represented in traditional leadership structures including all 11 committees established under regulations<sup>58</sup>; and establish a women and youth committee as part of the regulatory committees.</p>	<p><b>75,000</b></p>	<p><b>110,000</b></p>	<p><b>50,000</b></p>	<p><b>50,000</b></p>	<p><b>50,000</b></p>
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**Output Indicator:** Number of women in leadership positions across traditional institutions and entities

<sup>55</sup> National Gender Policy Section 5.4, page 16

<sup>56</sup> Language to consider for inclusion of women in decision-making taken from Parliament of the Republic of Fiji Standing Committee on Social Affairs Review of the Ministry of iTaukei Affairs 2016-2017 Annual Report pages 9, 10 and 13

<sup>57</sup> IBID, page 9

<sup>58</sup> Roshikop Deo (2018), Fiji’s Gender Equality Commitments and the iTaukei Village (General) By-Law, 2016, page 4

## Workplaces, Corporations, Public, Private and Statutory Bodies Setting

Responsible stakeholder(s): Ministry of Employment, Productivity and Industrial Relations; Ministry of Commerce, Trade, Tourism and Transport; unions and worker collectives, private and public sector, all employers

	Indicative Costing (FJD)				
	Y1	Y2	Y3	Y4	Y5
<b>Strategy 1: Transformative public education, awareness and positive social norm change that promotes gender equality</b>					
<b>Essential Action 1: Facilitate widespread awareness through the development of a national communications campaign on <i>Just, safe and inclusive workplaces</i> that are free from sexual harassment, bullying and other violations in codes of conduct (Y1 – Y2 develop the campaign, Y3 – Y5 dissemination, placements).</b>	100,000	100,000	50,000	50,000	50,000
<b>Output Indicator:</b> Number of people reached through the campaign					
<b>Strategy 3: Survivor-centered and multi-sector coordination of services for survivors</b>					
<b>Essential Action 2: Ensure all workers are aware of gender equality and universal human rights, how to access available services and how to support co-workers or clients who are experiencing violence, including sexual harassment. Facilitate increased knowledge and awareness through strengthening partnerships with VAWG service providers to provide trainings, opportunities for on-site counselling and awareness-raising.</b>	20,000	20,000	20,000	20,000	20,000
<b>Output Indicator:</b> Number of workplaces with referral guidance and mechanisms to access VAWG services					
<b>Strategy 5: Enabling environment for gender equality and prevention of VAWG</b>					
<b>Essential Action 3: Increase accountability of employers to sexual harassment requirements outlined in the Fiji Employment Relations Promulgation (2007) by scaling-up and requiring sexual harassment awareness and prevention training programmes (Y1-Y5); ensuring that sexual harassment, non-discrimination and Code of Conduct policies with grievance procedures are in place at every workplace (Y2 – Y4); provision of mandatory sexual harassment committees with designated officers in each workplace who are mandated to advance policy implementation (Y3 – Y5); and ensuring employee-employer dialogues (Y1 – Y5).</b>	200,000	200,000	200,000	200,000	200,000

<p><b>Essential Action 4:</b> In partnership with unions, women’s human rights organisations, collectives and employees, <b>create a workplace audit to establish minimum standards for equal, safe and inclusive workplaces</b> (Y1 – Y2) (e.g. gender equality and human rights responsive policies, training and development, sufficient security with trained personnel, lighting, fencing and closed circuit TV; adequate, safe and private water and sanitation facilities that are clean, gender-segregated, well ventilated with menstrual hygiene facilities; safe accommodation quarters, equal pay for work of equal value etc.) <b>and roll out the resource to workplaces</b> (Y2 – Y5).</p>	75,000	60,000	30,000	30,000	30,000
<p><b>Essential Action 5: Explore research and evidence generation opportunities on experiences of women in the workforce</b>, the impact of the gender pay gap and female workers’ health and well-being (Y1 scoping convening of researchers and stakeholders).</p>	0	60,000	60,000	60,000	0

**Output Indicator:** Number of workplaces with policies, procedures and/or codes of conduct that improve safety and security (disaggregated by private and public sector), Number of workplaces that meet the minimum requirements of the audit, Number of workplaces that upgrade / revise infrastructure or policies to meet minimum standards

## Informal Sector Setting

Responsible stakeholder(s): Ministry of Agriculture; Ministry of Fisheries; Ministry of Rural and Maritime Development; Ministry of Commerce, Trade, Tourism and Transport; worker unions, collectives, and associations; civil society

	Indicative Costing (FJD)				
	Y1	Y2	Y3	Y4	Y5
<b>Strategy 1: Transformative public education, awareness and positive social norm change that promotes gender equality</b>					
<b>Essential Action 1: Facilitate widespread awareness through the development of a national communications campaign on <i>Just, safe and inclusive workplaces</i></b> that are free from sexual harassment, bullying and other violations and that highlights the unique risks of harm for those working in the informal sector, in precarious work, homebased and gig economies, and those earning below a minimum wage. Ensure a key component of the campaign reaches out to women, girls and out-of-school young people at the grassroots level. (Y1 – Y2 develop the campaign, Y3 – Y5 dissemination, placements). (Linked to Workplaces, Corporations and public and private Setting EA1)	100,000	100,000	50,000	50,000	50,000
<b>Essential Action 2: Facilitate widespread awareness through the development of a national communications campaign</b> to change public narratives around the impact of GBV against diverse, non-heteronormative SOGIESC people with a focus on preventing homophobic and transphobic violence and advancing concepts of bodily autonomy and an inclusive, just, and hopeful vision for the future. (Y1 – Y5)	60,000	100,000	100,000	60,000	60,000
<b>Output Indicator:</b> Number of people reached through messaging campaigns, (disaggregated by informal setting)					
<b>Strategy 2: Strengthen equal and respectful interpersonal relationships between intimate partners and within families and kinship networks</b>					

<p><b>Essential Action 3: Pilot a small-scale social and economic empowerment programme with informal sector workers to reduce the risk of violence, exploitation, and economic insecurity.</b> Develop (Y1 – Y2) and implement (Y2 – Y5) a model that promotes: (a) social empowerment through violence prevention and healthy relationships in order to support families and domestic partners to safely identify, negotiate and redistribute household responsibilities (acknowledging the disproportionate unpaid care work undertaken by women and girls) and to encourage joint household decision-making and power sharing; and (b) economic justice and empowerment activities through increasing access to financial literacy training, assets and credit, safe spaces and collectives and provision of safety net protections such as food vouchers and bus fare concessions.</p>	100,000	200,000	300,000	200,000	200,000
<p><b>Outcome Indicator:</b> Number of women in the programme reporting a fair redistribution of unpaid care, domestic and communal work; Women reporting increased income and socio-economic resources because of the programme</p>					
<p><b>Strategy 3: Survivor-centered and multi-sector coordination of services for survivors</b></p>					
<p><b>Essential Action 4: Meaningfully address gaps in access to VAWG services and information for informal workers, women and girls in urban informal settlements, rural and maritime areas, women and girls with disabilities and people of diverse SOGIESC</b> through partnerships between disabled-peoples and SOGIESC organisations with VAWG service providers to develop protocols, tailored referrals that integrate community-based support systems/grassroots organisations and community-based awareness raising materials on how to access services (Y1 – Y5).</p>	40,000	80,000	40,000	30,000	30,000
<p><b>Output Indicator:</b> Development of protocols (Yr 1-2) and referral system (Yr 3-5) for informal sector workers, Number of VAWG and safe working conditions IEC materials developed and distributed for campaign</p>					

<b>Strategy 4: Strengthen legal protection and accountability for survivors</b>					
<b>Essential Action 5: Address the exclusion of informal sector workers in the current legal and regulatory framework</b> by undertaking national consultations that feed into a process to revise the framework to be inclusive of all women and girls, non-discriminatory and protective of workers from violence and harassment (Y1 – Y4); developing and implementing complaint mechanisms with the engagement of worker’s associations and collectives (Y2 – Y5); and facilitating broad community-based and grassroots awareness raising on laws, policies, rights, complaint mechanisms and how to use them (Y1 – Y5).	30,000	40,000	40,000	25,000	25,000
<b>Output Indicator:</b> Number of consultations to revise the regulatory framework for informal sector workers, Number of awareness raising sessions on laws and complaint mechanisms for informal sector workers (disaggregated by informal setting)					
<b>Strategy 5: Enabling environment for gender equality and VAW prevention</b>					
<b>Essential Action 6: Proactively improve women’s access to education, training, a range of technological support and extension services currently available to male farmers and fishers, in addition to supporting specific women-focused interventions</b> through training of extension workers on gender equality and VAWG prevention to shift social norms, expanding initiatives for women with targeted skills training and awareness on VAWG and women’s rights (especially to non-mainstream, subsistence and small-scale farmers and fishers) and support to women-led collectives to formalise into associations or cooperatives with provision of productive assets and supplies. A specific focus on intersectional and intergenerational approaches, to ensure inclusion of women in all their diversity, including women with disabilities, people of diverse SOGIESC, young women and older women, and women in informal settlements, rural and maritime areas.	90,000	90,000	90,000	90,000	90,000
<b>Output Indicator:</b> Number of people reached with the pilot social and economic justice and empowerment programme (disaggregated by informal setting), Change in overall economic and social security, Number of female agricultural and fisheries extension workers who receive dedicated support and increased access to resources					



## Public Spaces, Transport and Infrastructure Setting

Responsible stakeholder(s): Ministry of Commerce, Trade, Tourism and Transport, Ministry of Rural and Maritime Development, Fiji National Disaster Management Organisation

	Indicative Costing (FJD)				
	Y1	Y2	Y3	Y4	Y5
<b>Strategy 1: Transformative public education, awareness and positive social norm change that promotes gender equality</b>					
<b>Essential Action 1: Development of a national <i>Safe Ride</i> campaign, tailored to the mode of transportation, geography (urban, rural and maritime) and coupled with participatory and creative public education and awareness raising events and forums on appropriate behaviour on public and private transportation, to change social norms and make travelling safer for all women and girls. Develop the campaign with the Fiji Taxi Association, Fiji Bus Operators Association and Fiji Ferry Operators to promote respectful and non-violent behaviour towards all customers and female transport workers (Y2 campaign planning and resource development, Y3 – Y5 dissemination of campaign and public education activities).</b>	0	100,000	50,000	50,000	50,000
<b>Output Indicators:</b> Number of people reached in communities through <i>Safe Ride</i> messaging campaigns, (disaggregated by public spaces)					
<b>Strategy 3: Survivor-centered and multi-sector coordination of services for survivors</b>					
<b>Essential Action 2: Increase access to information on VAWG services in public vehicles and at public transport terminals and markets through development (Y1 – Y2) and printing/distribution of materials (Y1 – Y5) to civil society, transport authorities and companies with the goal of accessing women and girls in hard-to-reach locations, rural and maritime areas.</b>	15,000	10,000	10,000	10,000	10,000

<p><b>Essential Action 3: Through the remit of the National Disaster Management Organisation, ensure the integration and prioritisation of GBV prevention, risk mitigation and response activities as life-saving in all aspects of preparedness, response and recovery from emergencies</b>, including through mandatory training on GBV for all frontline workers, integration of GBV-related indicators in initial damage assessments, post-disaster needs assessments and sector specific assessments, inclusion of VAWG service providers as essential personnel, activation and inclusion of the Safety and Protection Cluster and GBV in Emergencies Working Group in all decision-making and forums, compliance with the Government of Fiji Code of Conduct for all Emergency Workers and integration of GBV risk mitigation across all sectors of emergency response.</p>	150,000	150,000	150,000	150,000	150,000
<p><b>Output Indicator:</b> Number of VAWG service information booths, Number of VAWG related IEC materials developed and distributed</p>					
<p><b>Strategy 5: Enabling environment for gender equality and VAW prevention</b></p>					
<p><b>Essential Action 4: Address harassment and abuse on transportation and in infrastructure through a substantive investment in round table dialogues, research, policy advocacy and institutional training:</b> convene a multi-stakeholder<sup>59</sup> round table dialogue to assess the current situation of safety, transportation and infrastructure and map research, policy and advocacy priorities (Y2), contribute to a public campaign (Essential Action 1), design and commission research into transport (buses, taxis, boats) and infrastructure (markets, roads, walkways) to identify insecure and unsafe areas/scenarios for women and girls and needed improvements (Y3 – Y4), utilise research findings to train staff and management, increase female staff in transport sector and develop safety measures, safety tools and training content to increase safety and respect in transportation and infrastructure (Y5)</p>	0	60,000	200,000	200,000	100,000
<p><b>Essential Action 5:</b> In alignment with rural and maritime infrastructure plans, <b>integrate a gender mainstreaming and VAWG risk mitigation approach</b> (Y1 – Y2, review in Y4) to ensure electricity, water, sanitation, internet, laundry services, transportation services and routes between villages/towns benefit women and girls from the most marginalised communities and geographic areas and impact is monitored (Y3, Y5).</p>	25,000	20,000	30,000	20,000	30,000
<p><b>Output Indicator:</b> Completion of round table dialogue with an outcomes document of priorities, Completion of research, Number of people trained on VAWG prevention and implementation of safety measures, Proportion of women and girls from most marginalised and hard to reach areas/communities with access to basic infrastructure</p>					

<sup>59</sup> Inclusive of civil society, diverse community members/riders/commuters, trade unions, government, academia.

## Arts Setting

**Responsible Stakeholder(s):** Ministry of Education, Heritage and Arts; Fiji Arts Council; art, culture, writer and performance houses, collectives and companies; civil society

	Indicative costing (FJD)				
	Y1	Y2	Y3	Y4	Y5
<b>Strategy 1: Transformative public education, awareness and positive social norm change that promotes gender equality</b>					
<b>Essential Action 1: Amplify public engagement and critical thought on the issue of VAWG and attitude and behaviour change through music, drama, dance, storytelling and visual arts</b> as an advocacy tool for transformative social change. Foster partnerships between dance, art and creative organisations and women's rights / feminist CSO to integrate art into critical, reflective dialogues on the issue of VAWG and gender inequality.	15,000	15,000	15,000	15,000	15,000
<b>Output Indicator:</b> Number of art programmes and events that address the issue of VAWG and gender inequality					
<b>Strategy 2: Strengthen equal respectful interpersonal relationships between intimate partners and within families and kinship networks</b>					
<b>Essential Action 2: Design a Comic Book and Writers Project</b> that utilises comic books, children's books, poetry and short stories as a modality to develop, design, draft and publish a series of literature on issues of VAWG within the home/relationships and supports the skills development of local artists and writers (Y1 – seed funds for design, Y2 – Y3 implementation with cohort 1, Y4 – Y5 implementation with cohort 2)	20,000	150,000	150,000	150,000	150,000
<b>Output Indicator:</b> Number of art programmes and events, Number of artists and writers reached and supported, Number of people reached					
<b>Strategy 2: Strengthen equal respectful interpersonal relationships between intimate partners and within families and kinship networks</b>					
<b>Essential Action 3: Engage with adolescents and young people (in secondary school, tertiary education and out of school) to pilot a youth-led programme on creative expression through art and performance (spoken word, poetry, dance, music)</b> that thinks critically about social norms, VAWG and gender inequality; provides healthy communication, relationships and life skills; and links young people to access to services and support networks. The programme culminates with an exposition and/or performance. (Y2 design and inception, Y3 cohort 1, Y4 cohort 2, Y5 cohort 3).	0	30,000	100,000	100,000	100,000
<b>Output Indicator:</b> Number of youth facilitators trained in VAWG prevention, Number and location of young people reached					

## Media, Advertising and Entertainment Setting

**Responsible Stakeholder(s):** Fiji Media Association; public and private print/radio/TV media and journalists; public relations, marketing, advertising and communication forms; media and journalism training and university programmes; civil society

	Indicative costing (FJD)				
	Y1	Y2	Y3	Y4	Y5
<b>Strategy 1: Transformative public education, awareness and positive social norm change that promotes gender equality</b>					
<b>Essential Action 1: Promote and expand women- and girl- led and informed traditional and social media to diversify and reclaim the narrative on critical issues important to women and girls, including VAWG.</b> Work at multiple levels in partnership with civil society to extend training programmes and opportunities to women and girls, especially in rural and maritime areas, on engagement in diversity media platforms (radio, talk shows, social media, podcasts and other forums) and knowledge and skills on discussing VAWG and gender inequality.	50,000	100,000	100,000	100,000	100,000
<b>Output Indicators:</b> Number of people reached in women- and girl-led media					
<b>Strategy 5: Enabling environment for gender equality and VAW prevention</b>					
<b>Essential Action 2: Ensure media, advertising and entertainment industries foster an inclusive and safe workplace</b> through the review, establishment (Y1 – Y2) and implementation of sexual harassment, anti-bullying, non-discrimination, grievance mechanisms and Code of Conduct policies (Y2 – Y5) alongside organisational training and awareness raising for employers and employees (Y2 – Y5). (See Workplaces Setting for additional details).	10,000	40,000	40,000	30,000	30,000
<b>Output Indicator:</b> Number of media, advertising and entertainment workplaces with policies, procedures and/or codes of conduct that improve safety and security					
<b>Essential Action 3: Promote gender-responsive and accountable media, advertising and entertainment</b> through strengthened survivor-centered, ethical and accountable media reporting on VAWG, increased capacity and accountability of reporters to understand and challenge rigid gender stereotypes as a way of supporting population-wide change and an annual review, circulated to the public, on women’s representation and portrayal in the media and advertising (Y1 – Y5 training, capacity-building and annual media monitoring).	50,000	50,000	50,000	50,000	50,000
<b>Output Indicator:</b> Number of reporters, editors and owners trained in safe and ethical VAWG reporting (disaggregated by gender, age, sex, and by media house), Change in annual media review findings					

## Legal, Justice and Corrections Setting<sup>60</sup>

**Responsible stakeholder(s):** Ministry of Justice, Judiciary of Fiji, Fiji Corrections Service, Office of the Director of Public Prosecutions, Legal Aid Commission, private lawyers, CSOs

*Note: Legal, justice and corrections setting essential actions are inclusive of the components required for strengthened delivery. They do not include, nor cost the resources required to deliver judicial and legal services (e.g., costs such as court time, justice sector personnel etc.).*

	Indicative costing (FJD)				
	Y1	Y2	Y3	Y4	Y5
<b>Strategy 4: Strengthen legal protection and accountability for survivors</b>					
<b>Essential Action 1: Provision of improved non-discriminatory, coordinated and survivor-centered legal and judicial services to effectively resolve VAWG cases</b> through: (a) improved access to justice and legal services for all survivors, including adaptations to offer appropriate, free-of-cost and quality services for women and girls who are most marginalised, women and girls with disabilities and people of diverse SOGIESC (Y1 – Y5); and (b) increased coordination of the justice sector with VAWG service providers.	40,000	60,000	60,000	40,000	30,000
<b>Output Indicators:</b> Trend analysis of survivor’s access to legal and justice service and timeliness of delivery of justice					
<b>Essential Action 2: Strengthened competencies in legal and justice sector to deliver safe, survivor centered services</b> in alignment with the SDP and Fiji’s Child Bench Book through a review and revision of existing justice sector training packages (Y1 – Y2) and roll-out of training and monitoring of impact to legal and justice sector service providers and the FPF (Y3 – Y5).	60,000	60,000	30,000	30,000	30,000
<b>Output Indicator:</b> Number of legal and justice sector personnel trained to respond to cases of VAWG in alignment with the SDP and relevant laws and policies					
<b>Essential Action 3: Strengthened competencies in corrections to deliver evidence-based behaviour change interventions for perpetrators of VAWG to promote transformative change, healthy behaviours, consent, bodily autonomy and integrity and non-abusive relationships</b> through a dialogue and review of the reintegration programme methodology and approach and integration of national, regional and global standards and best practice on perpetrator programming and engaging men and boys (Y2 – Y5).	0	20,000	60,000	30,000	30,000
<b>Output Indicator:</b> Review and revision of reintegration programme for perpetrators of VAWG, Number of corrections personnel trained on the programme methodology					

<sup>60</sup> Key policies and protocols informing this setting includes the Fiji National SDP, Fiji Child Bench Book, and national laws outlined in Annex 1.

<b>Strategy 5: Enabling environment for gender equality and the prevention of VAWG</b>					
<b>Essential Action 4: Undertake a periodic review of the legal framework to identify any areas of systemic challenges to survivors seeking justice</b> with recommendations to strengthen laws, policies and outcomes, such as provisions within the Domestic Violence Act (Y1 – Y3).	40,000	100,000	80,000	0	0
<b>Output Indicators:</b> Completion of periodic review and recommendations					
<b>Essential Action 5: Increased accountability of the justice sector through the development of a safe, ethical and confidential administrative data system</b> aligned global best practice standards on VAWG and data (monitoring on the number and type of GBV cases, timeliness and speed of response, cost of court service, decisions allowing survivors to stay in their home, referral to enable recovery of survivors, safety during proceedings, reconciliation efforts), training at all levels (data clerks, judges/magistrates, support personnel) with trend analysis that is regularly monitored and utilised to inform policy and practice.	0	60,000	60,000	100,000	100,000
<b>Output Indicator:</b> Establishment of justice sector VAWG Administrative Data system and use of data to inform policy and practice					

## Disciplined Forces Setting

Responsible stakeholder(s): Ministry of Defense, National Security and Policing; Republic of Fiji Military Forces (RFMF); Fiji Police Force (FPF)

	Indicative Costing (FJD)				
	Y1	Y2	Y3	Y4	Y5
<b>Strategy 1: Transformative public education, awareness and positive social norm change that promotes gender equality</b>					
<b>Essential Action 1 – RFMF: Comprehensive integration of EVAWG and gender equality capacity-building modules in key training programmes</b> (Sexual Harassment policy/prevention/awareness, integration of VAWG core concepts including consent, bodily autonomy and integrity, SRHR and SOGIESC and bystanders skills development in Leadership Framework programme, expansion of Prevention of Sexual Exploitation and Abuse / Code of Conduct training across the board) with: (a) the establishment of mandatory required training upon recruitment and as annual refreshers, and as a qualifying course for promotions for all incoming service members/new recruits with annual refreshers ;and (b) development and printing of Code of Conduct / Do’s and Don’ts pocket cards for peacekeeping pre-deployment and emergency response assistance in Fiji and the Pacific region. (Y1 – planning and development, Y2 – Y5 training)	30,000	45,000	45,000	45,000	45,000
<b>Output Indicators:</b> Number of service members trained on various topics, Change in pre- and post-test knowledge and attitudes					
<b>Essential Action 2 – RFMF: Re-institution of the Male Advocacy Programme</b> within RFMF in partnership with the Fiji Women’s Crisis Centre (Y1 – planning, Y2 – Y5 implementation)	5,000	40,000	40,000	40,000	40,000
<b>Output Indicators:</b> Number of male service members engaged and retained in male advocacy programme, Change in knowledge, attitudes and behaviours					
<b>Essential Action 1 - FPF: Advance evidence-based approach to promote zero tolerance for VAWG in communities</b> through the development (Y2) and national roll-out at divisional level (Y3 – Y5) of a training package on VAWG prevention and social norm change for all community police and crime prevention committees, including a focus on gender equality, consent, bodily autonomy and integrity, SRHR and SOGIESC	0	200,000	200,000	200,000	200,000

<b>Output Indicator:</b> Number of people reached in the VAWG prevention community mobilisation, Number of community police officers and committee members trained to deliver VAWG related awareness raising					
Strategy 3: Survivor-centered and multi-sector coordination of services for survivors <sup>7</sup>					
<b>Essential Action 3 - RFMF: Strengthened and resourced female Unit Focal Points (Y1 – Y5)</b> who are equipped with knowledge, resources, and information to provide peer support to women on a diversity of gender issues, including experiences of VAWG, with expertise on how to handle disclosures and refer for services/support.	20,000	20,000	20,000	20,000	20,000
<b>Output Indicators:</b> Evidence of survivor centered guidelines for VAWG response in emergency, Evidence of referral mechanisms for VAWG response in emergency					
Strategy 4: Strengthen legal protection and accountability for survivors					
<b>Essential Action 2 FPF: Increase the effectiveness of a survivor-centered police response to VAWG cases/ reports and Domestic Violence Restraining Order requests</b> through: (a) development and roll out of a comprehensive training and awareness-raising to all officers <sup>61</sup> on the No Drop Policy and actioning a Domestic Violence Restraining Order (Y1 – Y5); and (b) comprehensive training and uptake (Y2 – Y5) by the Child Abuse and Sexual Offenses Unit, Forensics Unit and other relevant units on the SDP and the forthcoming Police Standard Operating Procedure/ Guidance on Investigating and Prosecuting VAWG Cases (includes roles/responsibilities of police and other service providers such as health, justice, social welfare and counselling; evidence-gathering responsibilities and practice; roles/responsibilities for survivor safety planning and care; roles/responsibilities for working with perpetrators).	300,000	400,000	500,000	500,000	300,000
<b>Output Indicator:</b> Number of police trained on No Drop Policy, Domestic Violence Restraining Orders and the Police SOP for VAWG, Quality and timeliness of Domestic Violence Restraining Order processing and investigations					
Strategy 5: Enabling environment for gender equality and the prevention of VAWG					
<b>Essential Action 4 – RFMF: Development (Y1 – Y2) and implementation (Y3 – Y5) of a Gender Policy</b> that addresses a range of gender equality provisions including the increase in women’s participation and leadership in the force, in line with UN Security Council Resolution 1325 (S/RES/1325) on women, peace and security. <b>Specific provision for the establishment and implementation of an Independent Body within the military justice system to investigate, manage and pass judgments on all gender issues, including VAWG, sexual harassment and gender discrimination cases.</b> The Body will maintain full authority on designated cases, maintain specific protocols and safeguards to ensure confidentiality, safety, non-discrimination, and respect of the survivor and be civilianised to ensure continuity of trained personnel.	60,000	60,000	500,000	500,000	500,000

<sup>61</sup> Note, there were 4,756 officers (1,056 women) in the FPF as of March 2022.



Output Indicators: Establishment of RFMF Gender Policy, Establishment and sufficient resourcing of the Independent Body for Gender Cases, Effectiveness of Independent Body for Gender Cases as a mechanism for survivors to seek justice

<b>Essential Action 5 – RFMF: Comprehensive review and upgrade of infrastructure to ensure the safe and inclusive participation of women service members and their dependents</b> , namely through the provision of gender-segregated, private and safe changing rooms; gender-segregated, private and safe water and sanitation with menstrual hygiene management facilities and supplies and safe spaces in camp for women service members with children / quality, accredited care taking and childcare services. (Y1 comprehensive review and audit of facilities based on minimum standards for gender-inclusive infrastructure, Y2 – Y3 short-term upgrades, Y4 – Y5 long-term infrastructure upgrades)	30,000	200,000	200,000	800,000	800,000
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Output Indicators: Completion of infrastructure review, Proportion of water and sanitation, changing room and caretaking / childcare services that meet minimum standards

<b>Essential Action 3 - FPF: Foster an enabling, inclusive and safe environment for all with a focus on developing, implementing and monitoring sexual harassment protocols and grievance mechanisms (Y1 – Y5) and establishing a FPF Gender Policy (Y1 – Y2 development, Y3 – Y5 roll out)</b> supported with a 3-year, costed gender mainstreaming strategy that outlines ‘clear pathways for female officers to progress and advance with different ranks and senior leadership roles within the Force.	200,000	200,000	200,000	200,000	200,000
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**Output Indicator:** Evidence of FPF sexual harassment protocol, evidence of grievance mechanism for FPF officers

<b>Essential Action 4 – FPF: Increased accountability for VAWG services through the annual transparent and ethical monitoring and evaluation of FPF services and policy implementation</b> using targeted, trend analysis on police activities related to the non-implementation of the No Drop Policy, timeliness to respond to/investigate serious VAWG cases/crimes against women and children, proportion of female police officers in frontline service provisions and number of grievance reports for sexual harassment.	40,000	40,000	40,000	40,000	40,000
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**Output Indicator:** Improved service accountability markers: information on turnaround time of VAWG cases, implementation of the No Drop Policy, expanded access and percentage of frontline female police officers

## Annex 6. Glossary of Terms

Term/ Phrase	Meaning
Bodily autonomy	The concept of an individual having full control over their own body and decisions related to their body. It includes an individual's right to control what does and does not happen to their body and to choose and make decisions. Bodily autonomy means one governs their body without external influence, control or coercion by others, without discrimination. Bodily autonomy is the foundation for gender equality, and above all, it is a fundamental right.
Bodily integrity	A concept closely related to bodily autonomy. Often the two terms are used interchangeably. Bodily integrity is the right everyone has for their physical and mental boundaries of their own body to be respected. It is the right of every human being, including children, to self-determination over their own body and full consent and control over any actions that happen or do not happen to their body.
Child sexual abuse	Any act during which a child is used for sexual gratification by someone the child trusts and/or who is in a position of power, authority, and control over that child. Child sexual abuse can include engaging in <u>sexual activities</u> (whether by asking or pressuring, or by other means), harassment, rape, <u>indecent exposure</u> , <u>grooming</u> (including online grooming), and <u>child sexual exploitation</u> , including using a child to produce <u>child pornography</u> . Child sexual abuse through technology, mobile phones and in online forums is increasingly common. Child sexual abuse can occur in a variety of settings, including home, school, care and justice institutions, the workplace, in the context of travel and tourism and within communities at large. Perpetrators come from all different backgrounds and are often known to the child, such as parent, sibling, extended family member, leaders, caregivers, teachers, health care workers, service providers and strangers.
Coercive control	Coercive control is a form of GBV in which a survivor's actions, behaviours, movements and communications among other acts, are surveilled, monitored and controlled. Coercive control can be used against a survivor to instill a sense of fear, dependence and isolation. Coercive and controlling behaviour can be manipulating, threatening, intimidating or humiliating. Male partners and family members often utilise coercive control to control their female partners or female family members. Common examples of controlling behaviour includes: isolating their partner/family member from friends and family; deprivation of basic needs, such as food; monitoring their partner/family member's time; taking control over aspects of everyday life, such as where someone goes, who they see, what they wear and when they can sleep; repeated put-downs, such as saying their partner/family member is worthless, humiliation and degradation; controlling their partner/family member finances; withholding family planning; expecting their partner/family member to ask permission before doing anything.
Consent	Consent in the context of GBV is an agreement between people that fully upholds each individual's rights, wishes, desires and autonomy. In the context of sex, consent is an agreement between people to engage in sexual activity. Consent should be clearly and freely communicated without intimidation, threat, pressure, or negative consequence. Consent cannot be given by individuals who are under the legal age of consent (as per national legislation), intoxicated or incapacitated by drugs or alcohol, or asleep or unconscious.

Contributing factors of violence	Contributing factors increase the risk of violence or make violence more likely to occur, both the experience of violence and the increased likelihood of perpetration. Contributing factors exacerbate the root causes of violence, which allow or condone or normalise GBV to occur. For example, alcohol/drug abuse, men’s exposure to pornography and witnessing violence as a child are contributing factors that may increase the risk of one experiencing violence or perpetrating it upon others. Certain life circumstances can also increase the risk of violence for women and girls. For example, women who are financially dependent upon their partners, who have more than five children, are isolated and have poor support systems may have an increased risk of experiencing violence in societies where there are limited protections for women and girls’ safety and well-being. Disability, sexual orientation and gender identity are also factors that can increase the risk of violence in societies where there is continued discrimination against people with disabilities and people of diverse SOGIESC.
Economic violence	<p>Economic violence is behaviour that is coercive, deceptive or unreasonably controls another without their consent and in a way which denies them economic or financial autonomy. It also includes situations where one person withholds or threatens to withhold financial support necessary to meet reasonable living expenses like food, water and medical treatment. Acts of economic violence include:</p> <ul style="list-style-type: none"> <li>• preventing, discouraging or actively interfering with a partner from finding or keeping employment or educational endeavors;</li> <li>• forcing a woman to quit her job;</li> <li>• controlling a woman’s finances;</li> <li>• forcing a woman to work to pay back debt</li> <li>• tracking women’s spending/use of money</li> <li>• denying the woman food, clothing or medication</li> <li>• withholding or hiding earned money</li> <li>• withholding or obscuring information about shared property</li> <li>• preventing the woman having access to a bank account; and</li> <li>• using her line of credit without permission<sup>62</sup>.</li> </ul>
Evidence-based	In the context of addressing VAWG at a national level, an evidence-based approach involves supporting VAWG sector efforts – action plans, strategies, policy development and services - with research, local knowledge and other forms of evidence. It means that all decisions in and across the sector are informed by or derived from evidence. Evidence comes from different sources, VAWG research, VAWG practices, service providers expertise and survivors and their families. The best evidence integrates the evidence from all sources. It is important that the evidence base is the best available, current, valid and relevant to the local context. Evidence based VAWG practice requires regular monitoring, evaluation and learning and reflection.

<sup>62</sup> MWCPC, 2018. Fiji National SDP. See: <https://asiapacific.unwomen.org/en/digital-library/publications/2019/09/sops-gbv-fiji-service-delivery-protocol>

Gender	<p>Gender refers to the socially given attributes, roles, activities, responsibilities, opportunities, expectations, privileges and limitations connected to being women and men, at a given time, and as a member of specific community. Because these attributes are learned behaviours, acquired during socialisation, they can and do change over time and vary across cultures. Women and men’s gender identity determines how they are perceived and how they are expected to think and act. Gender is used in the distribution of privilege, prestige, power and a range of social and economic resources. Though gender is deeply rooted in every culture, it changes over time and place.</p>
Gender-based violence	<p>GBV (used interchangeably with VAWG) is any act (including threats of such act) that results in, or is likely to result in, physical, sexual, emotional or psychological harm to women, that is perpetrated against a person because of her/his gender and the socially ascribed norms, roles, and expectations that society has for women and men. GBV highlights the gender dimension of violence, specifically the relationship between women’s subordinate/ unequal status, and their increased vulnerability to violence. Men and boys may also be survivors of GBV, especially sexual violence and survivors are predominately women and girls.</p> <p>GBV is most commonly used to underscore how the inequalities between women and men in society acts as a unifying characteristic of most forms of VAWG throughout the lifecycle - from early childhood marriage and genital mutilation to sexual abuse, DV, coercion and structural violence and legal discrimination and exploitation. The common thread to all types of GBV is that it is founded on the dynamic of exerting power to gain control.</p>
Gender equality	<p>Gender equality is when people of all genders enjoy the same status. This means women, men and people of all gender identities have equal rights, responsibilities opportunities. For instance, women and men have equal access to education, health, managerial positions, pay for work of equal value, equal seats in government. Women, men and people of all gender identities have equal conditions enabling them to realise their full human rights and potential to contribute to political, economic, social and cultural development, locally, nationally and internationally, and to benefit from the results.</p> <p>Sameness of treatment and opportunity does not necessarily ensure equality in outcomes. Thus, gender equality must be accompanied by gender equity (fairness).</p>
Gender inequality	<p>Gender inequality is the unequal distribution of power, resources, opportunity, and value to men and women in a society due to widely accepted gender norms, roles, expectations and structures.</p>

Human rights	<p>Human rights are the basic rights and freedoms that belong to every person in Fiji and the world, from birth until death. They apply regardless of where you are from, what you believe or how you choose to live your life, whatever your nationality, place of residence, sex, national or ethnic origin, color, religion, language, or any other status. They can never be taken away, although they can sometimes be restricted – for example if a person breaks the law.</p> <p>These basic rights are based on shared values like dignity, fairness, equality, respect and independence. These values are defined and protected by Fijian law under the 2013 Constitution with its Bill of Rights. Human rights protect people in many areas of their day-to-day life, including:</p> <ul style="list-style-type: none"> <li>• The right to have and express your own opinions</li> <li>• The right to an education</li> <li>• The right to a private and family life</li> <li>• The right to protection from discrimination (on any grounds including ethnicity, gender, social origin, sexual orientation, age, “economic or social or health status”, disability or religion)</li> <li>• The right of every person to work and to a just minimum wage.</li> </ul>
Intersectionality	<p>Intersectionality is the concept that all oppression is linked. Intersectionality is a lens or framework of analysis through which to look at systems of oppression, discrimination and disadvantage that impact different social categories of people (gender, race, class, ability, sexual orientation). It acknowledges that everyone across social categories has their own unique experience of discrimination. While interconnected, intersections of race, ability, gender identity (i.e., cisgender, gender non-conforming), employment insecurity, rural and remote location, colonised history, poverty, migrant status, can result in added harm and increased vulnerability. These oppressions can speak to common experiences as well as experiences that are unique to specific communities. Intersectionality recognises that we must consider all factors that can marginalise people and provide privilege/power to others. To ignore different oppressions and the intersections of oppressions undermines our efforts to tackle inequality. Rather it reinforces systems of inequality and existing power dynamics and renders diverse people more vulnerable to victimisation based on their identity<sup>61</sup>. To address GBV is it essential to consider how it affects different groups. Use of an intersectional framework of analysis is a key foundation for an inclusive approach.</p>
Intimate partner violence/ domestic violence	<p>IPV or DV is behaviour by an intimate partner that causes physical, sexual or psychological harm, including acts of physical aggression, sexual coercion, psychological abuse and controlling behaviours. IPV includes violence by both current and former spouses and other intimate partners, including dating. Dating violence is included in IPV as it refers to an intimate relationship between two people of varying duration and intensity and which does not necessarily involve cohabitation. A particularity common to both DV and IPV is close <i>familiarity</i>. In fact, while exerting power over the survivor, the perpetrator uses the <i>bonds of closeness</i> and <i>intimacy</i> that have been built over time in the relationship to gain control over the survivor. <i>Bonds of intimacy</i> are defined as bonds of love, friendship, confidence and attachment between two people<sup>62</sup>. Although males can be survivors, IPV/DV disproportionately affects females.</p>

<sup>63</sup> Dale A, Maki K, Nitia R, (2021), 'A Report to Guide the Implementation of a National Action Plan on Violence Against Women and Gender-Based Violence', Canada

<sup>64</sup> MWCPA, 2018. Fiji National Service Delivery Protocol to Respond to Cases of Gender-Based Violence, <https://asiapacific.unwomen.org/en/digital-library/publications/2019/09/sops-gbv-fiji-service-delivery-protocol>

Lived experience	Lived experience is a term used to express the actual, specific ways in which people experience something, in other words the lived realities of the experience. In the case of VAWG, it is the way in which survivors and their loved ones experience violence and responses to violence; and the ways in which service providers experience the lived realities of survivor’s experience of violence. Essential services, monitoring, evaluation and lessons learned ideally consider and honour the different lived realities (issues, influences, options, choices) of violence as a means to strengthen services and safety, ensure they are relevant to the diverse needs of survivors and to provide further protection from harm. Ideally survivors will be a part of interpreting all data, findings and lessons learned.
LGBTQI+	<p>People identify with a number of different gender identities, gender expressions, sexual orientations and sex characteristics. This is often referred to as LGBTQI+ or SOGIESC (see below). LGBTQI+ is the acronym for ‘lesbian, gay, bi-sexual, transgender, intersex, queer, plus’. The plus symbol recognises other diverse ways people identify that may be perceived as sexually and/or gender non-conforming by wider society. This acronym expresses pride in LGBTQI+ collective identity.</p> <p><b>Lesbian</b> refers to a woman who is sexually and/or emotionally attracted to other women.</p> <p><b>Gay</b> refers to a man who is sexually and/or emotionally attracted to other men.</p> <p><b>Bisexual</b> refers to someone who is sexually and/or emotionally attracted to more than one gender/out of many gender identities.</p> <p><b>Transgender</b> describes any person who has a gender identity that is different from the gender (boy, girl) that they were given by their parents or caregivers.</p> <p>Queer is often used as an umbrella term referring to anyone who is not straight and not cisgender. Cisgender people are people whose gender identity and expression match the sex (male, female, intersex) they were assigned at birth.</p> <p>Questioning refers to someone who is not sure how they identify. Someone can be questioning and exploring their sexual orientation and/or their gender identity.</p> <p>Intersex refers to people who naturally have biological traits, such as hormonal levels or genitalia, that do not match what is typically identified as male or female. There are many different intersex variations. Being intersex is a naturally occurring trait in humans. Being intersex is not linked to sexual orientation or gender identity; intersex people can have different sexual orientations and gender identities and expressions.</p>
Patriarchy	Patriarchy describes the society in which we live today. It is characterised by current and historic unequal power relations between women and men, women and women and gender-diverse individuals and men and men and gender diverse individuals. Patriarchy is the system – social arrangements and structures – that maintain gender, class, racial and heterosexual power and privilege. It relies on mechanisms such as the law and violence to perpetuate inequality and reinforce domination based on gender. Within this system power operates through norms, beliefs and practices, all of which effectively limit the rights, agency, independence, and well-being of women and gender-diverse individuals. Put simply, the structures created systematically disadvantage and oppress women and gender diverse individuals. Patriarchal beliefs of male, heterosexual dominance and the devaluation of women, girls and gender diverse individuals lie at the root of GBV <sup>65</sup> .

<sup>65</sup> Dale A, Maki K, Nitia R, (2021), ‘A Report to Guide the Implementation of a National Action Plan on Violence Against Women and Gender-Based Violence’, Canada. See also: <http://www.learnwhr.org/wp-content/uploads/D-Facio-What-is-Patriarchy.pdf> ; <http://londonfeministnetwork.org.uk/home/patriarchy>

Perpetrator	Perpetrator refers to any person or group of persons (woman, man or child) who deliberately uses violent and abusive behaviour to harm, control, coerce or frighten another person. The perpetrators of GBV are predominantly men, and the survivors are most frequently women, older people, younger girls, and persons with disabilities or of diverse SOGIESC. Equally important is the recognition that institutions, even if they are not perpetrators of violence, are often complicit in condoning it or normalizing patterns of abusive behaviour and forms of interaction. This has considerable implications from a policy perspective, for example in terms of the willingness of survivors or those at heightened risk of GBV to access public services—even when such services are designed to serve and support them <sup>66</sup> .
Physical violence	Is the most common and well-known type of violence. It is a physical act, force, that results in bodily injury, pain, or impairment. The severity of injury ranges from minimal tissue damage, broken bones to permanent injury and death. Acts of physical violence include: slapping, shoving, pushing, punching, beating, scratching, choking, biting, grabbing, shaking, spitting, burning, twisting of a body part, forcing the ingestion of an unwanted substance; restraining a woman to prevent her from seeking medical treatment or other help; and using household objects to hit or stab a woman, using weapons (knives, guns) <sup>67</sup> .
Primary prevention	Primary prevention takes actions to stop violence before it starts. Primary prevention facilitates change by addressing the underlying, root causes of VAWG. It focuses on actions to change social norms, practices and structures that produce gender inequality. It takes a wholistic, systematic approach targeting for instance the whole population, promoting healthy relationships and behaviour that reduce the likelihood of violence occurring. At its core, primary prevention aims to influence the collective behaviour, attitudes and beliefs of individuals, community, and organisations. Interventions can include: <ul style="list-style-type: none"> <li>• delivering life skills and healthy relationship curriculums to girls and boys in schools;</li> <li>• interventions to reduce the disrespectful portrayal of women in the media;</li> <li>• increasing the acceptance and visibility of women and girls in sports; and</li> <li>• community mobilisation approaches to engage traditional and faith leaders in addressing gender inequality and VAWG.</li> </ul>
Psychological / emotional violence	This refers to non-physical, non-sexual behaviours such as: <ul style="list-style-type: none"> <li>• threats, insults, shouting and humiliation, and</li> <li>• controlling behaviours such as constant monitoring or ‘checking-in’, excessive texting, intimidation, isolation or stalking</li> </ul> <p>A perpetrator uses various tactics to isolate and undermine a survivor’s self-esteem and self-worth causing them to be more dependent on and frightened of the perpetrator. Violent partners can threaten to harm the people and things she loves, criticise and make belittling comments. Emotional violence can be just as hurtful and harmful as the other forms of violence. It accompanies all physical and sexual abuse but can and is also inflicted on women without any accompanying physical or sexual assault.</p>

<sup>66</sup> Ibid, page 240

<sup>67</sup> MWCPA, 2018. Fiji National SDP. See: <https://asiapacific.unwomen.org/en/digital-library/publications/2019/09/sops-gbv-fiji-service-delivery-protocol>

<p>Root cause of violence</p>	<p>Root causes of violence are the deep, underlying, structural causes and conditions that enable VAWG. Combined, the root causes facilitate, exacerbate, and reinforce VAWG. The four main interactive root causes of VAWG are:</p> <p><b>VAWG is accepted and justified.</b> The lack of consequences for men who use violence is an example of how VAWG is justified, as is women and girls being blamed for men’s use of violence. When society excuses men’s use of violence or labels women as bad and deserving of punishment for not living according to the accepted gender norms – the roles and expectations that society has for them – they justify VAWG.</p> <p><b>Peer relations between men and boys promote aggression and disrespect towards women and girls.</b> The acceptance of men’s hostile and aggressive behaviour towards women and girls as a sign of manhood - fighting, physical strength, excessive drinking<sup>68</sup>, contributes to a culture of VAWG. Several toxic, hyper-masculine normalised behaviours have been identified as factors that increase the risk for men perpetrating violence in Fiji: he drinks alcohol at least weekly; he fights with other men, he is unfaithful and had extramarital affairs, has exposure to pornography, he is under 35 years of age.</p> <p><b>Men and boys have power and control over women and girls.</b> Over generations everyone has learned and internalized traditional gender roles, men’s superior status and women’s inferior status. Viewed as superior, as the head of household, the bread winner, and disciplinarians, men and boys are granted power and control over women and girls; the power to discipline them and to control their movements. A sense of entitlement, ownership and disrespect can ensue and seep into all relationships.</p> <p><b>Traditional gender roles which determine how women and men can and should behave.</b> Views that uphold rigid, traditional gender roles of men as leaders, decision makers, disciplinarians, as heads of households, and women as submissive, subservient, caregivers with limited leadership and decision-making capabilities reinforce gender inequality</p> <p>Together, these causes of violence create an environment and social context of gender inequality within which VAWG takes place<sup>69</sup>.</p>
<p>Secondary prevention (essential services)</p>	<p>Survivors of violence have short- and long-term needs. Secondary prevention focuses on violence after it has already happened. It refers to essential VAWG response services such as crisis counselling, health care, police and justice services and shelter. These services provide essential support and aim to stop repeat experiences of violence. Without these services and the legal foundations to protect survivors of violence and hold perpetrators to account, primary prevention initiatives run the risk of causing more violence and harm to women and girls.</p>

<sup>68</sup> See: <https://www.facs.nsw.gov.au/domestic-violence/about/how-to-reject-domestic-violence-and-promote-respect>

<sup>69</sup> Advisory Group key outcomes document, December, 2019, page 4



Sexual harassment

Sexual harassment is any unwanted, unwelcome, unreciprocated attention of a sexual nature. Sexual harassment is an abuse of power. It can happen to both women and men and can appear as physical, sexual, verbal and non-verbal harassment. Sexual harassment could include:

- Unnecessary and unwanted touching or physical contact on any part of the body (including pinching, patting, kissing, neck massage, stroking)
- Unwelcome comments or propositions of a sexual nature
- Unwanted sexual looks such as looking a person up and down, leering (persistent staring) at someone's body or making sexual gestures (with a finger or tongue)
- Displaying offensive or pornographic material such as posters or drawings
- Demanding sex in exchange for a benefit
- Sending offensive e-mails and/or text messages. This includes colleagues downloading pornographic e-mails or texts, even if they aren't sent to you personally; and
- Unwanted sexual advances or verbal harassment outside of the workplace.

Sexual harassment could be a one-off incident or a series of incidents. It could be sexual harassment if you are working in an environment in which the behaviour of others is intimidating, hostile, degrading, humiliating or offensive. Sexual harassment might be deliberate, but it doesn't have to be. Someone could be sexually harassing you, even if they don't mean to, or don't realise they are doing it. This does not mean that it is not wrong or that you should not complain about it.

Sexual and reproductive health and rights

SRHR is the concept of human rights applied to sexuality and reproduction. It is a combination of four fields: sexual health, sexual rights, reproductive health and reproductive rights. These four fields are inherently linked. SRHR cannot be achieved in silos. Sexual and reproductive health is a state of physical, emotional, mental, and social wellbeing in relation to all aspects of sexuality and reproduction, not merely the absence of disease, dysfunction, or infirmity. The achievement of sexual and reproductive health relies on the realisation of sexual and reproductive rights, which are based on the human rights of all individuals to:

- *have their bodily integrity, privacy, and personal autonomy respected*
- *freely define their own sexuality, including sexual orientation and gender identity and expression*
- *decide whether and when to be sexually active*
- *choose their sexual partners*
- *have safe and pleasurable sexual experiences*
- *decide whether, when, and whom to marry*
- *decide whether, when, and by what means to have a child or children, and how many children to have*
- *have access over their lifetimes to the information, resources, services, and support necessary to achieve all the above, free from discrimination, coercion, exploitation, and violence.*

SRHR is an essential building block to achieving gender equality, however, it is restricted globally. Violations of women's *sexual and reproductive health and rights* are often due to deeply engrained beliefs and societal values pertaining to women's sexuality.

*Essential sexual and reproductive health services should include:*

- *accurate information and counselling on sexual and reproductive health, including evidence-based, comprehensive sexuality education*
- *information, counselling, and care related to sexual function and satisfaction*
- *prevention, detection, and management of sexual and GBV and coercion*
- *a choice of safe and effective contraceptive methods*
- *safe and effective antenatal, childbirth, and postnatal care*
- *safe and effective abortion services and care*
- *prevention, management, and treatment of infertility*
- *prevention, detection, and treatment of sexually transmitted infections, including HIV, and of reproductive tract infections*
- *prevention, detection, and treatment of reproductive cancers<sup>70</sup>.*

<sup>70</sup> See: <https://elearning.rcog.org.uk/tutorial-7-international-and-regional-human-rights-frameworks/definition-sexual>

Sexual violence	<p>Sexual violence is any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to traffic a person by taking and making them have sex with others, or actions otherwise directed against a person’s sexuality, using coercion or persuasion by a person, regardless of their relationship to the survivor, in any setting, including but not limited to the home/private spaces and public spaces. Like any other type of violence, sexual violence results in or is likely to result in physical, psychological, and emotional harm. Acts of sexual violence include:</p> <ul style="list-style-type: none"> <li>• rape, other forms of sexual assault</li> <li>• unwanted sexual advances or sexual harassment (including demands for sex in exchange for job promotion or advancement or higher school marks or grades)</li> <li>• trafficking for the purpose of sexual exploitation</li> <li>• forced exposure to pornography</li> <li>• forced pregnancy, forced sterilisation, forced abortion</li> <li>• forced marriage, early/child marriage</li> <li>• female genital mutilation</li> <li>• virginity testing and</li> <li>• incest<sup>71</sup></li> </ul>
SOGIESC	<p>SOGIESC is an acronym for sexual orientation, gender identity, gender expression and sex characteristics. SOGIESC is the term for all people whose sexual orientations, gender identities, gender expressions and/or sex characteristics place them outside culturally mainstream categories.</p> <p><b>Sex characteristics</b> are biological/physical characteristics related to one’s sex including sexual and reproductive anatomy, chromosomes, hormones and so on.</p> <p><b>Gender identity</b> refers to each person’s deeply felt internal and individual experience of gender, which may or may not correspond with the sex they were assigned at birth, or the gender attributed to them by society.</p> <p><b>Gender expression</b> refers to the cues that people use to express their gender including names, pronouns, behaviour, clothing, mannerisms and/or bodily characteristics. One does not have to have a diverse sexual orientation, gender identity or sex characteristics to have a diverse gender expression.</p> <p><b>Sexual orientation</b> is defined as each person’s enduring capacity for profound romantic, emotional and/or physical feelings for, or attraction to, people of a particular gender. That can include hetero-, homo- and bisexuality and a wide range of other expressions<sup>72</sup>.</p>
Survivor	<p>A survivor is a person who has experienced any form of GBV. This term is often used interchangeably with the term victim, a term commonly used in the legal and medical sectors. Survivor is the term generally preferred in the psychological and social support sectors and the women’s movement to denote the power of someone to have survived an experience of violence. The NAP uses the term survivor because it implies resiliency. It is used to give visibility to the choices survivors make in the process of recovery and their active resistance in violent relationships. Whether a survivor chooses to stay in a violent relationship or is dealing with the impacts of violence they are using their capabilities and tapping into their personal power to survive.</p>

<sup>71</sup> MWCPA, 2018. Fiji National Service Delivery Protocol to Respond to Cases of Gender-Based Violence, <https://asiapacific.unwomen.org/en/digital-library/publications/2019/09/sops-gbv-fiji-service-delivery-protocol>

<sup>72</sup> See <https://outrightinternational.org/content/acronyms-explained>

Survivor-centered approach	<p>A survivor-centered approach is a globally endorsed approach towards addressing VAWG. It places the survivor at the center of any process and prioritises the survivor’s rights, needs, decisions and self-determination. It creates a supportive environment in which the survivor’s rights and diversity are respected, that the survivor is treated with dignity and respect. Keeping the survivor as the focus and center of support allows the survivor to be empowered, feel cared for, and feel of value. In addition, the approach ensures survivors have access to appropriate, accessible, and quality services.</p> <p>A survivor-centered approach is guided by the following principles: 1) maintaining confidentiality at all times; 2) ensuring the safety of the survivor as paramount; 3) Non-discrimination with all survivors are to be treated equally and have all possible options presented to them (i.e., service providers will not discriminate based on sex, gender identity, religion, sexual orientation, age, ethnicity or ability and will ensure there is fairness throughout their work); 5) Respect, namely the respect of a survivor’s choices and wishes understanding that the survivor understands their reality better than anyone else.</p>
Violence against children	<p>VAC is a phrase for all forms of violence against persons under the age of 18 years, persons who are legally defined as children. The commonly used term is child abuse and /or child maltreatment. VAC takes many forms including physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment, commercial or other exploitation and exposure to violence in the home. VAC results in actual or potential harm to the child’s health, survival, development or dignity. It can be committed by parents, caregivers, other authority figures (priests/pastors), all relationships where there is trust, power and responsibility, as well as older siblings, extended family members, strangers. Most often VAC happens in the home but also in settings such as schools, churches and orphanages/alternative care<sup>73</sup>. Child sexual abuse is any act during which a child is used for sexual gratification by someone the child trusts and/or who is in a position of power, authority and control over that child. Incest refers specifically to such acts committed by family members, parents, grandparents, aunts, uncles, sisters and brothers, half-sisters and half-brothers. Early/Forced Marriage is a type of VAC, described as an arranged marriage or any marriage of persons who are under the age of legal consent (18 years old). It is illegal and considered abuse. The marriageable age in Fiji is 18 years old regardless of gender and the young woman’s consent is necessary to having a valid marriage under the law. <sup>3</sup></p>
Violence against women and girls	<p>VAWG, used interchangeably with GBV, refers to all forms of violence committed against women and girls. VAWG are violent acts primarily or exclusively committed against women or girls specifically because they are female. VAWG takes many forms (i.e., physical, emotional/psychological, sexual, economic, being coercively controlled and/or arbitrarily deprived of liberty by others). It includes IPV/DV, non-partner sexual violence, sexual harassment and harmful traditional practices. VAWG also includes violence that occurs through online and offline technologies and social media. It is a violent or abusive act that results in, or is likely to result in, physical, sexual or psychological harm or suffering to an individual woman or girl. Such acts perpetuate female subordination.</p>

73 MWCPA, 2018. Fiji National SDP. See: <https://asiapacific.unwomen.org/en/digital-library/publications/2019/09/sops-gbv-fiji-service-delivery-protocol>





**FIJI NATIONAL  
ACTION PLAN**  
to Prevent Violence  
Against All Women  
and Girls (VAWG)  
(2023 - 2028)

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