

Palau Country Brief

December 2024

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# **Pacific Women Lead overview**

Pacific Women Lead (PWL) is a portfolio of regional investments valued at AUD170 million over 5 years (2021 – 2026). PWL aims to advance gender equality and is ambitious in its intent to take a Pacific-led, intersectional and transformative approach to promoting gender equality in the region and bringing new emphasis to strengthening regional action and architecture in support of gender equality. PWL builds on the strengths and lessons learned through Australia’s 10-year gender equality investment, Pacific Women Shaping Pacific Development.

The goal of PWL is for: Pacific women and girls, in all their diversity, to be safe and equitably share in resources, opportunities and decision-making with men and boys.

The program works across three outcome areas with the following end-of-PWL sub-outcomes:

Table 1 Pacific Women Lead outcomes and sub-outcomes

|  |  |
| --- | --- |
| **Outcomes** | **Sub-outcomes** |
| Women’s Leadership Promoted (WLP) | * More women and girls, in all their diversity, are respected, listened to and are influencing decision-making at all levels **(Women and girls’ voice)** * The Pacific feminist movement has grown in depth, is better connected and their expertise is drawn upon by Pacific partners **(Pacific feminist civil society)** |
| Women’s Rights Realised (WRR) | * Diverse women and adolescent girls have improved access to quality health services, especially sexual and reproductive health **(Women’s health – SRHR)** * Diverse women have more equitable access to resilient economic opportunities, including increased voice in economic decision-making **(Women’s Economic Empowerment)** * Violence against women and children is reduced and survivors have access to quality support services, including in times of disasters **(Women’s safety)** |
| Pacific ownership and regional effectiveness (POE) | * Pacific Governments and development partners are implementing programs and policies that support gender equality **(Gender mainstreaming)** * There is robust engagement, cooperation and mutual sharing between regional agencies and intergovernmental organisations to deliver on gender equality commitments **(Pacific ownership)** |

# **Program components**

PWL is a portfolio of 5 components; each component is a distinct implementing partner [[1]](#footnote-2)of PWL: Through these components, technical support and funding is provided to Pacific women-led civil society organisations, multilateral and regional organisations, government and other stakeholders.

The components of the portfolio include:

**The Pacific Community (SPC) as a key implementing partner of PWL. PWL** at SPC sits within SPC’s Human Rights and Social Development (HRSD) division and supports the implementation of key regional commitments outlined in the Pacific Leaders’ Gender Equality Declaration, the Pacific Platform for Action on Gender Equality and Women’s Human Rights, and the outcomes of the Triennial Conference of Pacific Women. Through PWL, SPC provides technical, convening and funding support to government ministries, civil society, and other partners, while also acting as Secretariat for the PWL Governance Board.

**Pacific Women Lead Governance Board** provides direct strategic oversight on SPC’s PWL related activities and decides the allocation of AUD 5 million of discretionary funds. The Board also provides strategic advisory to DFAT Canberra (Australia) in enhancing regional effectiveness by identifying gaps and opportunities across the Pacific but does not provide direct strategy advice or have a decision-making role over the DFAT Posts or the Pacific Women’s Funds component. The Board receives reporting on outcomes for all other portfolio components through the PWL Annual Progress Report, compiled by the Pacific Women Lead Enabling Services.

**Pacific Women’s Funds** are supported to expand their work with women’s rights organisations and human rights defenders in the Pacific. This includes funding their advocacy activities to draw more resources for work towards gender equality to the region and funds to support the establishment of the first Pacific Feminist Fund.

**DFAT manages bilateral and regional programs. DFAT Canberra (Australia) and Fiji Post** manages direct funding arrangements for regional gender projects, including (but not limited to) UN Women’s Markets for Change and Pacific Partnership to End Violence Against Women and Girls, and UNFPAs Transformative Agenda program. **DFAT Posts** manage and fund country-level gender projects. Importantly, bilateral programs have autonomy in design, delivery and governance, but their gender programming aligns with the PWL goal and outcomes, and they will report results into the Pacific Women Lead Monitoring, Evaluation and Learning (MEL) System.

**Pacific Women Lead Enabling Services** (PWLES) managed by DT Global, provides support to SPC and DFAT to implement PWL. This includes whole-of-portfolio monitoring, evaluation, and learning (MEL), partnership brokering and the delivery of an independent Quality and Technical Assurance Group (QTAG). It is the role of the MEL team within the PWLES to compile a yearly whole-of-portfolio progress report, which brings together all the above components of PWL.[[2]](#footnote-3)

# **Purpose of the Country Brief**

A Country Brief is designed and tailored for each country to serve the following purposes:

* Increase PWL partners and external stakeholders’ visibility of projects and implementing partners that are being funded or come under the PWL portfolio in a country. It is intended to contribute to greater collaboration and coordination by grantors and grantees.
* Serve as a mechanism for PWLES to collaborate with the 5 components of PWL to review project details (i.e. project information, timeframes and budget) to ensure all information captured in the PWL MEL system is correct.
* Support DFAT’s internal reporting, where investments are above 3 million.

Therefore, the Country Brief is designed to cover a calendar year (January to December) and will be updated six monthly. The information will be drawn from the PWL quantative database to show:

1. Gender projects funded by the 5 components of PWL
2. Reach data[[3]](#footnote-4) against PWL quantitative indicators
3. Impact stories collected by partners or PWLES

## **Palau Country Brief**

This Country Brief update is for Palau. It provides information on all projects that are being funded by or come under the 5 components of PWL in Palau and focusses on January to June 2024 period.

# **Pacific Women Lead at SPC Projects**

The Pacific Community (SPC) is a distinct implementing partner of PWL (known as PWL at SPC) and has a grant agreement with DFAT Canberra, valued at AUD57,600,000. From this total value, SPC provides technical support to Pacific governments, hosts and supports regional convenings (such as the Triennial) and a grants program for its government partners and women’s organisations across the Pacific. You can also watch a short explainer video here: [Pacific Women Lead at the Pacific Community (PWL at SPC) explainer video](https://youtu.be/bBOpTVKh8Hs?si=OxeE63PdSKrxVdbT).

This section provides information on projects funded and managed by PWL at SPC that are implemented in Palau.

## **Project and implementing partner count by outcome and sub-outcome**

PWL at SPC funds 2 downstream[[4]](#footnote-5) implementing partner to implement 2 projects. Table 2 provides an overview of the projects (refer to Annex 1 for detailed project information).

The 2 projects work in Pacific ownership and regional effectiveness in gender mainstreaming.

Table 2 Overview of PWL at SPC projects in Palau

|  |  |  |
| --- | --- | --- |
| **Project name** | **Downstream implementing partner** | **Outcome and sub-outcome** |
| Strengthening gender mainstreaming awareness and capacity within Palau government, civil societies, women and vulnerable groups to create safe and inclusive space to engage | Bureau of Domestic Affairs | Pacific ownership and regional effectiveness – gender mainstreaming |
| Country Focal Point - Support for implementation for the Government of Palau's gender mainstreaming policy and strategy | Ministry of Culture and Community Affairs – Gender Division | Pacific ownership and regional effectiveness – gender mainstreaming |

## **Type of implementing partner**

The two downstream implementing partners are government agencies.

## **Committed funding by outcome and sub-outcome**

The committed funding for each of the projects comes out of PWL at SPC AUD57,600,000 budget.

Table 3 Committed funding by outcome and sub-outcome

|  |  |  |
| --- | --- | --- |
| **Outcomes** | **Sub-outcomes** | **Committed funding (AUD)** |
| Pacific ownership and regional effectiveness | Gender mainstreaming | 333,928.30 |
| **Total** |  | **333,928.30** |

# **Pacific Women Lead Governance Board Projects**

This section will provide information on projects funded by the PWL Governance Board for Palau when available and entered into the PWL quantitative database.

## **Discretionary Funds**

Five million has been set aside for activities to be funded at the discretion of the Governance Board with the aim to add value to and build on existing PWL activities. The Board’s Secretariat (SPC) developed seven criteria to guide the use of the Board funds. The seven criteria include: 1) alignment with PWL outcomes; 2) Pacific-led approaches; 3) regional or multi-country in scale; 4) promoting transformational change; 5) development effectiveness; 6) diversity and inclusion; 7) informed by research, evidence and data.

There are no projects currently being funded by the Board in Palau.

## **Board Members**

The PWL Governance Board has 13 members, 12 of whom are from the Pacific region (refer to Annex 3 for detailed list of all members). DFAT’s Assistant Secretary of the Pacific Development Branch is an ex-officio member of the Board. At this point in time, there is no Palau representative on the Governance Board.

# **Pacific Women’s Funds Projects**

The Pacific Women’s Funds is made up of three feminist organisations: Women’s Fund Fiji, Urgent Action Fund Asia and Pacific and Pacific Feminist Fund. Table 3 provides an overview of the Pacific Women’s Fund organisations.

More information about Women’s Fund Fiji and Urgent Action Fund Asia and Pacific can be found on their websites: [Women's Fund Fiji](https://womensfundfiji.org/) and [Urgent Action Fund Asia and Pacific](https://www.uafanp.org/). Pacific Feminist Fund is recently established and does not have a website.

Of the three feminist organisations, Pacific Feminist Fund and Urgent Action Fund Asia and Pacific provides grants to women’s organisations across the Pacific. Currently, there are no projects funded through this component being implemented in Palau.

Table 4 Overview of Pacific Women’s Fund organisations

|  |  |  |  |
| --- | --- | --- | --- |
| **Partner organisation** | **Committed Funding** | **Funding Source** | **Outcome and sub-outcome** |
| Women’s Fund Fiji | 4,841,659.75 | Bilateral – Fiji | Women leadership promoted – Pacific feminist civil society |
| Urgent Action Fund Asia and the Pacific | 4,336,500 | Regional | Women leadership promoted – Pacific feminist civil society |
| Pacific Feminist Fund | 1,170,849 | Regional | Women leadership promoted – Pacific feminist civil society |
| **Total** | **10,349,008.75** |  |  |

# **DFAT Regional Projects**

This section presents information on regional (multi-country) gender activities that are implemented in Palau. These regional gender activities are managed by either DFAT Post in Fiji or DFAT Canberra (Australia).

## **Project and implementing partner count by outcome and sub-outcome**

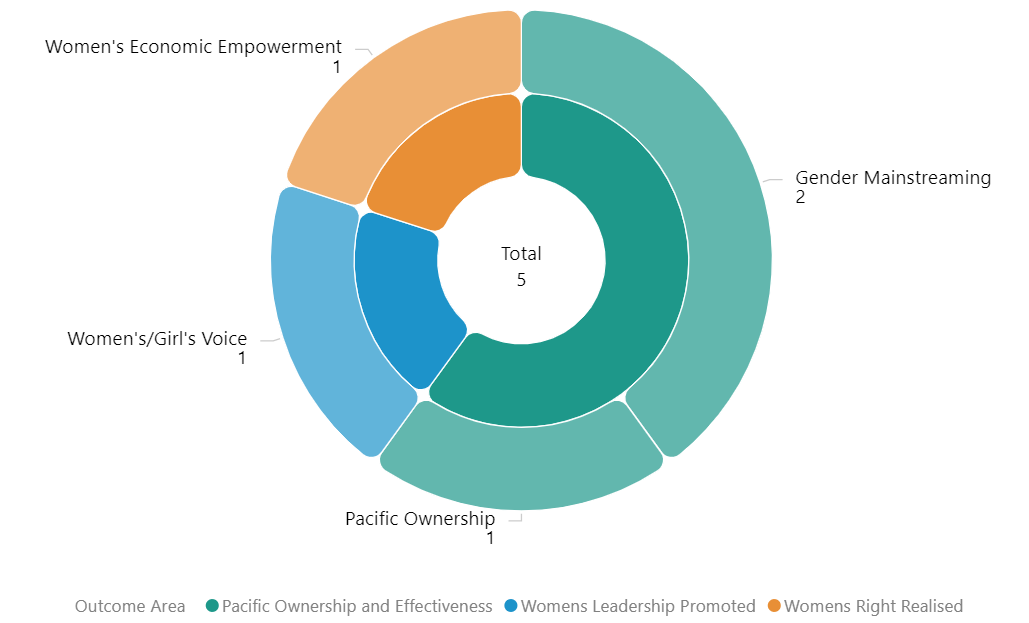
There are 5 regional projects implemented by 3 distinct implementing partners in Palau. Table 5 provides an overview of the projects (refer to Annex 1 for detailed information).

Table 5 Overview of regional projects implemented in Palau

|  |  |  |
| --- | --- | --- |
| **Project name** | **Distinct implementing partner** | **Outcome and sub-outcome** |
| Building Prosperity for Women Producers, Processors and Women-owned Businesses through Organic Value Chains | SPC’s Land Resource Division (LRD) | Women’s rights realised – women’s economic empowerment |
| Gender responsive Climate Policy and Women’s Climate Leadership in the Pacific | Women Environment and Development Organisation (WEDO) | Women’s leadership promoted – women and girls’ voice |
| Progressing Gender Equality in the Pacific | SPC’s Human Rights and Social Development (HRSD) | Pacific ownership and regional effectiveness - gender mainstreaming |
| Pacific Island Forum Secretariat Gender Disability and Social Inclusion | Pacific Islands Forum Secretariat (PIFS) | Pacific ownership and regional effectiveness - gender mainstreaming |
| SPC’s Human Rights and Social Development (HRSD) Division Support | SPC’s Human Rights and Social Development (HRSD) Division Support | Pacific ownership and regional effectiveness – Pacific ownership |

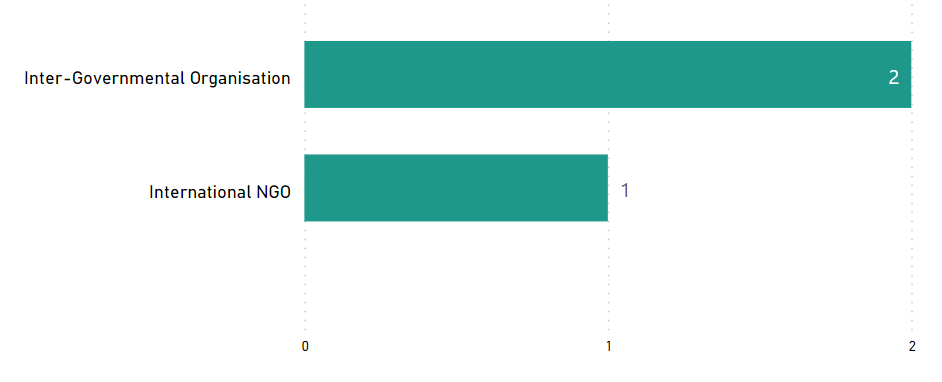
Of the 5 projects, one project works in Women’s leadership promoted in women and girl’s voice (1), one project works in Women’s rights realised in women’s economic empowerment (1) and three projects work in Pacific ownership and regional effectiveness: two projects in gender mainstreaming (2) and one in Pacific ownership (1).

Figure 1 Projects by outcome and sub-outcome



## **Type of implementing partner**

Of the 3 distinct implementing partners, two are inter-governmental organisations (2), and one is an International NGO (1).

Figure 2 Type of implementing partner

## **Committed funding by outcome and sub-outcome**

The committed funding is total grant value and is not broken down by funding allocation for Palau. It is notpossible to provide specific funding allocation of regional projects for Palau, nor actual spend. This information is not provided to PWLES.

**Table 6 Committed funding by outcome and sub-outcome**

|  |  |  |
| --- | --- | --- |
| **Outcome** | **Sub-outcome** | **Committed Funding (AUD)** |
| Women’s leadership promoted | Women and girls’ Voice | 699,900 |
| Women’s rights realised | Women’s economic empowerment | 965,600 |
| Pacific ownership and regional effectiveness | Gender mainstreaming | 6,059,377 |
| Pacific ownership and regional effectiveness | Pacific ownership | 2,700,000 |
| **Total** |  | **10,424,877** |

# **DFAT Post in Palau Projects**

DFAT Post in the Palau has a Gender Country Plan that outlines its gender commitments for Palau. Currently, DFAT Post does not fund or manage any gender activities, but Post funds a Family Protection Adviser role that is managed by the PWLES (refer to section 9.3 and Annex 1 for detailed information).

# **Pacific Women Lead Enabling Services Activities**

This section provides information on the PWLES activities and support available for DFAT Posts and PWL at SPC. PWLES is valued at AUD32 million.

## **Monitoring, Evaluation and Learning Support**

**PWL MEL System:** The PWLES manages the PWL portfolio MEL system. The MEL system has two databases:

1. A **Quantitative database** that tracks progress against PWL indicators and can be accessed through a dashboard on the PWL website: [Pacific Women Lead - Our Impact](https://pacificwomen.org/our-impact/). The dashboard is updated six monthly after each reporting cycle.
2. A **Qualitative database** that allows the PWLES MEL team to code partner narrative reports against qualitative change domains (Refer to Annex 2).

The MEL system has the capability to organise and provide data, particularly for DFAT’s reporting processes (IMR and Tier 2 reporting), and qualitative evidence or quotes that can be used for briefing documents or speeches.

**Collection of qualitative impact stories:** PWLES collaborates with distinct and downstream implementing partners in each country to collect impact stories twice a year (February and July). These stories are used to inform the PWL MEL system and can be used by the PWL components for public diplomacy. Additionally, the stories will be published on the PWL website: [Pacific Women Lead - Stories](https://pacificwomen.org/latest-updates/stories/) and annexed in this brief when available.

**Monitoring the rights of people with disabilities Framework:** PWLES developed two guidance notes to support distinct and downstream partners to enhance data collection and reporting on disability inclusion. The guidance notes can be accessed here: [Pacific Women Lead - Resources](https://pacificwomen.org/resources/). PWLES has also facilitated a webinar discussion on these guidance notes which you can watch here: [Monitoring the journey towards the realisation of rights for people with disabilities](https://youtu.be/JCeG_6OmOuE?si=WgwOnXcFATJoiKG7).

**Annual Reflection and Analysis Workshop:** Each year, PWLES co-convenes an Annual Reflection and Analysis Workshop in September that brings together distinct and downstream implementing partners across the PWL portfolio to collaborate and analyse data to understand the program’s progress and make recommendations for the program. A summary of this year’s Annual Reflection and Analysis Workshop can be watched here: [Second Pacific Women Lead Annual Reflection and Analysis Workshop (2024)](https://youtu.be/p5gbcZHlKdg?si=7LXyyJI6AQalYxBT).

**Clear Horizon Academy PWL MEL Platform:** PWLES developed three training modules with Clear Horizon Academy to support PWL partners: Using Data for Reporting and Learning, Collecting Impact Stories and Understanding, monitoring and reporting disability inclusion. These are online and self-paced modules and partners can seek access through the PWLES.

## **Quality Technical Assurance Group (QTAG)**

Through the QTAG, PWLES provides technical support to smaller DFAT Posts in Tuvalu, Kiribati, Federated States of Micronesia (FSM), Palau, Nauru, Niue, and RMI. QTAG currently offers tailored GEDSI support through consultants to smaller DFAT Posts:

**Gender Focal Point (GFP) mentoring:** QTAG continues to provide regular mentoring to GFP in smaller DFAT Posts to support them to carry out their role with confidence through QTAG’s technical partner Co-LAB. The mentoring provides a space to support GFPs broader professional development priorities including provide advice and feedback on communication, help with problem solving and to act as a sounding board to troubleshoot issues and ideas with the GFPs without conflicting with other management and supervision support provided by the GFP’s manager/supervisor, and the GFPs existing workload.

**GEDSI Analysis and Country Plans/Design:** Through its panel of consultants, QTAG provides support to smaller DFAT Posts to carry out GEDSI Analysis and develop their Gender Country Plan/Design. PWL support to the development of country briefs/designs includes PWL whole-of-portfolio MEL briefings to ensure there is alignment to the PWL whole-of-portfolio MEL Framework. Larger Posts can draw on this support to ensure alignment to PWL whole-of-portfolio MEL.

## **Grant Management**

PWLES provides program management support to DFAT Posts in smaller countries and DFAT Canberra. Currently, PWLES provides grant management support to:

1. Two regional programs: Balance of Power and We Rise Coalition Phase 3,
2. Three projects in Tuvalu (funded through the Tuvalu DFAT Post Gender Country Plan), and
3. Management of 3 Gender Advisers in Tuvalu (Gender Equality and Social Inclusion Adviser), FSM (Family Protection Adviser) and Palau (Family Protection Act Adviser).

# **Annex 1: Projects implemented in Palau**

Annex 1 provides detailed information on each project’s name, implementing partner, project description, end of project outcomes, total funding (AUD) and timeframe of all projects for Palau under the 5 PWL components that have been entered into the PWL quantitative database.

Table 7 provides a summary of the projects implemented in Palau by component. Note that total funding only reflects the grants managed under these components and does not reflect the total value of the components.

Table 7 Summary of projects implemented in Palau

|  |  |  |
| --- | --- | --- |
| PWL Components | # Of Projects | Total Funding (AUD) |
| PWL at SPC Projects | 2 | 333,928.30 |
| PWL Governance Board Projects | N/A |  |
| Pacific Women’s Funds Projects | N/A |  |
| DFAT Regional Projects | 5 | 10,424,877 |
| DFAT Post in Palau Projects | N/A |  |
| PWLES activities | N/A |  |
| **Total Combined Funding** |  | **10,758,805.30** |

#### PACIFIC WOMEN LEAD AT SPC PROJECTS

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| NO. | PROJECT NAME AND PARTNER | PROJECT DESCRIPTION | END OF PROJECT OUTCOMES | VALUE (AUD) AND TIMEFRAME |
| 1 | Strengthening gender mainstreaming awareness and capacity within Palau government, civil societies, women and vulnerable groups to create safe and inclusive space to engage  (Bureau of Domestic Affairs) |  | * Recruit a national coordinator for gender mainstreaming coordinating committee implementation of gender equality initiatives * Review of relevant government Ministries gender Policies and gender mainstreaming initiatives * Monitor implementation of gender mainstreaming * CSW preparatory work * Convening- facilitating dialogues * Implementation of gender equality activities with the grassroot/ community level * Documentation of dialogues and activities from convening to produce reports | $299,928.30  2024 – 2025 |
| 2 | Country Focal Point - Support for implementation for the Government of Palau's gender mainstreaming policy and strategy  (Ministry of Culture and Community Affairs – Gender Division) | Funded a Country Focal Point Palau (previously national Gender Analyst position). CFP supports the implementation of the National Gender Equality Policy/Strategy. |  | $34,000  2022 - 2024 |

#### PACIFIC WOMEN LEAD GOVERNANCE BOARD PROJECTS

There are currently no projects funded under this component. A table will when projects are funded by the Board in Palau.

#### PACIFIC WOMEN’S FUNDS PROJECTS

There are currently no projects funded under this component. A table will be included when projects are funded by Pacific Women’s Fund in Palau.

#### DFAT REGIONAL PROJECTS

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| NO. | AID-WORKS NUMBER | PROJECT NAME AND PARTNER | PROJECT DESCRIPTION | END OF PROJECT OUTCOMES | VALUE (AUD) AND TIMEFRAME |
| 1 |  | Building Prosperity for Women Producers, Processors and Women-owned Businesses through Organic Value Chains  (SPC LRD) | The BPWP project aims to strengthen the recognition of women’s role in organic agriculture. The project uses a combination of inter-linked activities such as trainings to project partners, capacity development of national organic farmer groups, technical assistance to primary actors, and advocating for policy and regulatory standards in countries, to promote organic agriculture and gender equality and social inclusion (GESI). | * Women have increased financial independence and influence in decision-making within the household. * Women are increasingly participating in organic value chains including decision-making processes. * Women and men benefit from viable organic value chains that meet market needs and increase food security. * The Pacific organic sector has more gender equitable policies and practices. | $965,600  2021 – 2023  **Completed** |
| 2 | 77520 | Gender responsive Climate Policy and Women’s Climate Leadership in the Pacific  (WEDO) | Advance Pacific women's leadership in climate change decision-making via WEDO's Women Delegates Fund (WDF) program, as well as enhance the implementation of gender-responsive climate policy via capacity strengthening for National Gender and Climate Change Focal Points in the Pacific. | Strengthen Pacific women’s leadership in climate change diplomacy and policymaking via travel support, training and networking  Support effective operationalization of the role of National Gender and Climate Change Focal Points across Pacific Island countries | $699,900  2022 – 2024 |
| 3 | 69294/46 | Progressing Gender Equality in the Pacific  (HRSD SPC) | PGEP’s overall objective is to strengthen gender mainstreaming, policy design, and implementation, including strategic support to civil society organisations, while supporting country and regional gender data and statistical initiatives. | * Gender Mainstreaming: Public Institutions are implementing policies, practices and programs that support gender equality * Accountability Mechanisms: Government gender mainstreaming planning budgeting, accountability, monitoring, and reporting systems enhance progress towards achieving gender equality commitments | $2,156,401  2021– 2023  **Completed**  Will come under PWL at SPC in 2024. |
| 4 | 69294/67 | Pacific Community’s Human Rights and Social Development Division (HRSD) support | HRSD leads SPC’s work in the areas of human rights, gender equality and social development. | HRSD Business Plan   * Objective 1 – Strengthen inclusive, transparent, and responsive governance and institutions for human rights, gender equality and social development. * Objective 2 – Mobilise, empower, and build conditions for gender equality, equity and social inclusion in society and development * Objective 3 – Promote, preserve, and protect positive expressions of culture * Objective 4 – Accelerate impact on human rights, gender equality and social development through knowledge, learning and innovative solutions. | $2,700,000  2022 – 2026 |
| 5 | 78400 | Pacific Island Forum Secretariat Gender Disability and Social Inclusion  (Pacific Island Forum Secretariat) | Progressing Pacific Island Forum Secretariat Gender Equality Disability and Social Inclusion priorities | * PIFS Social Policy team to implement priorities on gender equality, disability and social inclusion including in the implementation and monitoring of the 2050 Strategy for the Blue Pacific Continent including gender policy capability and advice * Enhanced strategic engagement and communications * Support to members and actioning outcomes * Progressing disability inclusion * Progressing implementation of social policy program | $3,902,976  2023 - 2026 |

#### DFAT POST IN PALAU PROJECTS

There are currently no projects funded under this component. A table will be included when projects funded by DFAT in Palau are implemented in Palau.

#### PACIFIC WOMEN LEAD ENABLING SERVICES PROJECTS

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| NO. | PROJECT NAME AND PARTNER | PROJECT DESCRIPTION | END OF PROJECT OUTCOMES | VALUE (AUD) AND TIMEFRAME |
| 1 | Family Protection Act Adviser  (Ministry of Health and Human Services) | The role’s primary responsibility is to support the Division of Human Services to coordinate implementation and reporting of the 2012 Family Protection Act as part of support to the Government of Palau being provided by the Government of Australia through the Palau Gender Equality Country Plan. |  | 2024 - 2025 |

#### RESEARCH PROJECTS

There is currently no research projects implemented in Palau.

# **Annex 2: Pacific Women Lead Governance Board Members**

|  |  |
| --- | --- |
| Photo of PWL Governance Board member. | Dr Audrey Aumua is a co-chair of the PWL Governance Board. Dr Aumua oversees the work of The Fred Hollows Foundation NZ, which has a mission to end avoidable blindness and vision impairment in the Pacific. It achieves this by raising funding to support and partner with Pacific governments and ministries to train local eye care workers and provide the facilities and technology they need to improve access to quality eye care. Previously, Dr Aumua served as Deputy Director General at The Pacific Community’s (SPC) Suva office, where she managed the operations of staff, divisional work and Fiji-based activities, including SPC’s education, maritime, geosciences, land resources, social development and human rights programmes. Dr Aumua has extensive experience in research, policy development and management in the health and education sectors in New Zealand and Australia and has held sustainable development leadership roles across the Pacific. |
| Photo of PWL Governance Board member. | Reverend James Bhagwan is the second co-chair of the PWL Governance Board.   Rev. Bhagwan is married to Maelin (Fiji/Kiribati/Samoa) and has two children. He is an ordained minister of the Methodist Church in Fiji and licensed to preach and celebrate the sacraments in the Anglican Diocese of Polynesia. A descendant of indentured labourers from India, James has roots in the vanua of Noco (Notho) in the province of Rewa and maternal links to the Vanua of Macuata (Mathuata). He holds a Bachelor of Divinity in Ecumenical Studies (Hons.) from the Pacific Theological College in Suva, Fiji and a Master of Theology in Christian Social Ethics from the Methodist Theological University in Seoul, South Korea. He was elected General Secretary of Pacific Council of Churches at its 11th General Assembly in Auckland in 2018. He is a passionate advocate for ecological stewardship and climate justice, with particular focus on care for the ocean and self-determination issues and is also an active gender justice advocate. He is a keen Stand-Up-Paddler and long-time volunteer chaplain and crew member and trustee of the Fijian traditional voyaging society, the Uto Ni Yalo Trust and mentors several ocean health collectives. |
| Photo of PWL Governance Board member. | Mereseini Rakuita is the Pacific Community (SPC) representative on the PWL Governance Board. Ms Rakuita is a visionary champion of gender equality and women’s rights in Fiji and the Asia-Pacific region. She is the Pacific Community (SPC) Principal Strategic Lead – Pacific Women and Girls, driving gender equality and empowerment of women across the Pacific region as part of SPC’s executive team. Dedicated to gender equality, she serves as the chairperson for the FP2030 global movement dedicated to advancing the rights of people everywhere to access family planning services. Mereseini Rakuita is a qualified lawyer and the youngest female politician to be elected to Fiji’s parliament, in 2014, and she was the first female Minister for Lands and Mineral Resources. She has also served as Acting Permanent Secretary for Justice and Anti-corruption with oversight of operations in the Elections Office (2012–2013). Prior to politics, as State Solicitor (2009–2013), she was the highest ranking female legal advisor to the government, and Chairperson of the Telecommunications Authority of Fiji (2008) – the first and youngest Fijian woman in all of these roles during tenure. |
| Photo of PWL Governance Board member. | Honourable Nadine Jalabert is the New Caledonia representative on the PWL Governance Board. Born in New Caledonia in 1965, Hon. Nadine Jalabert studied midwifery in France (1984–1987), served as a midwife in New Caledonia in bush dispensaries (1987–1997), and has worked in a hospital setting in Noumea (since 1998). Since 2014, Hon. Nadine Jalabert has served as Councillor in Mont-Dore city where she helped establish a shelter for female victims of domestic violence and has actively promoted equality between girls and boys, women and men. Since 2019, Hon. Nadine Jalabert has served as the President of the Women’s and Family Rights Committee in the New Caledonia Congress. Hon. Nadine Jalabert is married and has two sons. |
| Photo of PWL Governance Board member. | Ethel Sigimanu is the Solomon Islands representative on the PWL Governance Board. Ms Sigimanu has been instrumental in advancing gender equality and women’s human rights in the Solomon Islands. She is one of the longest-serving permanent secretaries in the Solomon Islands government, having spent 17 years as permanent secretary in various government ministries 10 of which were as Permanent Secretary for the Ministry of Women, Youth, Children and Family Affairs. During this time, she took leadership and was greatly influential in the work towards the passage of the Family Protection Act 2014, which is the first domestic violence legislation in Solomon Islands, as well as the Child and Family Welfare Act 2017. She also developed and reviewed National Gender Equality and Women’s Development policies and conducted a study on Family Health and Safety. In recognition of her courage, strength and leadership in the areas of human rights, social justice, women’s equality and advancement, Ms Sigimanu received the Women of Courage Award in 2019 by the US Secretary of State. Ms Sigimanu also serves on a number of national and regional boards, particularly in the areas of gender and human rights and other areas of the social services sector. Ms Sigimanu is now serving as a freelance consultant, focusing on areas that she is passionate about, particularly the advancement of gender equality and recognition of human rights. |
| Photo of PWL Governance Board member. | Teretia Tokam is the Kiribati representative on the PWL Governance Board. Ms Tokam is the Executive Director of the Kiribati Women and Children Support Centre or KWCSC. Previously, Teretia worked at the Office of the Attorney General in Kiribati, as the country focal officer of the SPC Regional Rights Resource Team, and as the National Coordinator of the Eliminating Sexual and Gender-based Violence project of the Women’s Ministry in Kiribati. Teretia is a feminist and women’s human rights activist, and she is currently a member of the regional network to combat violence against women. |
| Photo of PWL Governance Board member. | ‘Ana Malia Falemaka is one of the Tonga representatives on the Governance Board. Ms Falemaka is a young and passionate advocate from Tonga. At just 19 years old, she currently serves as a board member, mentor and youth ambassador of Talitha Project, Tonga, an NGO that focuses on empowering young women and girls. Ana Malia first became involved with the Talitha Project in 2018, while attending an empowerment camp. Since then, the belief that she can help change our community, society and world has motivated her to continue this journey. She has worked across various Talitha projects, including the Pacific Girl programme. She is also an advisor in the “With and For Girls Fund Advisory Group”, facilitated by Purposeful, as well as a member of the “Pacific Islands Students Fighting Climate Change”, a youth-led organisation comprised of students across the Pacific. ‘Ana Malia is also a student at the University of the South Pacific – Tonga, pursuing a Bachelor of Law. She is humbled and greatly appreciates the various platforms and opportunities that she has been fortunate to have to highlight the issues that girls in Tonga and across the Pacific face and to represent the voices of young Pasifika women and girls in lobbying for change. Her advice to girls in Tonga, as well as in the Pacific, is: If you believe very strongly in something, stand up and fight for it. We cannot always rely on our leaders to continue dictating and shaping the World which we will eventually lead. We are the future generation and so, as future leaders, our opinions must be included, heard and valued. |
| Photo of PWL Governance Board member. | Rhema Misser is the second Tonga representative on the Governance Board. Mr Misser has been a leader in the disability movement for 19 years. He is the President and Founder of the Lavamea Taeiloa Disabled People Association, Inc. and, for four years, served as a board member of the Pacific Disability Forum in Fiji. Rhema looks forward to collaborating with other participants in Pacific Women Lead for the benefit of everyone throughout the Pacific. |
| Photo of PWL Governance Board member. | Alex Su’a is the Samoa representative on the PWL Governance Board. Mr. Su’a is a lawyer who has been practising law since 2004 in Apia, Samoa. He is registered as a barrister, solicitor and notary public of the Supreme Court of Samoa. Since 2018, he has been a partner of a small law firm, Stowers & Su’a Lawyers, in Apia and, currently, serves as the President of the Samoa Law Society. Alex is a very proud fa’afafine and is a steadfast advocate in favour of the human rights of the fa’afafine and fa’atama community in Samoa. Since 2005, he has been a founding member of the Samoa Fa’afafine Association, Inc., the only SOGIESC organisation in Samoa, and, since 2018, has served as its President. |
| Photo of PWL Governance Board member. | Tahina Booth is one of the Papua New Guinea representatives on the PWL Governance Board. Ms. Booth is an accomplished tri-international athlete representing Australia in Olympic weightlifting and powerlifting and in the Rugby League for the Papua New Guinea Orchids. Elite sport has instilled in Tahina discipline and leadership, and the many other skills learnt through sport have transferred into Tahina’s professional life. Tahina founded the Grass Skirt Project (GSP), a Papua New Guinea NGO and social enterprise using sport to prevent gender-based violence through collaborative partnerships and innovative health and wellness events for grassroots communities. |
| Photo of PWL Governance Board member. | Susil Nelson-Kongoi is the second Papua New Guinea representative on the PWL Governance Board. Susil is a senior executive with ExxonMobil PNG with over 15 years’ experience in the development and professional services sector. In addition to her role as ExxonMobil PNG Media and Communications Manager, Ms Nelson-Kongoi is the Chair of Incentive Fund, Vice President (International) of the Business Council of PNG, Chair of the PNG Business Advocacy Network, and Honorary Treasurer on the Board of Coalition for Change. She is actively involved in other non-profit organisations, such as the Business and Professional Women’s Association, advocating for the promotion of women’s participation in the economy, respecting women’s rights and ending violence against women and children. Susil has a Bachelor of Commerce from Canterbury University, New Zealand, and also holds a Master of Business Administration from Divine Word University, Papua New Guinea. |
| Photo of PWL Governance Board member. | Wynetta Dewis has family connections from Boigu island and Horn Island in the Torres Strait. She has over 20 years’ experience in leadership and project management roles. Ms Dewis is Chief Executive Officer for the Queensland Indigenous Family Violence Legal Service, the Chair of the National Family Violence Prevention Legal Service Forum and the Aboriginal and Torres Strait Islander Domestic and Family Violence Prevention Group. Ms Dewis is also a member of the Queensland Legal Assistance Forum Committee, the Coalition of Peaks Committee and the Community Legal Centre Australia Board. |
| No photo available | Virginia Dawson is the Director Policy at the Pacific Islands Forum. She has championed gender equity through policy and programme development during her international career. Her prior roles include Counsellor at the New Zealand High Commission to Fiji (2020-2024) and First Secretary at the New Zealand Embassy in Myanmar (2017-2019). As a development practitioner, Ms Dawson has worked for United Nations Agencies, non-governmental and civil society organisations across the Pacific, Asia, Africa and the Caribbean.  Ms Dawson holds a master’s degree in development studies and Graduate Diploma in Human Resource Management. |
| No photo available | Clemency Oliphant is the Assistant Secretary of the Pacific Development Branch in DFAT Canberra (Australia). Full bio will be included in the next update. |

# **Annex 3: Whole-of-portfolio PWL Indicators**

| **Program Logic key outcome area** | **Quantitative indicators** | **Qualitative indicators** | **Domains of inquiry to track change in social norms** |
| --- | --- | --- | --- |
| Women’s leadership promoted: **women and girls’ voice** | * # diverse women and girls supported to assume a leadership role * # of sectoral policies or initiatives clearly addressing diverse women’s leadership needs | * Evidence of more women and girls, in all their diversity, that are respected, listened to and influencing decision-making as a result of PWL grant making * Evidence of change in social norms that limit diverse women and girls leadership opportunities as a result of PWL grant making * Evidence of women and girls taking on and practice leadership (at all levels) as a result of PWL grant making * Evidence of how linking and learning between PWL grantees and collaborative MEL has led to better program outcomes in women and girls leadership | **Attitudes, beliefs and behaviours** that leadership (both formal and informal) is better suited to men and boys |
| Women’s leadership promoted: **Pacific feminist civil society** | * # diverse women and girls participating in civil society and intergovernmental forums (e.g., Pacific Feminist Forum and Triennial) * Number of women’s organisations, groups or coalitions actively engaged in the project * Number of Pacific organisations of people with disability actively engaged in the project | * Evidence that long-term and flexible funding from Pacific Women’s Funds is contributing to increased recognition and amplification of feminist civil society leadership * Evidence that the Pacific feminist movement has grown in depth, is better connected and their expertise is drawn upon as a result of PWL funding * Evidence of how linking and learning and collective action amongst women’s organisations and the feminist movement has supported better gender equality outcomes |  |
| Women’s Rights Realised – **women’s health** (SRHR) | * # diverse women and girls who received a modern method of contraception * Number of unintended pregnancies averted * Total couple-years protection for contraceptives distributed by countries to lower levels including service delivery points (SDPs) (disaggregated by method including emergency contraception and long-acting reversible contraception) | * Evidence of diverse women and girls’ improved access to comprehensive SRHR services as a result of PWL grant making * Evidence of change in social norms that limit diverse women and girls access to SRHR services as a result of PWL grant making * Evidence of the health sector providing comprehensive SRHR services as a result of PWL grant making * Evidence of how linking and learning and collaborative MEL between PWL grantees has led to better program outcome in SRHR | **Taboos and stigma**: cultural taboos surrounding discussion about sex, sexuality and reproductive health  **Gender norms and inequality:** traditional norms that restricts women’s autonomy to make decisions about their bodies  **Religious and moral beliefs**: that influence who should be able to access SRHR services |
| Women’s Rights Realised – **women’s economic empowerment (WEE)** | * # diverse women entrepreneurs provided with financial and/or business development services * # diverse women who have attained formal qualifications | * Evidence that diverse women have increased access to resilient economic opportunities, including increased voice in decision making as a result of PWL grant making * Evidence of change in social norms that prevent diverse women’s entry into the workforce as a result of PWL grant making * Evidence women in all their diversity have increased access to sustainable formal and informal economic opportunities as a result of PWL grant making * Evidence of how linking and learning and collaborative MEL between PWL grantees has led to better program outcome in WEE | **Attitudes and beliefs** that place the main responsibility for the home and care of children, the sick and the elderly on women and girls. |
| Women’s Rights Realised – **women’s safety** | * # of counsellors graduating from recognised counselling institutions * # of services provided to diverse women and children (girls and boys) and other survivors of violence, such as counselling * # people who participated in sessions on gender issues and women’s equal rights * # men who have undertaken male advocacy training * # police, law, and justice officials trained to respond to incidents of violence against women and girls according to an established protocol | * Evidence that violence against women and children has reduced as a result of PWL grant making * Evidence that women and children have improved access to comprehensive support services, including in times of disasters, as a result of PWL grant making * Evidence of increased access to comprehensive support and crisis services for diverse women and children as a result of PWL grant making * Evidence of changed social norms that contribute to diverse women and girls’ experience of violence as a result of PWL grant making * Evidence of how linking and learning and collaborative MEL between PWL grantees has led to better program outcome in safety | **Attitudes, beliefs and behaviours[[5]](#footnote-6)** that condone violence against women  (Refer to footnote 17 for full list of attitudes, beliefs and behaviours. Partners are asked to focus impact story collection on any one (or more) of these attitudes, beliefs and/or behaviours) |
| Partners supportedto increase Pacific ownership and effectiveness of regional gender equality efforts – **gender mainstreaming** | * # of government staff and development practitioners applying gender mainstreaming tools * # of mechanisms in place to support gender mainstreaming processes in the government | * Evidence of how Pacific governments have utilised support to build capacity in gender analysis and mainstreaming * Evidence of how Pacific governments and development partners are mainstreaming gender as a result of PWL grant making, technical support, coaching or mentoring * Evidence of how Pacific government are implementing programs and policies that support national and/or regional gender equality commitments as a result of PWL grant making, technical support, coaching or mentoring |  |
| Partners supportedto increase Pacific ownership and effectiveness of gender and equality efforts – **Pacific ownership and regional effectiveness** |  | * Evidence of effective collaboration between SPC, PIFS and DFAT on regional gender equality commitments * Evidence of how collective action has supported implementation of government commitments to gender equality |  |
| Program Logic strategies   * Grant making in the thematic areas of leadership, health (SRHR), women’s economic empowerment and safety * Linking and learning that supports understanding of change in PWL’s outcome areas * Collective action that supports implementation of government commitment and movement building amongst Pacific feminist and/or women’s organisations * Technical support for gender mainstreaming activities * Collaborative portfolio level monitoring, evaluation and learning sense-making spaces to inform PWL decision-making | * Number of projects funded (by outcome and sub-outcome area) * Number of diverse women and girls reached through activities * Funds committed per outcome and sub-outcome area * Satisfaction with linking and learning events * Satisfaction with technical support for gender mainstreaming | * Evidence of how program logic strategies supported (or undermined) outcomes |  |

1. Distinct implementing partner means organisations who have a direct grant agreement with donors or funders. [↑](#footnote-ref-2)
2. An ambition outlined in the PWL design was for SPC to progressively take over responsibility for the whole-or-program MEL. Further conversations will be had with SPC’s PWL MEL team and more details about how this could happen will be outlined in future PWL MELF updates. [↑](#footnote-ref-3)
3. Reach data refers to the coverage of activities: how many diverse men, women, boys and girls have been reached by an activity or project. [↑](#footnote-ref-4)
4. Partners holds a grant agreement with a distinct implementing partner. [↑](#footnote-ref-5)
5. As found in the Pacific Women Lead baseline, social norms and attitudes that condone violence include: wives and mothers should be submissive to their husbands; husbands and fathers are the head of the household and make the final decisions; there is a certain way women and girls should dress, always modestly and never exposing body parts that could lead to rape or sexual harassment; men can drink and socialise after hours with their friends, but their women should return or remain at home to take care of chores; women and girls should do the household chores (washing, cleaning, cooking, taking care of children, looking after elderly); wives who cannot give birth are devalued; women should be virgins before they get married; girls should aspire to become wives and mothers; there is no such thing as marital rape because husbands have the right to demand sex from their wives; violence against women can be justified, especially if she oversteps the line; sexual harassment is normal and in the Pacific, it is generally accepted

   [↑](#footnote-ref-6)