

# **END OF PROJECT EVALUATION FOR PROJECT TALITHA IN FIJI (CENTRAL, WEST & NORTH DISTRICTS)**

**Timeframe: 17<sup>th</sup> May, 2021 – 31<sup>st</sup> July 2021**

**Location: Fiji**

**Evaluator: Wati Kanawale**

**Evaluation Commissioned by: Mary MacKillop Today**

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## **List of Acronyms**

FWRM – Fiji Women’s Rights Movement

FRIENDS – Foundation for Rural Integrated Enterprises & Development

FRDP – Framework for Resilient Development in the Pacific

UNFCCC – United Nations Framework Convention on Climate Change

DO – District Officer

PA – Provincial Administrator

COVID 19 – Corona Virus 2019

NGO – Non Government Organization

NDP – 5 Year & 20 Year National Development Plan

NAP – Republic of Fiji – National Adaptation Plan: A pathway towards climate resilience

FNGP – Fiji National Gender Policy

ACFID – Australian Council for International Development

MOWCPA – Ministry of Women, Children & Poverty Alleviation

MOYS – Ministry of Youth & Sports.

MOA – Ministry of Agriculture

MOPDRM – Ministry of Provincial Development & Disaster Risk Management

## Introduction

The main objective of this report is to undertake an end of project evaluation exercise for project Talitha which was implemented in three remote communities in Fiji – western division (Naqiroso), Northern division (Nubunivonu) and Central division (Dakuinuku).

The main goal for this project is to empower vulnerable young women in rural and semi urban communities through training and capacity development to empower them to make positive contribution as citizens and custodians of their communities. This supports the Fiji government's commitment in its 5 year & 20 year national development plan which aims to introduce women's empowerment programmes in rural areas through leadership and decision making trainings. The project specifically targets vulnerable young women in remote rural communities which promotes the notion of “no one gets left behind” – contributing to the achievement of the 2030 agenda for sustainable development (Stuart, 2018). Reaching the furthest behind first in these remote communities' fast-track their progress and lifts them out of poverty which is part and partial of the goal on project Talitha. The project implementation period is three years (July 2018 to June 2021).

This evaluation exercise is expected to provide the donor – Mary MacKillop Today and the project implementer – Ola Fou Fiji with an update on the performance of the project. The layout of this report will include an overview of the project followed on by a brief background of the evaluation criteria. An overview of evaluation methodology will provide a detailed explanation of the data collection tools and evaluation criteria that will be used for this exercise. A presentation of the evaluation findings will include an evaluation of project log frame and a detailed analysis of the proposed evaluation criteria.

The report will end with concluding remarks and also recommendations to be considered in the design of the second phase of project Talitha.

## An overview of project Talitha

### General Information

Project Title	Project Talitha
Project Code	FJ2019/PT
Project Donor	Mary MacKillop Today
Implementing Agency	Ola Fou Fiji
Implementation period	01 July 2018 to 30 June 2021
Project Coordinator	Sereki Korocowiri
Approved Project Budget	FJD \$377 897.13

### Project Sites

North	Nubunivonu
West	Naqiroso
Central	Dakuinuku

### Project Goal

The goal of this project is to empower vulnerable young women in rural and semi urban communities through training and capacity development to empower them to make positive contributions as citizens and custodians of their communities.

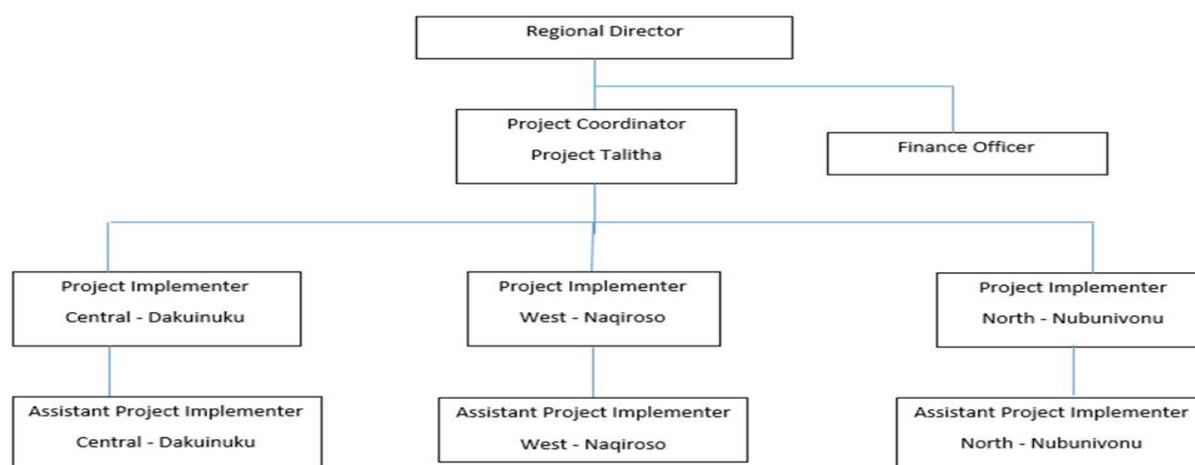
### Geographical Location of Project Sites

The project sites are situated in remote location on the two main islands of Fiji i.e. (Viti Levu & Vanua Levu). Access to these project sites can be a challenge during adverse weather conditions and geographical limitations. Also limiting the access to these communities is the COVID 19 outbreak which has resulted in two project communities located in the COVID contaminated zones

i.e. Naqiroso (west) and Dakuinuku (central) restricting movements to protect the members from any possible exposure to the virus<sup>1</sup>.

### Structure of Project Management Unit

The project is managed by a team with oversight provided by the regional director. The team is made up of a project coordinator, three project implementers and three assistants. The project has a finance officer who is responsible for the finance & administrative affairs of the project.



### Project Stakeholders

The main participants in this project are primary recipients who were chosen through community survey which involved community leaders, members and project staff. The project seeks to contribute to their development through empowerment training, coaching and counselling.

The remaining project stakeholders are as follows:

Project Team	Official Stakeholders
Project Coordinator	Provincial Councils
Project Implementers and Assistant Implementers	Ministry of Social Welfare, Women & Poverty Alleviations
Community Stakeholders	UN Women
Male Champions	Fiji Women's Right Movements
Village elders/decision makers	FEMLINK Pacific
Family members of primary participants	FRIENDS

<sup>1</sup> <https://www.fbcnews.com.fj/news/covid-19/over-100-covid-19-cases-in-tailevu-villages-alone/>

## An evaluation of the project relevance

The project's main goal is to work with marginalized, vulnerable young women in rural and semi-urban communities with the aim to empower them through training to make positive contributions as citizens and custodians of their communities.

Connecting this objective to international, regional and national level commitments – internationally, gender is critical under the UNFCCC, and are also identified as being key within many other international agreements and organizations; at a regional level, the framework for resilient development in the Pacific (FRDP) supports the inclusion of vulnerable groups such as women in decision making forums at the community level; and at a national level in its 5 year & 20 year national development plan, the Fiji government commits to support the introduction of women's empowerment programmes in rural areas through leadership and decision making training. It also supports the promotion of awareness programmes that would enable women to understand their human rights (Ministry of Economy, 2017).

According to the project design document – in Fiji, there is an intentional change in how women are viewed, however, this has largely been experienced in urban areas. The sad reality of the cultural tendency is still experienced in rural and semi urban communities. As stated by a primary participant in her digital story telling under this project – *“when a woman marries a man in a rural community, she is expected to forego her needs and her dreams and focus her energy and commitments solely to raising her family first. She is expected to stay home and be an obedient wife supporting her husband and her children”*. Furthermore, (Pacific, 2021) stated that *gendered division of labour is still prevalent in remote rural/semi urban communities in Fiji. Women are traditionally expected to be obedient and submissive to their husbands in regard to decision making. The lack of independence in their household affects their economic self-sufficiency and decision making capacity”*. This project seeks to instill a purpose and confidence in the lives of young women to realize their potential in contributing to the development of their communities.

## Background of evaluation requirements

### Purpose

The main purpose of this report is to:

1. Undertake an end-of-project evaluation addressing the evaluation questions in regards to project relevance, coherence, effectiveness, efficiency, impact and sustainability. It will also include an analysis of the project log frame which is aimed at reviewing the projected plan set out for the project in its multi-year project design document against the actual activities that was undertaken by the project team; and
2. Undertake a situation analysis in the current project communities which will explore the impact the project activities have had on primary participants, the opinions and changing attitudes of communities, especially men towards vulnerable young women in the communities.

### Scope

The evaluation exercise will be undertaken remotely with all forms of communication carried out virtually with project team and other stakeholders. It will involve desk review, meetings with relevant stakeholders, development of data collection tools, conducting data extraction in project communities and assessing the data collected and reporting on these findings.

The stakeholders involved in this evaluation exercise range from primary participants, their family members, community stakeholders and official stakeholders (government ministries and departments) and NGOs. A list of the details of these stakeholders is shown in annex 1.

The major limitations to this assignment is the impact of the COVID 19 outbreak currently experienced in Fiji at this point. This has restricted movements and the ability of the evaluation team to undertake assessments in the target communities. More so, given the remoteness of the project sites, accessing the community virtually is also near impossible. A combination of strategies had to be developed in consultation with the project team to ensure that data required for this assessment is extracted from the communities.

The timeframe set for this evaluation exercise is 8 weeks (17 May 2021 to 31 July 2021).

### Intended users of the report

This report is intended first of foremost for the project donor – Mary MacKillop Today and the Project Implementer – Ola Fou Fiji. Other potential users of this report include women organizations, government ministries/departments, community stakeholders and other beneficiaries.

### Ethical Issues & Considerations

This evaluation exercise took into consideration ethical standards that ensures the protection of the rights and confidentiality of those that are involved in the evaluation process. The ACFID<sup>2</sup> guideline is used to provide guidance in this evaluation exercise. Due care is also given to safeguarding of children in this evaluation process.

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<sup>2</sup> Guideline for Ethical Research & Evaluation in Development

## Evaluation Methodology

The evaluation process followed an approach proposed during the initial stage of the consultancy process – attached as annex 2. The approach was divided into two parts:

1. Project scoping exercise; and
2. The evaluation exercise together with the compilation of outcomes, success stories and lessons learnt.

The aim of the project scoping exercise is to understand the background of the project and enable the development of a data collection method/tools. It also aimed to establish the different groups of stakeholders that were involved in this project. The rolling out of assessment on the ground through the various data collection tools had to be undertaken virtually and in a few cases where possible – face to face interview were executed by the male champs and assistant implementers who are located on site.

## Data Collection Tools

The following tools were used:

1. **Interviews** – Interviews were conducted through face to face and talanoa sessions which was conducted through phone and messenger call. The talanoa session (story telling) is a traditional approach that involves open discussions allowing respondents/attendees to freely talk about their opinions and views on the issue at hand without following a formal interview process. The talanoa sessions is by far the most effective way to extract valuable information from target groups in the Fijian context. These three interview approach was developed as a result of COVID 19 restrictions which disabled the community site visits.
2. **Participatory Approach** – this included digital story telling captured by the project management team, focus group discussions which will be conducted with the project implementers and use of mobile phones to capture events, stories, interviews and photo evidence.
3. **Survey** – Survey is considered to be conducted for stakeholders that are part of the project but aren't directly involved. Given that the project communities lack internet connectivity, survey questions had to be delivered to the communities through the project implementers and disseminated by the male champions to target groups in the community.

4. **Secondary collections** – This process included the review of project documents, national policies on gender commitments and media review on stories and updates on project sites.

A data collection plan is attached as annex 3 and this plan provides an overview of the various data collection tools used and stakeholders involved. Taking into account the remote locations of the project sites and the lack of internet and phone access – a mixture of data collection method was developed. Coaches, male champions and project implementers were recruited to assist in the data collection process. However to ensure some level of data integrity is maintained – these groups (coaches, male champions, project implementers) were assigned to stakeholders in which they would have the least influence in terms of their responses to the interview and surveys. Virtual trainings were also accorded to project implementers and male champions on data collection methods.

It is also important to note that the primary participants were interviewed through coaches who were the only personnel that could access the communities besides the project implementers. The process of interviewing the primary participants involved the training of the project implementers virtually, then the project implementers trained the coaches. Further to this process coaches were also encouraged to employ other methods of capturing the full interview through observations, short videos capturing success stories, recording of interviews and written account of Talanoa (story telling) sessions.

### **Evaluation Criteria**

The evaluation criteria is set out in the terms of reference and will be used to assess the impact of the project Talitha's development interventions within its project communities and target recipients. The main criteria which will be used are as follows:

**Relevance:** Measures whether the approach was tailored to the specific community needs/priorities; and the priorities of stakeholders

**Coherence:** Measures how well the intervention fits with broader objectives in the country/target location and sector to situate the intervention within broader systems of change

**Effectiveness:** Measures whether the project achieved its stated objectives and results as outlined in the project design document.

**Efficiency:** Measures outputs, outcomes and impacts in relation to inputs (including financial inputs, human resources, time etc.).

**Impact:** Measures broader and often unexpected results of the project (both positive and negative)

**Sustainability:** Measures whether the project benefits are likely to continue beyond completion. This should explore financial, environmental and social sustainability.

**Cross Cutting** – Measures if the project benefits were felt equitably, and if broader social impacts (empowerment, gender equity, disability inclusion etc.) resulted.

## Evaluation Findings

The evaluation of findings will include the analysis of the project log frame, the outcome of the evaluation questions in responses to the evaluation criteria and overall observations on the project internal structure and its strengths and challenges.

### Log frame analysis

Assessment of the pre and post indicators is one of the best ways of determining the worth, value and quality of a project. Project Talitha's log-frame set out a number of indicators and deliverables against which the project performance can be assessed. Table 1 below gives the level of achievement made in terms of implementation for each of the three objectives of the project.

The findings reported for objective 1 – 3 are project activities recorded for the period – 01 June, 2018 to 30 June, 2020 (2 years) based off the reports that were submitted during the desk review exercise. The approved multi-year project design document was used as a baseline and a comparative analysis was done against a list of reports that were submitted for review.

Although not all reports requested were submitted, most of the achievement were extracted from the two project annual report for the period June 2018 – July 2019, July 2019 – June 2020, Mid-Progress Report July 2019 – December 2019 and a few of the implementers reports. A list of these reports used for this review is listed in annex 4.

### **OBJECTIVE 1: 30 Young women are aware of their rights and are confident to voice and make decisions about their interests and concerns.**

- Objective 1 targeted training for 30 young women and 4 outputs to deliver of which a total of 7 trainings were conducted under the area of human rights & human rights review (output 1.1),

self-care & empowerment (output 1.2), women's rights (output 1.3), money minded & vision board (output 1.4). These trainings were delivered in the 3 project communities and according to the focus group discussion with project implementers the demand from the community in general to also receive some awareness trainings resulted in their inclusion in the 7 trainings under this objective.

- A total of 384 community participants, project staff, and community stakeholder attended the 7 trainings conducted during the review period of which women (young, older and primary participants) make up 80% of the trained participants.
- Even though training were specifically targeted for young women – it also included older women, men and also children. The decision/and or approval process to include other categories of community members in these trainings were decided during project team meetings as a result of recommendations made by the project implementers who work directly with the communities. This was an initiative undertaken to garner community support and also increase their knowledge and appreciation for the project initiatives. Although the impact of these trainings on other community members were not measured by the project – the sentiments shared by the male champs during their interviews included increased satisfaction from the community in general on their participation in the project. For future project design, it will be important to consider the inclusion of specific trainings for other community members besides the primary participants. This should be clearly set out in the project design document to ensure that it does not overshadow the focus of the project which is to provide training for young vulnerable women.
- Reporting's on the achievements of the target indicators i.e. increased knowledge, confidence, and awareness on the various topics covered in the 7 trainings were obtained through talanoa (story telling) sessions, meetings with implementers, and observations during on-going execution of project activities on the ground. The use of the various tools mentioned already to capture the target indicators is commendable however it may not be an effective method to gauge the percentage of increased knowledge and confidence. A survey could've been used to directly capture and record the views and opinions of the primary participants.
- Of the 7 trainings delivered under this objective – there is a need to consistently capture the outcomes, impacts through evidence based approach i.e. survey, recorded interviews, short videos of achievements, evidence of community support and engagements etc. There were

digital storytelling, short videos and pictures sighted during the review process however these evidence were limited to only 2 project sites and they were one off recordings initiated by project implementers. This is important to justify and also verify the impact of activities delivered to the communities.

**OBJECTIVE 2: 30 Young women in rural and semi-urban targeted communities have access to safe spaces and networks through which they can influence others.**

- The engagement of coaches and coachees in within the community settings are highlighted in the various project monthly, 6-monthly and annual report – details of these meetings were not available in standard reporting templates to enable an effective assessment on the impact of this service to project participants.
- 1 meeting was recorded to have taken place with between coaches and coachees however – recipients of this coaching sessions were project implementers. Coaches were available for primary participants however there were no report on whether there was any interaction/coaching sessions carried out for the primary participants.
- There were 2 women entrepreneurs (screen printing and floriculture) that were engaged to provide trainings and share their experiences with the project participants. These women entrepreneurs were from within the communities. This is good initiative that promotes collaboration between the project and the overall community. The initiative to involve community entrepreneurs builds community resilience.
- The project was able to successfully set up 3 clubs in within the 3 project sites. The clubs have been able to provide a sanctuary for primary participants to meet and interact with other participants. It has also been an avenue where they have been able to develop various skills and business acumens which have assisted them well in their business ventures together as a group and also as individuals.
- A total of 5 trainings aimed to developed participants business acumens were conducted during the reporting period and these trainings included business basics, sewing, vau making-handicraft, screen printing & agriculture/floriculture.
- A total of an estimated 138 participants including primary participants, young/older women, and men participated in these trainings. Out of these 138 participants about 75% were women (including primary participants)

- The impact/outcome of these training to the livelihoods of participants have been reported mainly through talanoa sessions and implementers report. Primary participants that attended the sewing trainings have been able to sew shopping bags with the aim to promote it in the community as a replacement for single use plastic bags.

**OBJECTIVE 3: Young women are actively contributing to the development of their communities**

- A total of 6 male champions (2 per project site) have been recruited and during the reporting period there have been a total of 2 meetings for male champions, 1 presentation including male champions as key participants, and 1 awareness meeting organized by male champions.
- The awareness meeting on women issues that were organized by the male champs with men in the community being the target audience was by far an important achievement under this objective. This awareness/gender sensitization meeting is an opportunity to promote and increase men’s awareness and appreciation of women and the role that they play in the community.
- Reports showcasing primary participants using their knowledge, experience, and skills gained from this project to provide training and coaching services to their communities is not available. However, a few implementer monthly reports reviewed do provide verbal updates to this effect.
- In an interview with the male champ from the west (Naqiroso), it was noted that the young women’s club for project Talitha have been actively participating in the community development needs i.e. in one of the recent community meetings – the project Talitha’s young women’s club contributed financially from the proceeds of their business and also purchased much needed supplies for a community development project. Also from the central division – the male champ stated that the young women have generated incomes through their various businesses which is now supporting their families and meeting the needs of the community. It is also generating jobs and source of income for other community members.

**Table 1: Level of Achievements Made during Project Implementation**

Particulars	Output	Target Indicators	Targets achieved	Means of Verifications	Number of Attendees	Training Conducted By
<b>OBJECTIVE 1</b> 30 Young women are aware of their rights and are confident to voice and make decisions about their interests and concerns.	1.1 30 young women attend training and increase their knowledge of Human Rights and discover their own potential	30 young women attend the training sessions	Human Rights Training conducted in 2 of the project communities (Central & West). Training for the North was cancelled due to flooding and rescheduled for another time	Mid-Year Progress Report - July 2019 to December 2019	Central: 21 in total – 2 males, 8 primary participants, 11 older women, West: 26 in total – 5 males, 15 females and 6 children	Training conducted by National Council of Women Fiji (NCWF)
		% young women report increased knowledge of human rights	1 Training on Human Rights Review - 100% of participants have increased knowledge & 50 % have increased confidence.	Annual Report - June 2018-July 2019	Training on Human Rights Review West –18- 5 older men, 9 women, 2 young men, Central: 28 – 18 females, 3 men, 6 primary participants	Training was conducted by: OlaFou Fiji Office staff – Tema, District Office (Advisory council West)
		% young women report increased confidence				

	<p>1.2 Young women have improved understanding of their physical and mental wellbeing</p>	<p>No Target Indicator identified in the multi-year project design document</p>	<p>1 Training on Self Care 1 Empowerment Training</p>	<p>Annual Report - June 2018-July 2019</p>	<p><b>Self-Care Training</b> North – 17 Females/West – 21 Females/Central – 33 Females, 3 Males. Training was arranged with Ministry of Health for the 3 project sites <b>Empowerment Training</b> North – 27 West – 11 Central - 24</p>	<p>Self-Care Training - Ministry of Health Empowerment Training - Project Talitha Staff</p>
	<p>1.3 Young women have increased awareness and are advocating for their rights</p>	<p>No Target Indicator identified in the multi-year project design document</p>	<p>1 Training on Women’s Rights -100% have increased knowledge &amp; 10% have increased confidence - <b>Note:</b> the % age of 100% &amp; 10% of increased knowledge and confidence was set in the annual report and not based of the target set in the multi-year project design document</p>	<p>Mid-Year Progress Report - July 2019 to December 2019</p>	<p><b>Training on Women’s Rights</b> North – 31 females and 10 males West – 15 Participants Central – 27 Participants</p>	<p>North – Fiji Women’s Crisis Centre (FWCC) West – District Office (Advisory Council West) Central – National Council of Women Fiji (NCWF)</p>

	1.4 Young women have improved financial literacy and are better able to manage their resources	No Target Indicator identified in the multiyear project design document	1 training conducted on Money Minded & 1 training conducted on Vision Board (setting business goals)	Mid-Year Progress Report - July 2019 to December 2019	Money Minded Training Central: 17 – 3 males, 7 primary participants, 7 other females/West: 8 women/North: 15 – 2 men, 13 women Vision Board Training Central: 9 – 7 primary participants, 2 implementer & assistant/North: 13 women/West: 10 women	Money Minded - Delivered by Ola Fou Fiji & Vision Board delivered by ANZ
<b>OBJECTIVE 2</b> Young women in rural and semi-urban targeted communities have access to safe spaces and networks through which they can influence others.		3 Clubs have been set up in all three project sites	The project have successfully created 3 clubs for all three project sites - Naqiroso, Dakuinuku & Nubunivonu	Annual Report - June 2018-July 2019 Monthly Implementers Report - 2019 to 2020	N/A	Project Implementers & Assistants have been mending the operation of the clubs and supporting the participants in rolling out of club activities
	2.1 Young women have been resourced and are positively influencing others in the community	No activity was reported under this output				

	2.2 Young women are motivated and inspired through access to positive role models	# young women in each community are engaged in a coaching relationship with professional older women	Coaching activities undertaken with primary participants	Monthly Implementers Report - 2019 to 2020	Details of attendees were not provided in report	N/A
		# women entrepreneurs are engaged to share their experience and support participants	2 women entrepreneurs Screen Printing Training - North Flori culture - North	Mid-Year Progress Report - July 2019 to December 2019	Flori Culture North –12 participants Screen Printing North: 10 primary participants, implementer, assistant and 1 staff	Women entrepreneur’s from within the community
	2.3 Safe spaces are created where young women are openly expressing their views and concerns	# Clubs are operating in each target community, and are meeting at least fortnightly	3 clubs have been set up	Annual Report - June 2018-July 2019	3 clubs have been set up and meetings have been taking place @ least fortnightly	Project Implementers
		# young women are accessing a club or similar safe space # times per month	Monthly implementers report indicates meeting with primary participants in clubs but # of attendees and # of times per month is not provided	Annual Report - June 2018-July 2019 Monthly Implementers Report - 2019 to 2020	Number of attendees were noted but no details provided as well as breakdown by gender	Project Implementers

		# Counsellors are available in each community for the young women to access	Counsellors were available in each communities for the primary participants to access	Annual Report - June 2018-July 2019	Number of counsellors were not detailed in reports	N/A
2.4 Young women have gained knowledge and skills in small business enterprise and are empowered to start their own small business initiative		# trainings in SBE run in each community	5 SBE trainings were successfully delivered	Mid-Year Progress Report - July 2019 to December 2019	Business Basics Training, Skills Training - Sewing , Vau Making – Handicraft, Screen - printing, Agriculture & Poultry Farm Training	Olafou Fiji Office, ANZ, Community member (Mr. Lalakai Kotoiwasawasa, Wasa Ni Tadra, Older community women, Ministry of Agriculture, Older community women specializing in floriculture
		At least 30 women participated in small to medium enterprise training	138 participants were trained from all 3 project sites and 75 % were women and 25% men	Mid-Year Progress Report - July 2019 to December 2019	A total of 138 participants were trained of which 75% were women. Men were also given the opportunity to participate in these trainings and made up the remaining 25%	refer above
		At least 50% of women involved are confident in financial literacy knowledge	No activity was reported under this output			
		At least 50% of women involved are confident to start a small businesses	No activity was reported under this output			

		% young women trained have gained the confidence to utilize their knowledge in their own community	No activity was reported under this output			
		# young women participating in community-level leadership spaces	No activity was reported under this output			
<b>OBJECTIVE 3:</b> Young women are actively contributing to the development of their communities	3.1 Male Champions are resourced to advocate for gender equity	2 men per participating community are identified as champions, trained and regularly advocate for women's issues in informal community settings	6 male champions per community were recruited	Mid-Year Progress Report - July 2019 to December 2019	6 men have been recruited as male champions (2 per project site)	N/A
		1 gathering of all the Male Champions occurs every 6 months	1 Male Champions Training conducted on familiarization on their roles and responsibilities 1 Male Champs Meeting	Mid-Year Progress Report - July 2019 to December 2019 Annual Report - July 2019-June 2020	6 male champions attended training, 4 project staff and central division implementers & their assistants 5 – Implementer, Assistant, 1 Male Champ, 2 office staff	Meeting hosted by OlaFou Fiji

		1 training for Male Champions run every 6 months /as needs	1 presentation involving male champions & primary participants.	Mid-Year Progress Report - July 2019 to December 2019	North –9 primary participants, 1 male champ, West – 7 primary participants, 2 male champs, Central – 7 primary participants, 2 male champs	North – Fiji Women’s Crisis Centre (FWCC), West – District Office (Advisory Council West), Central – National Council of Women Fiji (NCWF)
		3x forums exploring equity and rights run by Male Champions for community members/males/ leaders conducted annually	1 day community activity organized by male champions with the community to talk about women’s issues	Mid-Year Progress Report - July 2019 to December 2019	Central: 25 elders, 9 males, 9 children, 9 females, 7 primary participants/ West: 18- 5 older men, 9 women, 2 young men/North:30 - 8 men and 22 women	Male Champions
	3.2 Young women are actively involved in advocacy and lead activities in their communities	Primary Participants are coaching at least 1 young people from their surrounding communities	No activity was reported under this output			
		# activities and events run in each target community per year	No activity was reported under this output			

	3.3 Stakeholders are well informed and supportive of the program	A minimum of 4 Stakeholders Meetings held every year	1 Stakeholder Meeting - Central & West	Annual Report - July 2019-June 2020	4 – Roko (Provincial officer), Implementer, Assistant and 1 office staff. - Central 8 – 1 woman, 6 men and 1 office staff & implementer - West	Meeting with Tailevu Provincial Office Meeting at the various stakeholder Office - West (District Officer (DO) West and the District Council Of Social Services (DCOSS) office in Lautoka, in the Central division, the Provincial Office and Women Interest office)	
		At least 5 stakeholders are involved in reviewing and responding to the challenges faced by the program.	No activity was reported under this output				
	3.4 Communities are understanding and respecting the rights and valuing the contributions of all	At least 9 (once a year) projects or initiatives implemented by implementers and trainees	No activity was reported under this output				
		Initiatives can be in partnership with other organization	Training initiatives have been carried out in coordination of Ministry of Health, Ministry of Agriculture, ANZ, Fijis Women’s Right Movement, Wasa Ni Tadra,	Mid-Year Progress Report - July 2019 to December 2019 Annual Report - June 2018-July 2019 Annual Report - July 2019-June 2020	Training on various development areas were delivered by project stakeholder in coordination with project staff	Ministry of Health, Ministry of Agriculture, ANZ, Fijis Women’s Right Movement, Wasa Ni Tadra,	

## Relevance

The project strategies were relevant and met the priorities of the women that were part of the project. There were no prior report or analysis sighted to provide an insight into the need of the women involved prior to the execution of the project, however it was somewhat visible that the primary participants, the community and official stakeholders have fully supported the objectives of the project i.e. to provide training as a means of empowering young vulnerable women in the three project sites.

The strategies used under the project have indeed addressed personal, relational, economic and structural barriers faced by the women in the target locations. All the 30 primary participants that responded to the questionnaires indicated that they have learnt a lot from the various trainings that were offered by the project. In the interview with the male champs for the north (Nubunivonu) & central (Dakuinuku), both gentleman's talked about the changes in the general conduct, well-being and confidence level of the primary participants. Most of them have now already ventured into various business opportunities in the community – these business ventures include selling of food parcels, ice blocks, baking pastries, sewing, tie-dye, opening of small canteen and so on.

To also ensure that the training given to the young women is put to good use – the male champ from the central (Dakuinuku) – who is also the village headsman stated in his interview that he has placed these primary participants into the various village committees that exists within Dakuinuku – these include the youth committee, the main village committee, women's committee and so on. In observing the young women from before and after their involvement in the project, the male champ went further to state that their confidence level have significantly improved. In a similar context, an interview with the church pastor in Naqiroso community in the west – he stated that project Talitha have increased the confidence level of the young women in the community – they have been vocal in the various committee in the settlement and one good thing that the project have brought about is the set-up of a Disaster Risk Reduction Committee (DRR) of which the young women have been actively participating in. The presence of project Talitha have resulted in the creation of much needed committees which was an obvious unintended outcome from the project.

Gender empowerment specifically for young vulnerable women in remote rural/traditional communities is not usually an issue that is discussed around village meetings. In an interview with the male champ from the North he stated that the community is not ignorant on the issue of gender empowerment but it is usually the lack of knowledge and awareness of what it is about that always make it a no go zone in terms of discussing the matter in the community. Further to this statement – a primary participant also from the North in her digital story telling stated that when she married her husband from Nubunivonu, there were expectations required of her as a married woman from the community. Her role was to look after her family and be a stay at home wife and mother. Her dreams and her needs took the back seat. Her involvement with project Talitha enabled her to realize that she could still dream about what she wanted to become and work towards achieving them. Through the financial literacy and business skills training – she was able to bake, make food parcels and sell them to earn extra cash so she could save for her fees. The primary participants is now on her way to graduation with certification in teaching and she accredited this achievement to project Talitha. She will now be in a better position to support her husband’s income and also meet her own personal needs.

In undertaking a talanoa session with the various community stakeholders for project Talitha – it was obvious that the approach/strategy used by the project to have male champs support the initiatives on the ground did wonders to the awareness and sensitization of men in these remote rural communities. The male champs played a key role in bringing together the community by creating awareness and garnering support from men, husbands, mothers and other community member to support the initiatives of the project. As a result the entire community’s themselves were made aware of the importance of gender empowerment and the important role that women in general and young vulnerable women also play in their community. The following statements below from men in the various project communities attested to this:

*Nubunivonu (North) – ‘my wife’s involvement in project Talitha have brought about lots of positive changes to my family. The trainings that she has attended under this project have enabled her to develop her financial literacy, sewing and business skills. I have seen the positive impact this has had on my wife and I have been fully supporting her sewing business. This has been helping put food on the table for my family.*

Nubunivonu (North) – *‘the primary participant is my niece and since her participation with project Talitha – I have seen that she has really learnt a lot from it. The trainings that she has attended has been an eye opener for her and she has been able to make some informed decisions about her life. She has been attending the club where she and other participants have been using scrap materials to sew together door mats and other goods that is again sold to the community. The benefit of this project is that we are now able to provide for our own needs and our money is going towards supporting our own community.*

Naqiroso (West) – *‘I am a community member and have been following this project and its contribution to the community. One of the highlights of the project is that it has developed the skills and knowledge of our young women to become active agents of change in my community. Our community is an informal settlement that is located along the mangrove patches facing the sea. It is quite distant from town. The little businesses that have sprung up as a result of what these young women have been learning from this project is commendable. Now it has brought many service closer to our doorsteps. Most of the things that we need we can now buy them from these young ladies corner business and small canteens.*

The various strategies used by the team to deliver the project objectives in the communities were sufficient and appreciated by the primary participants themselves. The process that involved the shortlisting of participants were carried out by the implementers in consultation with relevant stakeholder’s i.e. male champs and project team. It was also mentioned by one of the implementers during the focus group discussion that the target was to involve the disadvantaged young vulnerable single mothers in these communities. As they began their work within the project sites they discovered other vulnerable groups such as young married women, and young women with children that were already separated from their husbands/partners. These new category of vulnerable young women were also considered and some of them are now part of the primary recipients.

In an interview with the district officer – Ministry of Provincial Development in the Northern division – he stated that he appreciated and fully supported the strategy of the project which specifically targeted remote rural communities. Their process (project Talitha) of choosing and deciding the final list of primary recipients for the project were quite independent in the sense that

it did not involve intervention from any outside stakeholders other than the community themselves which was very impressive. This process ensured that the rightful women got to receive the assistance from the project.

The government in its various policies<sup>3</sup> and national commitment fully supports gender empowerment through capacity building. In clause 5:19 of the National Gender policy – the government commits to promoting the leadership, training and development of women. Similarly in its national development plan – the government also commits to support the introduction of women’s empowerment programmes in rural areas through leadership and decision making training. The objective of the project which specifically aims to provide training and build capacity for women aligns with, compliment and enhances government’s policies by focusing specifically on training vulnerable women in the most remote communities where government assistance do not reach.

### Coherence

In looking at the various stakeholder initially identified in the project design document – the project was able to engage with the following:

- a. Government stakeholders (Provincial Development Office, Ministry of Youth & Sports, I-Taukei Affairs, Ministry of Health and Ministry of Agriculture);
- b. Fiji Women’s Rights Movement;
- c. ANZ Money Minder Program;
- d. FEM-Link Pacific; and
- e. Village level elders and decision makers.

The delivery of training on business skills, self-care, and women’s rights to name a few were carried out by the few NGOs and financial organization listed above who were specialized in this various areas. Their participation in the delivery of these trainings confirms their commitment to also achieve their own objectives in creating awareness and upskilling of primary recipients and community members in the most unreached communities in Fiji.

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<sup>3</sup> National Gender Policy, National Adaptation Plan, 5-20 Years National Development Plan

In an interview with district officer for the north – he stated that the intervention taken by project Talitha is quite unique in the sense that it empowers and equip its recipients making it possible for them to kick start their business. This approach ensures the sustainability of the intervention in the long run with the right amount of review. In the case of assistance rendered by the government to communities the focus has been mainly interventions that benefit the entire community which includes vulnerable groups like women, children and the elderly. Furthermore, the district officer from the west on the other hand gave examples of government interventions in the western division that were gender focused and were delivered in the form of assistance to women’s groups in other locations. These projects includes the construction of a handicraft center for the women of Vuda village, Lautoka and the supply of a solar freezer for the women’s group in the Yasawa Islands to name a few. The work carried out by project Talitha has supported and complimented the work that government is doing to promote gender empowerment. Whilst the government is focusing on assisting other women’s groups in the west on the provision of equipment’s and construction of handicraft centers – project Talitha on the other hand is providing training and upskilling of young vulnerable women in remote rural communities.

The remoteness of the target locations have always placed them at a disadvantage of not receiving assistance from the government and other organizations. The intervention by project Talitha in the target location is the first of its kind as testified by the male champs, project implementers and government officials during the talanoa sessions and focus group discussions. The intervention have tremendously added value not only to the lives of the primary recipients but the community as a whole. Coupled with the proactive approach taken by the male champs to promote the impact of the intervention in their communities – the success stories of the project have now become visible to other neighboring communities. In an interview with the assistant youth officer from the Ministry of Youth and Sports for the west – she stated that she was impressed with the work that project Talitha was doing in the community of Naqiroso. The outcome on the personas and confidence level of the primary participants has been immense in that they carry themselves well, they’re outspoken on issues that matter to women, they’re aware of their rights and they’ve become proactive in striving for opportunities to better their living standards. The assistant youth officer have since been using the ideas from project Talitha to replicate it to young vulnerable women in other communities under her jurisdiction.

## Effectiveness

The project had three main objectives to achieve as follows:

Objective 1: 30 young women are aware of their rights and are confident to voice and make decisions about their interests and concerns

Objective 2: 30 young women in rural and semi-urban targeted communities have access to safe spaces and networks through which they can influence others

Objective 3: young women are actively contributing to the development of their communities

Overall as detailed in the log frame analysis above, the project did achieve beyond its target in objective 1 – An estimated 384 participants attended the 7 trainings & 4 meetings conducted during the review period of which women (young, older and primary participants) make up 80% of the trained participants. During the focus group discussions – the implementer from the west stated that although the project's main target group were primary participants, consideration were also given to offering awareness trainings to other categories of women in the communities that they looked after.

For objective two – the project was able to successfully create clubs as a safe space for primary participants for all project sites. In the interview with the assistant youth officer from the ministry of Youth & Sports in the west she stated that the primary participants from Naqiroso have been using their club to develop their business ideas and also run their business ventures. She also stated that out of the 48 clubs from the communities that she looks after – the Naqiroso primary participants club (Rosi ni Yasawa) is the first to seek her assistance in the registration and licensing of their club. From this initiative – so many other community clubs have joined to also register their club.

For objective three – The start of small businesses (sewing, tie-dye, grass cutting, small canteens, screen printing, food parcel and pastries), participation of primary participants in the various committees, increased confidence that have enabled a few participants to venture into the formal work sector are some of the evidence noted during the interview and talanoa sessions with the various stakeholders. Through digital storytelling, participants were also able to give an account of the benefits of the project to their lives.

The commitments and consistency of the project team especially the project implementers and the male champs have contributed significantly to the achievements of the project objectives. In a focus discussion meeting with the project implementers – it was noted that these women gave their full commitment despite many setbacks to achieve their tasks. Two of the implementers are experienced community workers whilst the third is a teacher by profession and have learnt and picked up very fast on how to engage at community level. Similarly in the interviews with the male champs they showed their highest appreciation of what the project has done for the development of their vulnerable young women. The male champ for the west mentioned that a small community like Naqiroso do not always receive government assistance because they are sometimes looked down upon. For project Talitha to consider their community was an honor and so he did his best to ensure that the benefits of the project is fully maximized and realized in his community. Similarly the other two male champs from Dakuinuku and Nubunivonu also shared the same sentiments.

The biggest setback that have hindered the execution of activities in the communities is COVID 19 and the on-going natural disasters (TC Harold, TC Ana & TC Yasa) that Fiji has been experiencing since the first COVID outbreak in Fiji in March of 2020. These disasters have stalled the ability of the team to access the communities because of social distancing and also damage to infrastructures. Moreover, most of the rural villages/settlements in Fiji were closing entry in order to protect their community. The project implementers also confirmed that during these periods they did their best to continue to network with their participants through phone calls and virtual meetings when possible. The implementers also highlighted the lack of proper equipment's, safety gears, IT gadgets and transportation as a major hindrance to their ability to effectively carry out their work on the ground.

The use of male champs and clubs have been constantly mentioned above as a successful strategy that have enabled the achievements of project deliverables. Similarly, the support from families have been overwhelming and a source of moral support and drive for the primary participants and also the project team. In the interview with all the male champs – this strategy was coming out strongly as a major source of support and drive for the project. For example, during trainings and project activities – the families of the primary participants and the community as a whole would rally their support behind these activities by providing catering services and support of any kind

that was required to enable its successful execution. More so, the initiatives driven by the implementers to also offer awareness trainings that promote family values, self-care, the person within and empowerment for the community in general strengthened the communities unity and promoted harmony – something that was never always seen in these three project sites (Dakuinuku, Nubunivonu, and Naqiroso) as witnessed by the male champs.

The project has been continuing to progress activities on the ground despite these many setbacks – according to the project implementers they have resorted to phone calls and virtual meetings with the primary participants to ensure continuous connection and also rolling out of certain activities that can be executed by the assistant project implementers who are based in the community for Dakuinuku and Naqiroso. For Nubunivonu – according to the project implementer – because the North has been a COVID free zone – movement is still open and therefore they have been able to visit the community and carry out project activities.

### Efficiency

An opportunity to review and analyze the financial statements and reports for the project was not possible as they were not provided during the desk review period as well as during follow ups in the past few weeks leading up to the finalization of this report. The impact of the second wave of COVID 19 outbreak in Fiji which started in April of this year also made it impossible to visit the project office for a quick review of the administration and financial processes and procedures of the project. However, a brief update on this will be provided based on the policy documents received during the initial desk review process and also interviews carried out with the project team.

The timeliness of inputs such as release of funding requests, pay, reimbursement requests, requests for administrative assistance on the supply of resources to facilitate the timely execution of activities on the ground are some of the issues that were brought up during consultations with the team. Also of concern was lack of brief report updates provided to major stakeholders of the project. This was brought up during focus group discussions with the project implementers and talanoa sessions with representatives of the government. There were clear reporting guidelines set out in the project donor agreement however this was limited to reporting between the project implementer and the donor. Reporting to stakeholders was an internal arrangement that was picked up during interview with the project management team. There were internal arrangements on how

this internal reporting process would take place however this was not consistent. As a result – a few key stakeholders that were part of the interview were not updated and also not aware of the status of project Talitha. During the focus group discussions with the project implementers, it was highlighted that official stakeholders i.e. the district officer and the provincial administrator would follow up with them on project reports which to their understating was supposed to be sent to them directly from the project management office.

Evidence based programming is critical for this project and is what's lacking the most in the delivery of activities for the past three years. In discussing evidence based approach with the project team – it was noted that this was a very new concept for them. During the focus group discussions with the project implementers – they acknowledged that there were some instances in which they could've collected evidence but were hindered by the lack of resources to undertake this process. For example – digital cameras to allow them to capture events, laptops to record and prepare reports, internet support to enable them quick turnaround time in reporting to the office, safety equipment's and coverings to protect them when they go out to project sites and transportation to assist them in mobilizing resources and touching base with the communities with ease. Project implementers have in some instances found ways to fund and/or meet the needs of the project on the ground on their own.

The use of local services and resources was an area that the project did not develop much during the duration of the project. In discussing this matter with the project management team – it was clear that this was an area that did not receive much focus. This was evident in the lack of support through collaboration, assistance and shared responsibilities between the project and its major stakeholders i.e. the various government arms and also NGOs. During the consultation process it was obvious that the key stakeholder that the project should be closely linking up to i.e. the Ministry of Women were not seen nor associated with the project in anyway. A brief interview with the Ministry of Women rep in the west indicated that she was not aware of project Talitha, similarly the Ministry of Women in the central and northern division were not available. Building network and a good working relationship with these various stakeholders can be beneficial for the project in terms of gaining mileage on project visibility, possibility of collaborations and funding opportunities on certain project activities. During the consultation process with these stakeholders, especially those that were not aware of the project – they were given a brief overview of the project

and its future endeavors which they fully support and are willing to be involved if given an awareness update. Strengthening ties with these stakeholders can increase opportunities for collaboration on promoting the sustainability of the initiatives of project Talitha.

The intervention during its initial stages were met with challenges from community groups and members at first but these matters were quickly resolved as a result of the diplomatic approach undertaken by the regional director in providing advice to the project implementers and also coordinating with key community stakeholders on professional way to approach the matter.

### Impact

Much has been mentioned in the discussion above on the impact of the project in the lives of the primary participants as a result of their participation in this project. In the interview of the primary participants and supporting statements from community stakeholders – there has been change noticed and witnessed by community members on the lives of the primary participants.

On a personal level – increased confidence, awareness of rights and health issues relating to women, empowerment, appreciation of time management and management of business and money to help them provide/improve their family well-being is what stood out the most from the participants comments on their interview. The following statements were gathered from the various participants across the 3 project communities.

Nubunivonu community (North) – *‘the trainings have enabled me to be more confident, I have now began searching on YouTube and also asking the shopkeeper on how to make ice-blocks, which I aim to sell to the community and earn a bit of money to help me support my family’*

Dakuinuku (Central) – *‘the trainings offered especially money minded have taught me on how to budget money and also taught me that a way to save money is to plant my own vegetables instead of buying them. This would save money for me and my family and I can channel it to my children’s education’*

Nubunivonu (North) – *‘the training on time management have really helped me and my family manage our time wisely – it taught me that I need to be proactive and not procrastinate things a lot. The trainings have enabled me to think and dream about business opportunities that I can do*

*to help provide for my family. I have been thinking of a brush cutting business and I will need some assistance in setting up this business venture”*

On a relational level – these participants have been able to relate well with their husbands and their children – e.g. a participant mentioned that now she has learnt to manage her time well and is also teaching her children on the importance of time management. A comment from the male champ in the west (Naqiroso) – he stated that the participant in his community have been vocal in community meetings and have gained confidence to know their rights and speak up about it. Furthermore, the statements below from the primary participants tells of their stories

Naqiroso (West) – *‘I can see myself as a positive role model especially to young single mothers in my community’*

Nubunivonu (North) – *‘The trainings have boosted my confidence and have enabled me to participate in our community development programs’*

Dakuinuku (Central) – *‘The various trainings on women’s rights, human rights, building business have taught me a lot in that now I am more aware of my standing in my community’.*

On a structural level – participants are still gaining confidence to participate and progress further into becoming a part of their community’s decision making forums. A comment made by the male champ from the central division – Dakuinuku – he provided the participants an enabling environment by placing them in key decision making forums in the community so that they can use their new found knowledge and experience. Also supporting this statement was the representative of the women’s organization in the central division – Tailevu north women’s organization who stated that they have also been actively supporting the project initiatives by empowering primary participants through constant guidance, counselling and teaching them on how to interact and proactively seek support for their ideas and motion at divisional meeting levels. On the other hand – the male champ from Naqiroso stated that the primary participants under the project are now participating in community development programmes and have been vocal as a result of trainings that they have received and their increased awareness of their rights and standing in the community. Also noting the comment from the community church pastor in Naqiroso – he stated the young women in the community are already joining and are now part of the various

community committees and they have been bringing in fresh ideas during these committee meetings.

On a broader scope and in the long term – the impact of this project will obviously make a difference in the social, environmental, and economic spectrum of these remote rural and semi urban communities in Fiji. The target group for the project are vulnerable single mothers and other women who have gone through tough times in their lives. Hannah Gadsby once quoted that *“there is nothing stronger than a broken women who has rebuilt herself”* and the project is giving that opportunity to these young vulnerable women. Furthermore, Melinda Gates also quoted that *“investing in women means investing in people who invest in everyone else”*. This statement speaks volume for these young vulnerable women. An interesting statement was given by the male champ from the west (Naqirosa) who stated that the club members of project Talitha are already contributing their time and earnings from their business to the development needs of the community. These young women’s have also given their time to support the assistant youth officer in talking about their experiences under the project to other vulnerable women in other communities.

The project as mentioned by the male champ from the west have not only helped his community through the initiatives of the project but it has also indirectly helped the community in other areas such as organizing assistance during disasters and coordinating ways in which they could be assisted in the improvement of their road access. As a result, the community have finally received a much needed road rehabilitation assistance from the government which they have been thankful for to the project for raising awareness on this need on their behalf. Similarly – through the project, the community have also realized the importance of having a Disaster Risk Management Committee in place which has been set up under the initiatives of the young women of which they are also a part of. This is a positive unintended outcome for the project.

The approach taken by the project has played a big role in creating awareness and promoting unity in the community and respect for women in general. The project was inclusive in its approach in that general community trainings were not only limited to women but also open for men. The inclusion of male champs to promote and mediate on behalf of the participants and the community was the best approach to bringing together community unity. These male champs were village

headman's and hold a key role in these communities and they helped men in particular to see the good that this project will bring for these young women who were their daughters, sisters and wives.

### Sustainability

The trained participants are the resources within these communities who will help promote and train other women in the community. They are capable of promoting the rights and inclusion of women and other vulnerable groups. This is already happening in Naqiroso – where primary participants are already sharing their experiences and what they have learnt from the projects with the other community groups.

The continuity of the project has been fully supported by all stakeholders who participated in this evaluation exercise. A few of these stakeholders are willing to assist in the next phase by sharing their success stories and becoming a part of this development process. The official stakeholders have also offered their full support and would like more awareness to be undertaken for the next phase of the project. It must be noted though that when engaging with these official stakeholders that the project objectives, purpose and targets must be firm. In relation to project participants that exited the project prematurely – their reasons for departure were for other valid reasons other than dissatisfaction. Most of these participants left because they had to move elsewhere or have found work or got married and had to commit to their family lives.

To enhance sustainability – a suggestion from the male champ in the west is for the project to continue to revisit and follow up on the progress of the primary participants for project Talitha. A suggestion from male champ in the north as well as the district office from the Ministry of Provincial Development is to consider using current participants as champions and advocates for future project opportunities. A suggestion from the project implementers that potential project assistants to be recruited from within the project communities to help manage continuity especially in times like this (COVID 19) outbreak.

### Cross Cutting

The participation of primary participants in the project design phase was captured through their interview and talanoa sessions with the coaches and also their responses to questionnaires sent to them during this evaluation exercise. A more participatory approach was hindered by the impact

of the current COVID 19 outbreak in Fiji. This could still be enhanced through mid-term project reviews where they could participate in surveys and face to face consultation process.

In the progress reports, the project provided babysitting service during trainings where children were present. The report also highlighted that the hired babysitters did not carry out their duties effectively thus project staff had to step in to help manage the children. This incident indicated that there may have not been any appropriate plans in place to ensure the safeguarding of children. The hired babysitters were young girls from the communities who were not professionals. There was also a disabled young woman who was part of the primary participants from the Naqiroso community. In her interview with the coach, the participant acknowledge the project for giving her an opportunity to be a part of the project. There was no mention of the project providing any specialized trainings or services to cater for her need. To ensure the safeguarding of children and vulnerable adults in the next phase of the project, trainings and awareness sessions on this important issue needs to be considered.

The project despite being fully focused on the development of young vulnerable women, it also included men and children in certain training programmes. These trainings have been appreciated by both men and women as per the statements made during the talanoa sessions with the male champs and the project implementers.

## Conclusions & Recommendations

Many positive results have been achieved by project Talitha from June 2018 to date despite the challenges it encountered along the way with COVID 19 and the number of cyclones that hit Fiji in 2020 and 2021. The project has fostered strong linkage, unity within the project communities and have trained a group of young women who have now become active agents of change in their community. The key deliverables targeting the primary participants have been delivered however there are still a few pending training activities that could not be delivered due to COVID 19 has been deferred and requests have been made for a slight extension to the project implementation period to allow the team to deliver these activities. Currently ongoing is the distribution of startup pack which is nearing ninety of completion.

It is the opinion of this evaluation exercise that the project has been successful in delivering its objectives to the target communities. The delivery strategies used in the current phase is commendable, however the support system of the implementing agency will need strengthening for improved delivery in the next phase.

To assist in the project design of phase two of this project the following recommendations is provided for considerations:

1. There is a strong need to increase consultation with the project community, official stakeholders and project partners before, during and after project implementation. This was an area of concern that came out of the evaluation exercise from all stakeholders. **Community consultation** is essential to enable community members to understand the background of the project allowing them time to make informed decisions about their involvement with the project. The lack of advance notice on the programs for the primary participants, lack of clarity in setting up club structures, lack of advance notice from the project team before a community engagement were some of issues that came out of the consultation process with the community stakeholders. On the other hand, **consultation and networking with official stakeholder** was also an area that was not effectively tracked by the project management team during project implementation. Collaborating with these official stakeholders had the potential to increase project visibility, networking and co-funding opportunities. Overall consultation and collaboration with all stakeholders should be pursued in the second phase of this project.

2. Gathering timely and consistent evidence before, during implementation and into the closure phase is key to monitoring and evaluating the success of the project. During the evaluation process – one of the key challenge was the unavailability of key information, minutes of meetings, incomplete reporting, evidence of success stories in the communities, participant listings and so on. Reporting templates were used however populating these templates were incomplete and provided insufficient information for most reports. This will require the set-up of simple excel databases to capture statistics, numbers and also the creation of simple reporting templates that project implementers could use when executing activities on the ground. For example – a simple reporting template for implementers should include minutes of meetings, capturing evidence and short videos and success stories, choosing specific stories of participants which they could capture/follow from the beginning to the end of the project, participants listings with their signatures, and surveys to capture immediate impact on participants. It will also be important that when these improvements are implemented that awareness training are conducted with the project implementers on the evidence gathering approach that the project will have in place.
3. The proper resourcing of the project implementers is paramount to the successful delivery of project activities on the ground. The lack of proper equipment's, financial resources, transportation and timely assistant from the supporting project team in the office were identified as some of the key challenges that implementers have had to deal with during the project implementation period. In the second phase of this project the team aims to work with more remote communities where accessibility and network may become more challenging. It is therefore recommended that this issue be taken into consideration in the next project phase.
4. There is also a need to ensure that an established finance policy is in place for the implementing agency so that the team can be aware of the various financial processes and procedures that are in place to assist them when carrying out their activities on the ground. The review of financial processes, timely processing of funding requests, confirming costs against activities carried out could not be established as these information were not made available during the evaluation process. In moving forward to the next phase of the project, it will be very important to have

this in place as it will be a guide for the team when planning for their activities on the ground and also enable them to be appropriately financed when executing activities on the ground.

5. Empowering other members of the community through training and awareness programmes were also covered under the project in all three communities despite it not being part of the initial project design. The capacity building and awareness trainings increased the communities understanding of the benefits of the project. This was a positive un-intended outcome and it should be considered in the next phase of this project. It will require careful planning in terms of clearly demarcating the trainings & capacity building awareness programmes set up for the primary participant and other community members. It will also result in an increase in cost of activities in the next phase.
6. Natural disasters and the COVID pandemics became a major challenge for the project during the implementation period. The formation of the disaster risk reduction committee (DRR) were formed as part of the project initiatives in the communities. This was an unintended outcome for the project and it is indeed an important area that should be considered in the next phase of this project. The impact of COVID 19 is likely to linger on for a while and the natural disasters that have been impacting Fiji in the past 5 years or so have been increasing in numbers and intensity. The planning of project activities must take into account the risk exposure for these two major events. Awareness trainings on disaster risk reduction must also be considered as part of the training delivered to the communities.
7. The project implementers during the focus group discussion talked about the challenges that they encountered since the COVID19 in March of 2020 and the impact it had on the delivery of activities in the communities. A strategy that came out of this discussion is to consider recruiting project assistant within the project communities in the second phase. This will ensure that activities can still continue despite possible setbacks. A challenge though mentioned by one of the implementers was the commitment level of project assistants. Therefore this issue will need careful deliberation an consideration should be given to training matured women with some level of educational background to assist the project in the next phase.

## Annexes

### Annex 1: List of stakeholders participating in evaluation.

<b>List of project Stakeholders</b>
Primary Participants
Families of primary participants
Male Champions
Community Church Leaders
Community Turaga Ni Koro
ChairLady - Womens Group
Chairman - Mens Group
<b>West</b>
District Officers Office
Ministry of Women's and Social Welfare
Ministry of Youth
<b>North</b>
P.A Macuata
D.O Macuata
Roko Tui Macuata
<b>Central</b>
Provincial Office
Ministry of Agriculture
Tailevu North Women's Group.
<b>Project Team</b>
Regional Director
Project Coordinator
Project Implementers
Finance Officer

## Annex 2: Methodology Approach

Phase	Purpose	Methods/Actions	Products	Deliverables	Comments
<b>Consultancy Proposal</b>	· Clarify expectations for consultancy and confirm methodology, deliverables and timeframe;	1. Draft consultancy proposal seek feedback from Ola Fou Fiji, Project Talitha staff and MMT	Final consultancy proposal	<b>18 May – 22 May</b>	
<b>Evaluation – Project Talitha, Naqiroso in the West; Dakuinuku in the Central and Nubunivonu in the North</b>	<b>Project Scoping Exercise</b>				
	· To understand the pre, current and post project environment & establish project stakeholders	1. Desk Review of Project Documentation and relevant government policy documents – documentation can be scanned and emailed over for review	1. Menu for data collection	<b>31 May – 04 June</b>	Documentation can be scanned and emailed over for review (await PMU to send through documentation) - this is to be done from May 24th to May 28
	· To set up evaluation objectives	2. Development of data collection tools.	2. Develop structure for evaluation process		Consideration can be made on undertaking training online (zoom) provided that all project staff have internet access from their various locations
	· To ascertain types of training options for staff	3. Training for Project Talitha and Ola Fou Fiji staff in data collection methods	3. Trained project staff - in preparation for the evaluation exercise		
	<b>Undertake evaluation exercise &amp; compilation of outcomes/success stories/ lessons learnt</b>				
	· Evaluate the relevance, coherence, effectiveness, efficiency, impact and sustainability of project Talitha in all 3 project communities.	1. Participatory data collection, community 'sense-making' & feedback	1. Draft Report	<b>28 June – 02 July</b>	Taking into account this lockdown period and the possibility that things will normalize by end of June. Option is given for both dates provided and to be finalized through agreement with all parties.
	· Identify lessons learnt and recommendations to feed into future 3x year partnership and program scale up/expansion.	2. Extract success stories, setbacks & lessons learnt. 3. Collation and analysis of data collected			
		4. Report Writing	2. Final Report	<b>On-going throughout the week</b>	
<b>Participatory Project Design &amp; Baseline</b>	<b>Data Gathering Method.</b>				
	· Understand current attitudes towards gender equity and empowerment – collaboration with	1. Obtain baseline information/ statistics and data to support	1. Develop baseline data to facilitate project design planning and set up	<b>05 July – 09 July</b>	This is expected to be partially collected as part of phase 2 and further collaboration to be undertaken with

	stakeholders (data partially collected from Phase 2)	and facilitate project design	of MnE framework 2. Draft Report		centrally located organization/government bodies and NGOs that promote gender, youth development and looks after the interest of the vulnerable groups in our society especially those in rural and semi urban areas
	· Understanding current context in target communities around women's realization of rights – collaboration with stakeholders (data partially collected from Phase 2, literature review on gender equality in Fiji)				To be extracted as part of data collection that will be undertaken in Phase 2
	· Understanding women's opportunities to have a voice in decision making within their communities				
	· Identify needs, priorities and contributions of target communities and key stakeholders in target locations (collaboration with stakeholders)				Interviews, Observations, focus groups and surveys
	· Identify enabling and constraining factors within target communities				Interviews, Observations, focus groups and surveys
<b>Data evaluation and project design</b>					
	· Develop project design in collaboration with staff, participants and key stakeholders				
	· Document project design including theory of change, activity plans, cross-cutting issues analysis, risk analysis and budget	1. Develop proposed project design 2. Include relevant stakeholders in design process	1. Final Report	<b>12 July – 16 July</b>	
	· Develop MEL/Results Monitoring plan and				

	accompanying data collection tools, measure baseline data for key project indicators			
<b>Capacity Development</b>	· Ensure process is empowering for and builds the capacity of staff and volunteers to undertake future design, monitoring, evaluation and learning	1. Ongoing engagement, training and reflection throughout consultancy	1. Training Manual	<b>19 July – 23 July</b>
		2. Develop Methodology Document featuring menu of tools that can be used by Ola Fou Fiji, Project Talitha Staff and MMT moving forward	2. Standard Operating Procedures	
			3. Internal Policies	

## Annex 3: Data Collection Plan

<b>DATA COLLECTION PLAN</b>		
<b>Data Collection Tools</b>	<b>Who to conduct Interview</b>	<b>List of project Stakeholders</b>
Face to Face Interview	Coaches	Primary Participants
Face to Face Interview	Project Implementers/Assistant Impementers	Families of primary participants
<b>Community Stakeholders</b>		
Talanoa Sessions via phone interview	Evaluator	Male Champions
Survey	Male Champion(to deliver, collect & post back to Ola Fou Office)	Community Church Leaders
		Community Turaga Ni Koro
		ChairLady - Womens Group
		Chairman - Mens Group
<b>Official Stakeholders</b>		
<b>West</b>		
Talanoa Sessions via phone interview	Evaluator	District Officers Office
Talanoa Sessions via phone interview		Ministry of Women's and Social Welfare
Talanoa Sessions via phone interview		Ministry of Youth
Survey		Lautoka City Council
<b>North</b>		
Talanoa Sessions via phone interview	Evaluator	P.A Macuata
Talanoa Sessions via phone interview	Evaluator	D.O Macuata
Talanoa Sessions via phone interview	Evaluator	Roko Tui Macuata
Zoom/Phone Interview	Evaluator	FWCC
<b>Central</b>		
Talanoa Sessions via phone interview	Evaluator	Provincial Office
Talanoa Sessions via phone interview	Evaluator	Ministry of Agriculture
Talanoa Sessions via phone interview	Evaluator	Tailevu North Women's Group.
<b>Project Team</b>		
Talanoa Sessions via phone interview	Evaluator	Regional Director
Talanoa Sessions via phone interview	Evaluator	Project Coordinator
Participatory (Focus Group)	Evaluator	Project Implementers
Secondary Data Collection	Evaluator	Finance Officer
Media OnlineSearch	Evaluator	

## Annex 4: Desk Review Reports

### **Olafou Fiji**

1. Monthly Implementers Reports
2. Report by Project site
3. Multi Year Project Design Document
4. Annual Partnership agreement
5. Policy and Procedure Manual
6. Various supporting templates for project reporting.

### **Mary MacKillop Today**

1. EOFY Progress Report Version 2
2. Mid-Year report Y2Q2
3. Progress Report FY1819
4. Quarterly Financial Report – Qtr. 2 & Qtr. 3 – 2020
5. Various project design supporting documents.
6. Indicative Budget – supporting document to project design

Annex 5 – Project Management Team

