

**SECRETARY-GENERAL'S PEACEBUILDING FUND
PROJECT DOCUMENT TEMPLATE**



United Nations
Peacebuilding

PBF PROJECT DOCUMENT

Country(ies): Republic of the Fiji Islands	
Project Title: Strengthening Social Cohesion Pathways, Human Rights and Women's Civic Participation	
Project Number from MPTF-O Gateway (if existing project): 00140374	
PBF project modality: <input checked="" type="checkbox"/> IRF <input type="checkbox"/> PRF	If funding is disbursed into a national or regional trust fund (instead of into individual recipient agency accounts): <input checked="" type="checkbox"/> Country Trust Fund <input type="checkbox"/> Regional Trust Fund Name of Recipient Fund:
List all direct project recipient organizations (starting with Convening Agency), followed by type of organization (UN, CSO etc.): UNDP (UN); UN Women (UN); OHCHR (UN)	
List additional implementing partners, specify the type of organization (Government, INGO, local CSO): Fiji Prime Minister's Office Fiji Human Rights and Anti-Discrimination Commission Fiji Women's Rights Movement CSOs and community based-organisations (Fiji Women's Rights Movement, Pacific Islands Forum, Fiji Human Rights and Anti-Discrimination Commission, Pacific Human Rights Defenders' Network, Fiji Law Society) will be given dialogue and civic education grants based on an expression of interest process run during the Project implementation period	
Project duration in months¹: 33 months, with expected start date in October 2023	
Geographic zones (within the country) for project implementation: Vanua Levu, Viti Levu, Lau	
Does the project fall under one or more of the specific PBF priority windows below: <input type="checkbox"/> Gender promotion initiative ² <input type="checkbox"/> Youth promotion initiative ³ <input type="checkbox"/> Human rights promotion initiative Transition from UN or regional peacekeeping or special political missions <input type="checkbox"/> Cross-border or regional project	
Total PBF approved project budget* (by recipient organization): UNDP: \$ 1,240,300 OHCHR: \$428,000 UN Women: \$331,700 Total: \$2,000,000	

¹ Maximum project duration for IRF projects is 18 months, for PRF projects – 36 months.

² Check this box only if the project was approved under PBF's special call for proposals, the Gender Promotion Initiative

³ Check this box only if the project was approved under PBF's special call for proposals, the Youth Promotion Initiative

Any other existing funding for the project (amount and source): None

<p>PBF 1st tranche (60%): 1,200,000 USD UNDP - 744,180.00 USD OHCHR – 256,800 USD UNWOMEN - 199,020.00 USD</p>	<p>PBF 2nd tranche* (40%): 800,000 USD UNDP - 496,120.00 USD OHCHR – 171,200.00 USD UNWOMEN - 132,680.00USD</p>
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Provide a brief project description (describe the main project goal; do not list outcomes and outputs):

This 33-month project seeks to provide rapid support to Fijian partners, including government officials, Members of Parliament (MPs), independent bodies, women’s national and local community organisations, CSOs and human rights defenders, to implement social cohesion and reconciliation activities that aim to build trust amongst and across communities and social groups as well as between citizens and the Government and its institutions, in this crucial political transition period following the change of Government in 2022. The Project aims to strengthen connections, trust and accountability between the Government and its people in order to address some of the key sources and potential triggers of tension in Fiji by promoting dialogue and respect on human rights. In particular, it will support the provision of technical advice on national dialogues, reconciliation, social cohesion and human rights to key government and non-government partners, as well as a series of dialogues across the country which will be used to peacefully air people’s concerns and grievances, increase women and young people’s civic participation and to start working through some of the intractable social and human rights challenges that have faced the country for so many years. The dialogues will inform the development of new/updated, legal and institutional frameworks, which should be human-rights compliant, gender-sensitive and inclusive in the context of promoting social cohesion from the community level to national level. The project will also contribute to strengthening the capacity of key institutions to build and strengthen a human rights culture across Fiji.

More specifically, the project is designed and connoted into three output areas which are: *Design and implementation of national reconciliation and social cohesion action; Strengthening of human rights frameworks and institutions; and Support for inclusive dialogues to inform national social cohesion priorities.*

Summarize the in-country project consultation process prior to submission to PBSO, including with the PBF Steering Committee, civil society (including any women and youth organizations) and stakeholder communities (incl. women, youth, and marginalized groups):

This project has been informed by preliminary consultations with national stakeholders, including meetings held by the Resident Coordinator with the new Fiji government’s Prime Minister, Attorney General, Assistant Minister in the Office of the Prime Minister. Also as part of the roll-out of the new Pacific Sustainable Development Cooperation Framework (2022-2027), UNCT held several rounds of consultations with the private sector, CSOs (e.g Fiji Women’s Rights Movement, Pacific Islands Forum, Fiji Human Rights and Anti-Discrimination Commission, Pacific Human Rights Defenders’ Network, Fiji Law Society,) academic and development partners. Social cohesion and community engagement and democratic reforms that contribute towards sustaining peace were identified as key priorities for Fiji as part of the transition and the democratic reform processes. Additionally, as part of the process of reviewing governance offer in Fiji considering the political

changes, UNDP held consultations in January 2023 with various MPs, CSOs, government ministers and members of the opposition. Similarly, these stakeholders highlighted the importance of social cohesion, addressing drivers of communal tensions and development of tools for citizen engagement to hear the voice and representation in community, provincial and national levels.

Project Gender Marker score⁴: 2

Specify % and \$ of total project budget allocated to activities in pursuit of gender equality and women's empowerment: 40.55% - \$ 810,967.50

Briefly explain through which major intervention(s) the project will contribute to gender equality and women's empowerment⁵:

All three outputs will be designed to promote principles of gender equality across the country and to ensure gender sensitivity in their methodologies and the content/materials they produce. Output 1.3 includes activities specifically dedicated to promoting women's voices through specific women-only dialogues, which also aims to reach and engage all the women especially those in peri-urban and rural communities in the all four divisions of Fiji to identify their priorities, concerns and needs. The information gathered from these dialogues will be fed back into Outputs 1.1 and 1.3.

Project Human Rights Marker Score: 3

Specify % and \$ of total project budget allocated to activities in pursuit of human rights: at least 40% - \$800,000

Briefly explain through which major intervention(s) the project will contribute to promotion and protection of human rights:

All outputs will be designed to promote principles of human rights across the country and to ensure a human rights lens in their methodologies and the content/materials they produce. Strengthening institutions and analysis of rights frameworks and institutional frameworks will be key in this analysis. Democracy is a core value of the United Nations. The UN supports democracy by promoting human rights, development, and peace and security. The right to take part in the conduct of public affairs, including the right to vote and, on general terms of equality, to stand for election, is at the core of democratic governments based on the will of the people. Genuine elections are a necessary and fundamental component of an environment that protects and promotes human rights. The right to vote and be elected is intrinsically linked to a number of other human rights, the enjoyment of which is crucial to a meaningful electoral process which include the right to freedom from discrimination; the right to freedom of opinion and expression; the right to freedom of association and of peaceful assembly; and the right to freedom of movement.

Project Risk Marker score⁶: 1

⁴ Score 3 for projects that have gender equality as a principal objective and allocate at least 80% of the total project budget to Gender Equality and Women's Empowerment (GEWE)

Score 2 for projects that have gender equality as a significant objective and allocate between 30 and 79% of the total project budget to GEWE

Score 1 for projects that contribute in some way to gender equality, but not significantly (less than 30% of the total budget for GEWE)

⁵ Please consult the **PBF Guidance Note on Gender Marker Calculations and Gender-responsive Peacebuilding**

⁶ Risk marker 0 = low risk to achieving outcomes

Risk marker 1 = medium risk to achieving outcomes

Risk marker 2 = high risk to achieving outcomes

Select PBF Focus Areas which best summarizes the focus of the project (select ONLY one)⁷:

- Focus Area 2.1 (national reconciliation)

If applicable, SDCF/UNDAF outcome(s) to which the project contributes:

UNSDCF- Pacific (2022-2027) – Fiji Islands

- Peace Pillar Outcome -By 2027, people enjoy and contribute to more accountable, inclusive, resilient, and responsive governance systems that promote gender equality, climate security, justice and peace, ensure participation, and protect their human rights

Sustainable Development Goal(s) and Target(s) to which the project contributes:

- Goal #16 - Peace, Justice, and Strong Institutions
 - Target 16.7 Ensure responsive, inclusive, participatory, and representative decision-making at all levels
- Goal #5 - Achieve gender equality and empower all women and girls
 - Target 5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life

Type of submission:

- New project
- Project amendment

If it is a project amendment, select all changes that apply and provide a brief justification:

Extension of duration: Additional duration in months (number of months and new end date): 3 Months, ending 22 July 2026

Change of project outcome/ scope:

Change of budget allocation between outcomes or budget categories of more than 15%:

Additional PBF budget: Additional amount by recipient organization: USD XXXXX

Brief justification for amendment:

The No-cost-extension is requested to assist the Project completed activities that have been commenced but will not be completed by the current project deadline of 22 October 2025. These activities include the Social Cohesion and Reconciliation (SCORE) Index Assessment, civil society led community and thematic dialogues with women and young women and support to national policy and legal reform processes and discussions. The project’s inability to complete the above activities within the stipulated current end date of the project is due to the following challenges and issues:

Delayed start to project implementation: The Project commencement date is stated as 23 October 2023, it was only launched in April of 2024 and the Project Manager was recruited in August 2024. UNDP and the implementing agencies did their best to implement project activities, but

⁷ **PBF Focus Areas** are: (1.1) SSR, (1.2) Rule of Law; (1.3) DDR; (1.4) Political Dialogue; (2.1) National reconciliation; (2.2) Democratic Governance; (2.3) Conflict prevention/management; (3.1) Employment; (3.2) Equitable access to social services (4.1) Strengthening of essential national state capacity; (4.2) extension of state authority/local administration; (4.3) Governance of peacebuilding resources (including PBF Secretariats)

the absence of a dedicated Project Manager impacted their ability to push delivery as expected. This delay has had a ripple effect on the completion of project activities. The Project team recognising the limited resources to support project management beyond August 2025, is ramping up implementation of activities. But even with these efforts it will not be possible to complete the below activities before the 22 October 2025 deadline:

Social Cohesion and Reconciliation (SCORE) Index Assessment: The Project has launched a SCORE index Assessment to provide comprehensive and quality social cohesion data and indicators that can contribute to evidence-based national and local development planning, implementation and monitoring. The assessment will not be completed within the current project deadline due in part to the late start to the project but also because the project needed to undertake thorough consultations with government partners and civil society groups to ensure buy in and ownership which is critical to ensure that the results can contribute to enhancing national social cohesion priorities.

Civil Society led community dialogues: Civil society led dialogues could only commence in 2025 and would not be completed by the 22 October current deadline of the project. The sensitivities and the risks involved in conducting effective social cohesion dialogues, especially in affected communities demanded that the project needed to complete the first phase of national and provincial dialogues as part of introducing and orienting national stakeholders to the dialogue methodology and to get their feedback to ensure the methodology is responsive to local social cohesion and reconciliation needs, fears and aspirations. The first phase dialogues were also necessary to help the project identify credible civil society partners, train and build their capacities to be able to effectively lead local level dialogues without risking retraumatizing survivors.

Support to national reform discussions: the extension requested would also assist the project to contribute further to the national reconciliation process and continued advocacy for policy reforms discussions. The project is providing critical technical support to the Fiji Truth and Reconciliation Commission (FTRC) and contributing to national policy and legal reform discussions including submission to the Review of Information Act, 2018, the Review of the Accountability and Transparency Bill, 2025, the Review of the Code of Conduct Bill and the review of the Police Use of Force Policy and the Police Act. An extension will give the project time to follow up submissions and advocacy efforts to ensure that these reform discussions lead to true reform and expanding and protection of human rights in Fiji.

There will be no changes to the project budget

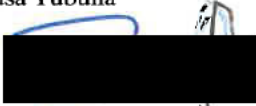




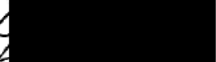



Brief justification for the requested amendment for additional three months:

The No-Cost extension is requested to enable the project complete one outstanding activity - Activity 1.2.5.: Conduct an impact assessment of the human rights training provided for members of the Fiji Police Force, of the implementation by law enforcement officials of the human rights standards learned during the trainings provided under 1.2.4.

The delay was mainly due to challenges faced during the Inspira-based recruitment process of a consultant for the assessment. This process has now been completed, and the project team is ready to proceed with the assessment.

The requested extension is mainly to enable the completion of the outstanding activity, with no change to the approved budget.

PROJECT SIGNATURES:

<p>Representative of National Authorities Hon. Minister Sakiusa Tubuna</p> <p></p> <p><i>Signature</i> Assistant Minister Prime Minister Office, Environment, Climate Change and Civil Service <i>Date & Seal</i></p>	<p>Recipient Organization(s)⁸ Munkhtuya Altangerel</p> <p></p> <p><i>Signature</i> Resident Representative UNDP Pacific Office in Fiji <i>Date & Seal</i></p> 
<p>Head of UN Country Team Dirk Wagener</p> <p></p> <p><i>Signature</i> UN Resident Coordinator UN Residents Coordinator Office in Fiji <i>Date & Seal</i></p> 	<p>Alison Davidian</p> <p></p> <p><i>Signature</i> Representative UN Women Fiji Multi-Country Office <i>Date & Seal</i></p> 
<p>Peacebuilding Support Office (PBSO) Elizabeth Spehar</p> <p></p> <p><i>Signature</i> Assistant Secretary-General for Peacebuilding Support <i>Date & Seal</i> 26 May 2026</p>	<p>Heike Alefsen</p> <p></p> <p><i>Signature</i> Regional Representative Office of the United Nations High Commissioner for Human Rights <i>Date & Seal</i></p>

⁸ Please include a separate signature block for each direct recipient organization under this project.

Peacebuilding Context and Rationale for PBF support (4 pages max)

a) A brief summary of conflict analysis findings as they relate to this project

Fiji's general election was held in December 2022, resulting in the first transition to a new government since the military coup took place in December 2006, following a fraught period of negotiation. The election resulted in no clear win for any single political party for the first time since democratic elections re-commenced in 2014.⁹ The Fiji First Party (FFP) led by Frank Bainimarama, who was Prime Minister since the 2006 coup, won 26 out of 55 seats. Conversely, the People's Alliance Party (PAP) led by former Prime Minister Sitiveni Rabuka, won 21 seats; its coalition partner, the National Federation Party (NFP) led by Prof. Biman Prasad, won five seats. The tied result was broken after a series of negotiations were undertaken with SODELPA, led by Viliame Gavoka that won 3 seats and emerged as kingmaker. Following a second ballot of the SODELPA executive (after the first was controversially nullified by the then General Secretary of SODELPA), the party eventually endorsed the PAP/NFP coalition.¹⁰

Since the change in government, divisions between supporters of the Government and the Opposition - both of which are led by former coup leaders - have been clearly highlighted in the media and on social media, with both camps accusing each other for their respective lack of capacity to operate responsibly in the interests of all Fijians. Critics of the former Bainimarama Government have aired allegations of widespread corruption as well as heavy-handed government regulation of individual freedoms, including through alleged police brutality and other abuses. Critics of the new Rabuka Government point to the use of his nationalist rhetoric during his previous terms as Prime Minister in the 1990s and have raised concerns about a return to the so-called "race-based politics" that have characterized much of Fiji's politics since independence. Most recently, there has been criticism from the Opposition and government opponent regarding potentially divisive policy approaches, most notably, proposals to review the Constitution to address the use of the term "Fijian" for all citizens of the country (rather than the indigenous population) and to amend provisions related to secularism. There have also been concerns raised regarding the police taking civil society activists in for questioning regarding allegedly "inciteful" social media posts and communal antagonism.

There exist racial tensions between indigenous Fijians (iTauKei) and Indo-Fijians. These tensions were shaped by Fiji's colonial past, and the political instability Fiji has faced since the country gained independence in 1970. During periods of political disturbances in 1987, 2000 and 2006, ethnic violence was exercised.¹¹ There was alleged desecration of religious sites, rioting and looting,¹² human rights abuses against activists, and increased militarisation.¹³ Additional factors impacting on political dynamics in Fiji include: the questions relating to the role of security institutions; politicization of indigenous and non-indigenous narratives and the impact on the civil service; the use of force; the rural to urban and peri-urban migration with an increased number of squatter settlements and high unemployment; and increasing poverty in rural areas impacting all communities, independently of

⁹ <https://www.fijivillage.com/news/Electoral-Commission-allocates-seats-after-the-2022-general-elections-8f5r4x/>

¹⁰ <https://www.fijivillage.com/news/SODELPA-decides-to-go-into-a-coalition-with-Peoples-Alliance-and-NFP-5f8r4x/>

¹¹ See Naidu, V. "Fiji: the challenges and opportunities of diversity", Minority Rights Group International/Citizens' Constitutional Forum 2013 <https://www.refworld.org/pdfid/525fbfda4.pdf>

¹² See Alley, R. "Fiji's coups of 1987 and 2000: a comparison", 2001 <https://www.wgtn.ac.nz/law/research/publications/about-nzacl/publications/special-issues/hors-serie-volume-i,-2001/Alley.pdf>

¹³ See Shadow NGO Report on Fiji's Second, Third and Fourth Combined Periodic Report to the Committee on the Elimination of Discrimination Against Women for submission to CEDAW's 46th Session, July 2009

https://lib.ohchr.org/HRBodies/UPR/Documents/Session7/FJ/FWRM_UPR_FJI_S07_2010_Fiji_WomensRightsMovement_annex1.pdf

ethnicity. All previous governments have tried to address the injustices of the past and racial tension by putting in place new laws and institutions. These reforms in Fiji's legal and policy institutional frameworks have reduced some racial tensions. Steps taken have not completely eradicated discrimination as implementation of the laws and policies have been inconsistent due to lack of the effective implementation of legal reforms and political decisions. As an important first step, Fiji started ratifying all core human rights treaties that aimed at ending discrimination. The 2013 Constitution includes protection of indigenous land rights. Under the 2013 Constitution, all citizens of Fiji should be referred to as Fijians and have equal status and identity, which means that they are equally entitled to all rights, privileges, duties, benefits and responsibilities of citizenship. The 2013 Constitution specifically prohibits unfair discrimination against a person, directly or indirectly, on a broad range of grounds including race, culture, ethnic or social origin. The 2013 Constitution provided for the electoral reforms. The Constitution provides for the electoral process to be a multi-member open list system of proportional representation and provides for regular elections based on universal adult and non-discriminatory suffrage. It eliminated the quotas imposed on the parliamentary seats available to each ethnic group, as under the previous constitutions. In addition to the 2013 Constitution, there are other laws that relate to non-discrimination and prohibit racism and racial discrimination, such as the Human Rights Anti-Discrimination Commission Act 2009, Employment Relations Act 2007, Public Order Act, Immigration Act 2003. There does not exist any standalone legislation on non-discrimination. In 2011 and 2012, the Government mandated that schools with ethnic names remove the ethnic connotations to promote schools with mixed ethnic groups.

In 2023, the new Coalition Government announced that race reconciliation is given priority in its political agenda. The Coalition Government has taken strong measures in this direction, such as declaring a new public holiday in Fiji "Girmit Day" to celebrate Fiji's history and the reliance on the girmityas. The national celebration of the girmityas was also followed up by the Forward Fiji Declaration that is aimed at national reconciliation from all the upheavals of the past 30 years in Fiji. In May 2023, the Fijian Prime Minister, Sitiveni Rabuka, the Methodist Church of Fiji, and the Rotuma President, Reverend Ili Vunisuwai, the former Prime Minister, the Leader of Fiji Labour Party Mahendra Chaudhry, as well as other religious organisation leaders signed this declaration to mark a major step towards unity and reconciliation between the two largest races in the country. The Government has supported the recent organized reconciliation inter-faith gathering by the Fiji Methodist Church of Fiji (Fiji biggest Christian denomination in Fiji) where the church stated that it wanted to seek forgiveness for those that faced hardship from the 1987 coup.

As part of the race reconciliation efforts, Fiji is also expected to fulfil the recommendations resulting from the third UPR cycle's human rights review of Fiji in 2019, and from the 2012 examination by the UN Committee on the Elimination of Racial Discrimination (CERD). Significant progress has been made in this area. The law establishing the Truth and Reconciliation Commission has been passed and the Fiji Truth and Reconciliation Commission has been established and operationalised. The project supported the consultations on the Bill and will continue to provide technical to the national reconciliation process under the no cost extension period. The UPR recommendations include ensuring the importance of securing the free, prior and informed consent of indigenous groups regarding their permanent rights as a group, including issues affecting them and their ways of living through the Great Council of Chiefs (GCC). Fiji has also indicated that it will further promote training on the principle of non-discrimination, as well as on race, ethnic, cultural, and religious diversity in Fiji. The Government has announced it will be integrating these aspects related to "diversity" in the national school curriculum to promote inter-ethnic "friendship and solidarity". However, on the other side, contentious issues have been persisting, which may cause further racial tensions. For example, the

Government has raised the possibility of a constitutional referendum questioning the use of the term “Fijian” for all the population, that could potentially reinstate the debate about the racial differences in Fiji, again.

Furthermore, the new government has re-established the Great Council of Chief (GCC) which was de-established in 2007 when Fiji was in Military rule. The Military takeover by Bainimarama said that the GCC was politically motivated and most of its members are corrupted especially their involvement in the 2000 coup. During the opening of the GCC in Bau Island in May 2023, GCC members traditionally sorted government’s remission in their involvement in any disharmony bring about conflict for the nation. Reconciliation and social cohesion were part of the GCC reform with a review committee carrying out national consultation around the country to recommend back to government a ‘fit for purpose’ council that is considerate of all the ethnic groups in Fiji. This is a clear indication that the current government is already working fostering unity, social cohesion, and national reconciliation by strengthening platforms that are respected by locals who have an instrumental role as respected individual in the community to support national building initiatives.

Women and young people remain politically and economically marginalised in post-independence Fiji. Fiji has one of the strongest civil society sectors in the Pacific, led predominantly by women’s civil society organisations (CSOs), nonetheless, only five (9.09%) Members of Parliament are women (less than half the number of the previous Parliament),¹⁴ and women’s economic status lags behind men. Barriers to women’s participation in public life come from all levels of society, from personal to highly public this often includes discriminatory attitudes and practices, caregiving responsibilities, and the financial cost of running for election and holding public office. Following the last local government elections in 2005, 13.3% (21/158) of the elected candidates countrywide were women, and three councils had no women representatives.¹⁵ Currently there are no elected councillors, but in 2019, the Government appointed two local council special administrators who were women.¹⁶ In early 2023, the new Cabinet endorsed new municipal elections. In terms of representation in the public and private sector, research from 2020 found that of the 192 board members across 38 government-controlled entities with boards, women comprised only 21% of all board members, 42% of boards had no women at all, and 26% of boards have less than one-third female participation.¹⁷ Additionally, Fiji has one of the highest rates of gender-based violence (GBV) in the world, with 72% of ever-partnered women reporting experiencing physical, sexual or emotional violence from their partners.¹⁸ GBV was further exacerbated during the COVID-19 pandemic.¹⁹ Youth also tend to be marginalized and under-represented in decision-making despite representing one-third of Fiji’s population. This is mainly because the traditional view of young people’s participation is restricted to that of ‘service’. Youth face cross-cutting challenges such as sexual and other forms of violence and abuse, challenges in accessing economic opportunities, issues related to reproductive health rights, and lack of inclusion in decision-making within their families, communities, and local and national level processes. Young people in

¹⁴ <https://pina.com.fj/2022/12/20/six-women-elected-into-fiji-parliament/>

¹⁵ CLGF (2019) *The Local Government System in Fiji*, p.69, http://www.clgf.org.uk/default/assets/File/Country_profiles/Fiji.pdf.

¹⁶ Monika Singh (2021) “Women leadership in local authorities”, *The Fiji Times*, 8 March, <https://www.fijitimes.com/women-leadership-in-local-authorities/>.

¹⁷ (2020) “New Research: Government Boards don’t Give Women a fair go”, FWRM: Suva, 20 September, <http://www.fwr.org.fj/news/media-releases/67-all-category/news/press-releases/592-new-research-government-boards-don-t-give-women-a-fair-go>.

¹⁸ Fiji Women’s Crisis Centre 2013. *Somebody’s Life, Everybody’s Business! National Research on Women’s Health and Life Experiences in Fiji (2010/2011): A survey exploring the prevalence, incidence and attitudes to intimate partner violence in Fiji.*

¹⁹ See the Fiji Women’s Fund Pandemic Blog Series: What we are hearing from our grantee partners during Fiji’s 2nd wave of COVID-19, June 2021, <https://fijiwomensfund.org/impact-of-fijis-2nd-wave-of-covid-19/>

Fiji want to be included in decision-making and they have the potential to make a difference in the community (“investment in the future of Fiji”).

There are strong women and youth movements and networks proactively working on gender and youth issues. The Fiji Women's Rights Movement works with approximately 30 plus local based community women led groups and networks around the country while the National Youth Council is an umbrella body supporting provincial level youth networks and groups. Both organizations also engage in youth and women peace and security issues which include responding to conflict, conflict prevention and mediation within their communities, humanitarian response during disasters as well as creating platforms to ensure youth and women are part of decision-making processes to help strengthen social cohesion within communities. Young people in Fiji have been crucial in voicing their concerns about social issues and the agenda. However, there has been recent concern that young people have not been fully incorporated by the policymakers. Increasing efforts should be made to facilitate better youth inclusion in Fiji during this post-election period, in any planned community dialogues and reconciliation.

Some efforts were made by the former Bainimarama Government to address discrimination, inequality and corruption, but opponents of that Government – many of whom are now members of the Rabuka Government – allege that laws, legislative environment and powers were often deliberately used to restrict their own advocacy and activities. The 2013 Constitution aimed to build a sense of unified nationhood amongst all of Fiji’s ethnic and religious groups, but efforts to strengthen communal relations are the work of a generation and there remain risks that communal dynamics can be manipulated for political purposes. The Constitution explicitly entrenches a strong right to non-discrimination but other sections which entrench immunities for the military and give them an ongoing role in Fiji’s democracy have been critiqued.²⁰ The existing national human rights institution, the Fiji Human Rights Commission, was deliberately renamed the Fiji Human Rights and Anti-Discrimination Commission (FHRADC) and given a mandate to actively address issues related to discrimination. In 2007, the FHRADC lost its A-status accreditation by the then International Coordinating Committee of NHRIs. However, in June 2021, the now responsible entity, the Global Alliance of National Human Rights Institutions (GANHRI) reviewed the compliance of the FHRADC with the Paris Principles and recommended that the Commission be accredited with B status. The Fiji Human Rights Commission has faced criticisms in the past, as it was perceived to be an ally of the government, selectively utilizing its powers against individuals who were opposed to the government. This compromised the independence of the Commission.

During the last 16 years of the previous Fiji first Government, numerous allegations of human rights violations by state institutions were reported, with freedoms of speech and assembly under specific threat. The key Government bodies who had responsibilities for protecting those rights - namely the FHRADC, MIDA and the Fiji Police - were often criticised for failing to respect and protect those rights abuses. After the elections of 2022 and within the period of transition to the new government, there have been allegations against the Fiji Police for allegedly arresting people for questioning in relation to social media posts that had been posted.

Despite a range of civil and political rights being entrenched in the Constitution as part of the Bill of Rights, freedoms of expression, the media and assembly were often impinged over the last decades.

²⁰ <https://www.rnz.co.nz/international/pacific-news/483385/analysis-professor-says-role-of-fijian-military-remains-unclear>

and there has also been a rise of “hate speech” against ethnic groups on social media,²¹ while civil society groups have also raised concerns about hate speech against women MPs on social media and the impact of misinformation.²² A Media Industry Development Authority (MIDA) was established under the MIDA Act 2010, the Public Order Act and Online Safety Act 2018, and the Online Safety Commission was (OSC) set up, all of which were designed to address issues related to freedom of expression and hate speech and other harmful content online and by media organisations. However, MIDA and the laws around hate speech have been criticized as being tools of the Bainimarama Government that were used to restrict the free speech of Government opponents. In its 2018 annual report, the FHRADC identified hate speech as a key impediment to social cohesion and the recommended dialogues and outreach to address this. These dialogues recommended by the FHRADC have not been held, yet. The same sentiment was echoed by the Parliamentary Committee on Law, Justice, and Human Rights when it tabled its Report in Parliament on 7 June 2021. The Committee acknowledged the negative impacts of hate speech on Fiji’s societies and recommended that a dialogue at a national level for all stakeholders including, parliamentarians, was needed, to better understand the issue of hate speech, racial or religious vilification, expressions that could potentially cause division and community antagonism.²³ At the same time, concerns have been raised, including at the UN Human Rights Council, which recommended that “Fiji safeguard freedom of expression by ensuring that criminal and speech related legislation are not misused to suppress media, civil society and opposition politicians’ criticism of the government”.²⁴ Through another Project, UNDP is currently supporting the Fiji Parliamentary Committee on Justice, Law and Human Rights to reflect on issues related to freedom of speech, including hate speech. Getting the balance right is not only a legal issue for Parliament but will require the evolution of social norms which tolerate peaceful dissent that are embraced by Fiji’s diverse communities across the country. In March 2023, a number of UN agencies such as OHCHR, UNDP and UNESCO collectively advocated for the repeal of the restrictive MIDA Act which was subsequently repealed by the Coalition Government. However other restrictive laws such as the Public Order Act and the seditious provisions of the Crimes Act still remain in force. Human Rights Defenders (HRDs) continue facing restrictions. For example, in the context of the general elections of 14 December 2022, and two days after the polling date, the Multinational Observer Group (MOG), led by Australia, India and Indonesia, issued an interim public statement expressing, among other statements related to the electoral process, that they noted concerns by many non-government organizations (NGOs) stakeholders regarding increased restrictions on election-related activities ahead of the elections. In order to address the challenges that HRDs are facing, there is a need to create common spaces of dialogue between them and state institutions, such as the FHRADC. With these spaces, the FHRADC could play a key role in receiving, investigating, and addressing the human rights concerns raised by civil society. At the same time, these spaces with civil society could serve as an opportunity to expand the knowledge and understanding of the constitutional role and functions of the FHRADC at the community level across the country.

For the last decade, the UN and civil society groups have proactively worked to address the root causes of Fiji’s communal tensions and to strengthen social cohesion, including by supporting community dialogues and civic education. CSOs, such as those which are rights-based²⁵ have

²¹ Apenisa Waqairadovu (2021) “Police concerned with hate speech against proposed Bill”, FBC News, 25 July, <https://www.fbcnews.com.fj/news/police-concerned-with-hate-speech-against-proposed-bill/>;

²² <http://www.dialoguefiji.com/uploads/9/6/7/0/9670434/communique.pdf>

²³ Parliament of Fiji Hansard, 7 June 2021, pp.1873-4, <http://www.parliament.gov.fj/wp-content/uploads/2021/07/Daily-Hansard-Monday-7th-June-2021-1.pdf>.

²⁴ (2019) “Fiji urged by UN members to protect freedom of expression”, *Radio New Zealand*, 9 November, <https://www.rnz.co.nz/international/pacific-news/402892/fiji-urged-by-un-members-to-protect-freedom-of-expression>.

²⁵ Such efforts were supported by international donor partners such as the International Women’s Development Agency (Australia) and Conciliation Resources (UK).

organized community forums to use the Fijian dialogue approach of “talanoa”²⁶ to facilitate discussions around critical community issues for more than a decade. The Fiji Women’s Forum (which was created in 2011 by a coalition of women’s NGOs) was particularly effective in providing a safe space for women from across the country to come together to discuss a range of sensitive political and social issues, with a view to building solidarity amongst women that crossed over communal groupings. In 2019, a one-off dialogue was organized with the theme ‘Dialogue on Social Cohesion’, to bring together stakeholders to discuss the 2018 General Elections. The Final Communique specifically stated: “The DOSC calls for further dialogue, involving actors from across political, racial, religious divides on issues polarizing the society” and also included a specific section on “Hate Speech & Fake News” which noted with concern the high incidence of hate speech on social media, and discussed that it was a reflection of the degree of radicalization that the Fijian society is undergoing. UNDP has also implemented three civic education programmes in advance of elections, in 2014 (National Initiative on Civic Education (NICE) Project), 2018 elections (Strengthening Citizen Engagement in Fiji Initiative (SCEFI) Project), and 2022 (Support to the 2022 Fiji Elections) which included supporting community dialogues across the country, with specific approaches for marginalized groups such as women and youth. The final SCEFI Evaluation Report found that “interventions made by SCEFI resulted ‘in a true breakthrough in constructive civil society-government engagement in Fiji. The identification of key champions, particularly in government, and applying a non-adversarial constructive engagement approach, worked effectively in advocating on the key SCEFI themes with stakeholders at the national level and incorporating grass root voices’”.²⁷ Previous initiatives on social cohesion dialogues recommended for consistent dialogues in Fiji across political spectrum and communities which this project intends to embark on. While there were different dialogues that were carried out previously, it is very clear that the dialogues have not fully addressed issues of social cohesion in the respective communities in Fiji which can allow national reconciliation. A targeted and genuine dialogue is crucial for Fijians throughout the country where all key actors are involved. This was clearly indicated by the current Prime Minister Rabuka who was the opposition leader in 2019 in one of the Dialogue Fiji organized events for Fiji Social Cohesion event said that most key actors were not present. This was due to the policy environment of the former government where freedom of speech was limited, and stakeholders or key actors can be taken to task if issues raised was anti- government in nature.

Dialogue and civic education efforts have borne fruit, but more work needs to be done to entrench real change, in particular to mitigate the immediate risks posed by the political situation in the aftermath of the 2022 general elections which could be a trigger point for new communal tensions. The build up towards the 2022 general elections is seen to be ethnic in nature and has brought about negative mindset for different ethnic groups in Fiji. The communal tension will come in a way that certain ideology such as the re-establishing the Great Council Chief is a direct concentration and support towards the indigenous population, but this is a governance structure to build platforms of consultative avenues for government and key national institution. In the same event in 2019 Dialogue Fiji meeting on social cohesion mentioned above, the then-Minister for Education noted that the Government’s

²⁶ The word “Talanoa” means a traditional Fijian deliberation process that literally means dialogue. Talanoa is centred on an open-style of deliberation, focusing on respect, tolerance, flexibility, openness and fairness and let’s all individuals have their say in the matter in order to reach a decision. It is usually accompanied with a traditional ceremony. Talanoa is underpinned by unwritten rules and etiquette, with the philosophy of the concept of open dialogue between individuals being centre to solving issues as participants are obliged to sit and talk without preconceived views opening the opportunity for reconciliation between those who have been in conflict or have concerns.

²⁷ (2019) *Strengthening Citizen Engagement in Fiji Initiative (SCEFI) Final Report*, p.2, UNDP: Suva.

efforts to build social cohesion through laws “cannot foster social cohesion unless a social change whereby the attitudes and mindsets of Fijians are shaped to embrace these changes...[T]hese ideologies must be mainstreamed and sustained in the long-term and is beyond successive governments...[T]hese issues include building social cohesion, peace-building in divided societies, addressing radicalization through hate speech and fake news and building trust in the election institutions and processes in order to strengthen electoral outcomes and quality of democracy”.²⁸ Targeted and specific support for promoting dialogue to strengthen social cohesion, human rights and civic education as well as strong awareness on women’s political participation is a risk mitigation measure for the prevention of tension, rising intolerance, threats to social cohesion and the erosion of gains made on women’s rights and political participation.

b) A brief description of how the project aligns with/supports existing Governmental and UN strategic frameworks, how it ensures national ownership.

This project positions the UN to flexibly support the new Government’s evolving agenda. That said, it is already clear that the Government is seeking to speedily address what it views as previous public accountability and transparency shortcomings of the former Government, while nonetheless reassuring supporters across the political spectrum that they aim to build a united Fiji where different ethnic, social, and economic groups are engaged, and fundamental rights and freedoms are respected. The project also aligns with Fiji’s current 5-year and 20-year National Development Plans (NDP) endorsed in 2017, which are likely to remain consistent over time in the Government’s commitment to reducing gender inequalities and violence against women and taking an integrated whole-of-government approach in partnership with civil society to meet Fiji’s international human rights commitments/obligations. The Fiji National Gender Policy 2014 guides work around gender equality and the empowerment of women and girls.²⁹ The National Youth Policy and Ministry of Youth and Sport Strategic Plan (2018-2022) guide the implementation of activities for young people.³⁰ Fiji’s 2019 Voluntary National Review (VNR) specifically notes that dialogue with and collaboration of all stakeholders is critical to the achievement of the SDGs and alignment with the NDPs. Furthermore, there is acknowledgment of the outcomes of the Fiji Civil Society Organizations Voluntary Review Taskforce’s forum and assessment of progress, and this outcome was incorporated into the VNR report. This also aligns with UN Pacific Cooperation Framework and Country Implementation Plan for 2023-2024 and the Country Common Analysis in particular under the Peace Pillar promoting social cohesion in post-election context in Fiji where specifically the theory of change in the Cooperation Framework acknowledges the need for an inclusive structure and process as a means to ensure fundamental rights of association, expression and information is promoted through social dialogue and social cohesion initiative where women and youths are part of the national decision making process.

c) A brief explanation of how the project fills any strategic gaps and complements any other relevant interventions, PBF funded or otherwise. Also provide a brief summary of existing interventions in the proposal’s sector by filling out the table below.

At this critical juncture, Fiji is embarking on a major political transition, which can be harnessed for transformative impact but may have disruptive consequences if not well-managed. Development

²⁸ Rashika Kumar (2019) “ Enforcing laws to foster social cohesion cannot work unless the attitudes of Fijians are shaped to embrace these changes”, 27 September, *Fiji Village*, <https://fijivillage.com/news/Enforcing-laws-to-foster-social-cohesion-cannot-work-unless-the-attitudes-of-Fijians-are-shaped-to-embrace-these-changes---Dr-Waqainabete-529skr/>.

²⁹ <https://www.fiji.gov.fj/getattachment/db294b55-f2ca-4d44-bc81-f832e73cab6c/NATIONAL-GENDER-POLICY-AWARENESS.aspx#:~:text=The%20vision%20of%20the%20National,the%20development%20processes%20and%20outcomes..>

³⁰ <https://www.youth.gov.fj/publications/strategic-development-plans>

partners across-the-board are reviewing and retooling their programming to respond to the new Government's development priorities. In that context, quick-response funding by the UN in support of ensuring a peaceful, inclusive, and stable transition could have exponential impacts. Under the previous Government, there has only been a limited number of resources specifically dedicated towards building social cohesion in Fiji, and the efforts to address rising hate speech and misinformation has not always aligned with international human rights standards and best practices. While UNDP ran some civic education activities in 2014, 2018 and 2022, these activities generally focused on building communities' understanding of democratic governance under the new Constitution in the context of the two national elections. While Dialogue Fiji has also done some work in this space, and small NGO projects have engaged with specific marginalised groups, COVID-19 lockdowns stalled most outreach work with communities which has left a vacuum that has often been filled by social media misinformation. This Project has now been designed to directly address the political and community instability that may be triggered in the early months and years of the current political transition, including community polarization, which could have been potentially exacerbated as a result of social media misinformation. This time of political and governmental transition is particularly risky, noting the disruption previously caused when communal differences have been manipulated for gain by opposing political elites and community-leaders.

Project name (duration)	Donor and budget	Project focus	Difference/ complementarity to current proposal
IWDA Pacific We Rise Coalition (2019-2024)	Australia Department of Foreign Affairs and Trade USD \$1,183,031.85 (AUD 1,819,503 5 years)	Strengthen organisational financial and project management; and support programs on democratisation, movement building and accountability mechanisms in Fiji / Pacific.	This is a regional project including Fiji. The PBF work will allow more intensive engagement beyond urban centres, targeting with women from rural areas, it will also create opportunities for rural women to directly engage with relevant institutions, stakeholders, and decision makers.
FWRM GIRLS Arise (ongoing)	Pacific Women Shaping Pacific Development USD \$199,478.47 (FJD 444,837)	Provision of opportunities to strengthen the focus on adolescent girls in Fiji specifically on the development of a girls programme toolkit.	This is a narrow Project which works with young women, who are rarely given space to discuss their issues. They will be included in the dialogues and given a rare opportunity to share their issues regarding local governance.
FWRM GIRLS Exist (ongoing)	Australian NGO Cooperation Programme (ANCP) – USD \$196,221.71 (AUD 301,789.00)	GIRLS Exist worked with two distinct cohorts over a period of 3 years to build the agency of participating girls and strengthen girl leaders' advocacy for positive change in their communities.	See notes above re GIRLS Arise. PBF funds will be used to enable young women build solidarity and provide a safe space for them to discuss their issues/concerns.
FWRM Young Feminist Rise Project (ongoing)	Fiji Women's Fund USD \$201,793.72 (FJD 450,000)	The programme aims at transformative change to build agency and capacities of a generation of diverse young women from different parts of Fiji for a greater level of praxis as feminists, advocates, and leaders in their own rights.	The PBF Project will fund FWRM to build on this work to enable their cohort of young women to dialogue in a safe space, with expert UN facilitation. Connecting this work to the UN will enable the outcomes to be shared with policymakers through

			the UN's own policy discussions with Fiji officials.
UN Women improved women and girls in community's knowledge on pathways to ATJ + family law + ending GBV (ongoing)	UN Women USD \$111,522.40	Aims to help women in communities to have clearer understanding of justice sector pathways and services regarding family law and GBV. The two expected outcomes: (1) CBOs committed to improving women's access to justice within their communities regarding family law and ending gender-based violence; (2) Women in communities are proactively directing on improving women's access to justice in relation to family law and gender-based violence.	Specifically focusing on improving women's access to justice. This Project has good connections with CBOs which will be leveraged for the dialogue and civic education partnerships, as possible.
UN Women Leaving No One Behind: Building Gender Transformative Institutions (ongoing)	MFAT USD \$199,025	The overall objective of this one-year project is to develop and enhance the Government of Fiji's capacity and competence on gender mainstreaming with specific focus on gender analysis and gender responsive programming and budgeting (GRP).	Focusses on gender analysis & gender responsive programming & budgeting) of Govt ministries and institutions.
UNDP Fiji Parliament Support Project (ongoing)	Governments of Australia, Japan and New Zealand USD \$4,700,000	Project provides support to the Parliament to become more effective and efficient through strengthening the work of its committees related to legislation and oversight, building the capacities of legislators and professionalism of staff, as well as improving outreach and citizen engagement. Project focuses capacity development of MPs and staff + CSO and citizen engagement, and the inclusion of minorities and marginalised groups, including women and youth.	UNDP is already supporting the Standing Committee on Law, Justice and Human Rights and holds briefings/seminars on the role of Parliament in combating hate speech. This work is in its early stages but will be linked back to this Project as possible, taking into account political sensitivities in the post-election political context.
UNDP Rights, Empowerment and Social Cohesion (REACH) Project (ongoing)	Government of Japan USD \$700,000 (Fiji Component only)	The REACH project aims to promote social cohesion and inclusiveness. The project conducts awareness raising of the social, economic, and legal rights enshrined in the Constitution of the Republic of Fiji, provides access to the services associated with these rights, an also strengthens institutional capacity to deliver these services. Since the pandemic the focus is to improve service delivery in relation to: COVID-19 related and existing health services; care for persons living with disabilities; prevention	Provides a platform for Govt and non-Govt stakeholders to work together to conduct coordinated community awareness in around the country on social, economic, and legal rights and provides "one-stop shop" to communities to access these services from these service providers. This PBF Project will complement this Project and will draw on existing local partnerships when rolling out dialogue and education. REACH is primarily focused on improved governance for

		and responses to violence against women and children; and the provision of accessible justice services.	responsive service delivery as a way of promoting social cohesion. It does not engage in dialogues.
UNDP Fiji Police Project (ongoing)	Government of New Zealand USD \$4,200,000	Aims to strengthen accountability and effectiveness of the Fiji Police Force (FPF) and key justice stakeholders. Project supports the FPF to strengthen early access to justice in criminal proceedings and strengthen a victim-centered approach to investigations, prioritising gender responsive and HRBA to access to justice for vulnerable groups. The Project also supports urgent initiatives of the FPF to implement the Government's COVID-19 response.	This Project is focused on access to justice, and to that end, is carefully building relationships of trust with the FPF and other justice partners. Capacity building is a slow process, which is the focus of UNDP's dedicated ROL Advisor.
OHCHR – Access to Justice Project: Human Rights Training for Law Enforcement Agencies in Fiji (ongoing)	Swiss Government, Government of Australia USD \$150,000	The aim of the project is to build the capacity of the Fiji Police Force on basic international human rights principles and best practices at all levels and embed human rights in the FPF training curriculum.	Specific focus was professionalism of the police, prohibition of torture and use of excessive force, freedom of assembly and freedom of expression.
Dialogue Fiji³¹	Unknown	Dialogue Fiji is an NGO founded in 2008. The NGO has been implementing the Participative Democracy and Accountability Action project (2020-2022) with Conciliation Resources to strengthen youth and women's engagement with local and national government. It is not clear what other programming is being implemented currently.	Dialogue Fiji was a partner of UNDP during the rollout of the previous SCEFI and NICE Projects. It is anticipated that they would again be drawn on as a partner, and possibly a member of the Project Steering Committee.
UNDP Fiji Support to 2022 Elections	NZ MFAT (USD \$125,471) and Australia DFAT (USD \$143,266), UNDP (USD\$150,000)	Following a request letter from the Fijian Elections Office for UNDP's support in civic/voter education, among others dated 18 May 2023, an electoral needs assessment will be conducted by desk review. Pending approval by the UN Focal Point for Electoral Assistance matters, UNDP may launch another election project covering civic and voter education, operations and election security, among others.	The project extension is yet to be developed pending the electoral needs assessment (desk review) and approval by the UN Focal Point for Electoral Assistance Matters. If UNDP election project is launched for the next electoral cycle, it will coordinate with PBF to avoid any duplications and ensure support will be provided in a complementary manner. In

³¹ <http://www.dialoguefiji.com/>.

			<p>addition, given its recent support in civic/voter education for the 2022 general elections, the future potential UNDP electoral project may provide internal advisory support to the PBF project.</p>
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II. Project content, strategic justification, and implementation strategy (4 pages max Plus Results Framework Annex)

a) *A brief description of the project focus and approach*

This Project seeks to work with policy makers and diverse community members, with a strong effort to empower women, to support national dialogues in urban and rural areas with the aim of contributing to national reconciliation, strengthening social cohesion and protection and promotion of human rights, and preventing current tensions from erupting into violence. To that end, the Project will work with Government partners to review and reform frameworks and institutions that are critical to strengthening human right, gender equality and women’s empowerment and social cohesion, including key Ministries/units with peacebuilding and community outreach mandates, the FHRADC, MIDA, Fiji Women’s Rights Movement and the OSC.

The project will also support specific activities to address freedoms of speech and expression, hate speech and misinformation, including by providing trainings on respect for fundamental rights and freedoms to key government officials (including representatives of law enforcement agencies), undertaking research and using that research to inform the design of two-track dialogues among community members, including women. In addition, the second track consists of dialogues between communities and CSOs, and/or state institutions across the country that will enable people to voice their grievances in a safe environment and come together to develop common responses for action. The dialogues will include specific social cohesion activities, which will seek to address misinformation and build community tolerance and resilience. The feedback from the assessments, and community outreach field missions will also be used as the basis to design further social cohesion dialogues and build trust across different communities, to address misinformation and address discrimination, to build the knowledge of participants on human rights norms related to social cohesion, and to strengthen their own capacities to engage in peaceful discussion and debate. This will contribute to building communities which have better tension-management capacities, and through their increased knowledge can develop more tolerant approaches to difference.

The project will specifically focus on much needed separate safe spaces for women to have dedicated dialogues with the women’s ministry, FHRADC, law enforcement and other relevant stakeholders to identify and address critical gender and women peace and security issues as a pathway towards institutional and policy reform. This Project also seeks to work with communities to support Fijians to more productively discuss issues, and potential grievances, with a view to managing and channelling their concerns through more peaceful, local and national democratic processes respecting gender and human rights. Through this project, sensitively facilitated dialogues which enable discussion across religious and ethnic communities could have major impacts on moving the country’s homegrown reconciliation process forward. Such dialogues would also empower marginalised groups, such as women, young people, and political activists, to participate in official policy conversations.

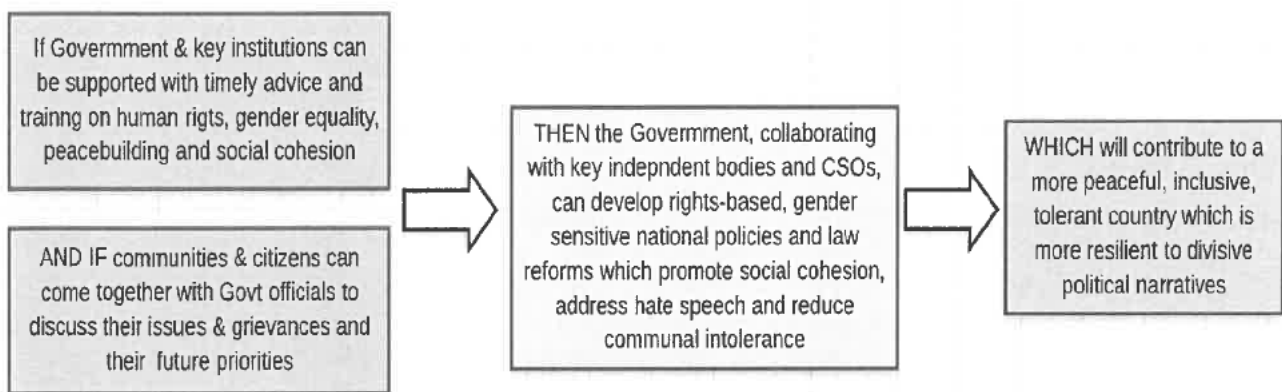
The dialogues with the women groups and the communities at large will feed into strengthening institutions, frameworks and capacity of government officials, FHRADC, Fiji Police Force, GCC,

journalists, human rights defenders including women, and other institutions to meaningfully understand, promote and protect human rights, gender equality and integrated peacebuilding principles. Through open and frank discussions, communities can be brought closer to those officials through carefully facilitated dialogues which can be used both to air grievances, and also design a more positive course forward for the country. The Project will undertake a social cohesion assessment, which will assess potential trigger points for social tension, as well as analysing the impact of traditional and social media on the alleged rise of misinformation and hate speech. In addition, this project will enable the FHRADC and Fiji Women's Rights Movement to conduct community outreach field missions to identify human rights, gender issues and, in particular, discrimination related concerns, which are triggering challenges for achievement of social cohesion. This information and existing concerns will be used to design dialogues with communities across the country, through a network of government and non-government partners who will work to address the problems over a period of time. Project activities will be informed by a human rights-based approach and conflict- and gender-sensitive principles and approaches and will be specifically designed to ensure the inclusion of marginalised voices, including women, young people, people with disabilities and the rural poor as a vision to leave no one behind. Specific activities are identified in Output 1.1 which seek to strengthen the legal, policy and institutional frameworks which impact on women in relation to human rights and Output 1.3 will specifically include dialogues for women, young people, and women human rights defenders. By working with and through government partners, including the key government departments working with local communities and with parliamentarians, the Project will also help build connections between communities and the government.

b) *Provide a project-level 'theory of change' – explain the assumptions about why you expect the project interventions to lead to changes in the conflict factors identified in the conflict analysis. What are the assumptions that the theory is based on?*

The theory of change recognises at this critical juncture of transition from a 16-year-old former Government to a new Coalition Government, there is a unique opportunity for this Project to facilitate genuine, open dialogues between officials and their representatives which have been challenging to organise for more than a decade. Through this project, sensitively facilitated dialogues which enable discussion across religious and ethnic communities could have major impacts on moving the country's homegrown reconciliation process forward. Such dialogues would also empower marginalised groups, such as women, young people, and political activists, to participate in official policy conversations.

It is for this reason that the theory of change posits that if the Project can strengthen the capacities of Government officials and institutions to meaningfully understand, promote and protect human rights, gender equality. Government officials may also integrate peacebuilding principles into policy and decision-making processes. If communities can participate in direct dialogue with government officials then these dialogues could enable government to advance in a human rights-based national reconciliation process, address hate speech and discrimination, promote social cohesion and advance the development agenda.



The theory of change assumes that the Coalition Government will remain in power and will therefore continue to actively pursue a rights-based reconciliation agenda such as the signing of the ‘Forward Fiji’ declaration which was organized by the faith-based organization and supported by government and CSOs to heal divisions caused by Fiji’s history of unconstitutional changes of government. It also assumes that different stakeholders across the country will be open to engaging constructively with each other and with the government as the current government continues to provide the policy and legal environment for such engagement which includes the review of Fiji’s Public Order Act which don’t fully recognize the fundamental principle of freedom of speech, this has built confidence in the communities especially women and youth-led group. Change will also depend on the Government moving forward with reforms it has already flagged, such as reviewing current approaches to regulating free speech and possibly even reviewing the Constitution. If these assumptions hold true, positive changes may be tangibly observed within a relatively quick period of time. As a matter of fact, the Government has set itself some ambitious goals in its first year, including reviewing the provisions in the Constitution which deal with race and religion and proactively addressing some concerns of many citizens regarding the previous Government’s use of the police and other institutions of the State to suppress human rights including freedoms of expression and assembly. In addition, the Government also envisions a national reconciliation process to address the past tensions that still become spectre of national issues.

The project will need to be cognizant of fragility in Fiji. With the support from RC and PDA, the project and UNCT will make sure to engage with national actors across the political spectrum to ensure inclusion and strong buy-in from all parties. The change in leadership or the government should not affect the project's capacity to promote crucial work in bringing the community together and preventing potential violence.

c) Provide a narrative description of key project components (outcomes and outputs), ensuring sufficient attention to gender, age and other key differences that influence the project approach.

Outcome 1: Government, CSOs and communities demonstrate increased commitment to religious and communal tolerance, human-rights, and gender equality

The Project seeks to support the Government and CSOs to build their capacities to effectively engage in activities which build social cohesion and the resilience of communities across the country to resist divisive race and religious-based commentary and/or misinformation. By the end of the Project, it is expected that the new Government will progress a policy framework that promotes social cohesion and communal trust over time as well as a range of policy initiatives and dialogues with policy makers, communities and among different communities instituted; and more people will feel positive with the

Government's initiatives and engagements in social cohesions pathway. This will be done by engaging with Government officials, CSOs and communities through a mix of technical advice, capacity development and direct support for community dialogues. Attention will be paid by the project team that the activities between the three outputs are logically sequenced so that institutional advice and capacity building benefits from the dialogues.

Output 1.1: Government and civil society supported to design and implement national reconciliation process and social cohesion agenda inclusive of women, young people, diverse religious and ethnic communities, and marginalized groups

To support the Government's ongoing efforts for national reconciliation, the Project will offer responsive technical advice and other support to key Government Ministers and their ministries, independent institutions, Members of Parliament and civil society leaders, women, and youth's organisations to enable them to design and implement social cohesion and reconciliation activities, within a human-rights compliant, gender-sensitive framework more effectively. In particular, the Project team will support the Government to design and implement policies relating to social cohesion (including potential legislative reforms and new or revised policy documents), as well as those aimed at strengthening human rights and gender equality. It is not possible to review the current constitutional provisions under this project as procedurally it is difficult to do so looking at the duration of the project and the magnitude of consultations involved. Any Bill to amend the Constitution has to be read 3 times in Parliament and at the second and third readings, it has to be supported by the votes of at least three-quarters of the members of Parliament. The Project team will also engage in fore sighting and analysis which can be used to inform the Government's pre-emptive conflict management strategies and will commission research and surveys as useful to help guide the Government's decision-making.

Key Activities:

- 1.1.1 Provide technical advice and comparative analysis to inform the Government's approaches to building social cohesion and community resilience and addressing race-based, religious, and other communal divisions, including providing seminars/trainings for officials as useful;
- 1.1.2 Undertake or commission fore-sighting and analytical work to inform the advice provided;
- 1.1.3 Mapping of current challenges, progress on Fiji WPS issues and lessons learned (global, regional and local) to identify a roadmap for WPS interventions.
- 1.1.4 Commission a Social Cohesion and Reconciliation (SCORE) Index Assessment and surveys (including the baseline and endline ones) with the capable professional international and Fijian institutions to obtain data on social cohesion indicators and potential flashpoints and outstanding issues to inform the Government's social cohesion, community resilience and reconciliation activities.
- 1.1.5 Under the framework of the Forward Fiji Declaration, support pilot implementation of a legislative initiative by the Government and/or an initiative proposed by the civil society that promotes national reconciliation in post-election Fiji. In case only one initiative can be supported, the selection process will be conducted by the Project team in consultations with relevant stakeholders and approved/endorsed by the Project Steering Committee.

Output 1.2: Human rights legal and institutional frameworks and bodies strengthened to ensure protection of rights in line with international best practices

Under this output, the Project will dedicate technical advice and comparative knowledge to strengthening the human rights culture in Fiji, with a specific focus on strengthening freedoms of speech and assembly and addressing hate speech and misinformation. The Project will support training of government officials, provide technical inputs to law reform as necessary and support institutional

strengthening of key bodies tasked with protecting human rights in Fiji, namely the FHRADC, Fiji Police Force, MIDA and the OSC.

Key Activities:

- 1.2.1 Update and support the implementation of the 2020 capacity assessment of the FHRADC undertaken by OHCHR, UNDP and Asia-Pacific Forum of National Human Rights Institutions, to provide recommendations to ensure FHRADC implements international best practices related to human rights protection and promotion, especially including women’s rights, as a way for the Commission to regain its independence and, ultimately, its A-status accreditation with the Global Alliance of National Human Rights Institutions.
- 1.2.2 Based on the updated FHRADC capacity assessment, and by taking the 2022 FHRADC Strategic Plan into consideration, design and implement a plan to provide technical advice and capacity development, including with Human Rights Defenders (HRDs), Women Human Rights Defenders (WHRDs), and other CSO partners as relevant.
- 1.2.3 Support the FHRADC, CSOs, HRDs and WHRDs to draft briefing notes and reports about the human rights situation and discriminatory practices at the community level in Fiji and use those reports as advocacy tools.
- 1.2.4 Build on existing OHCHR human rights trainings for the Fiji Police, including Fiji police-women networks (through the existing UNDP Fiji Police Strengthening Project) to provide training to key cohorts of police officers (in particular senior management and those based at CID and PSRU) to strengthen their understanding of international human rights standards relevant to policing and focus on the freedom of expression and assembly as well as hate speech, with a view to provide guidance on the difference between freedom of expression and “incitement” to discrimination, hostility, and incitement and the need to take robust action against hateful and divisive rhetoric in public discourse. Freedom of expression is a fundamental right that must be always protected. However, international law is clear that it is not a license to harass, intimidate or threaten critical voices.
- 1.2.5 Conduct an impact assessment of the human rights training provided for members of the Fiji Police Force, of the implementation by law enforcement officials of the human rights standards learned during the trainings provided under 1.2.4.
- 1.2.6 Organize a process of training for journalists, including women journalists on general understanding of human rights basic principles, as well as on international human rights standards and national legal and policy framework applicable to public freedoms, but especially on the freedom of expression and right the access information.
- 1.2.7 Undertake analysis on hate speech adapting a human rights and gender lens, as well as of laws and policies that restrict the freedom of expression, and the right to access information. And propose recommendations for possible reforms of these laws and policies, aimed at ensuring that the international standards on freedom of expression, freedom of the media, and the right to access information, as well as best practices and provide technical advice and staff capacity development accordingly.

The project will be linked to the prevention of hate speech, including through the human rights work led by OHCHR and the Communication group of the UNCT. A dedicated tracking of hate speech is planned to be carried out by the communication group, and a link could be established to this initiative. The PDA (Political and Development Analysis) could provide the project with the capacity to understand the social and political landscape and ensure prevention through project interventions.

- 1.2.8 Support FHRADC to monitor the practice and fulfilment of freedom of speech, freedom of the media, and trends on hate speech, divisive rhetoric, and misinformation in Fiji (including in

the community, traditional news and social media), with an analysis of trends and issues and including recommendations that can inform the design of the dialogues that will be implemented in Output 1.3. This work will be informed by the new manual by UNDP's publication "*Stepping Forward: Parliaments in the Fight against Hate Speech*" which provides guidance on how to engage MPs to address hate speech more effectively. OHCHR will provide human rights information, analysis, and advice (including recommendations from international human rights mechanisms) and UN Women will support the integration of gender equality approaches.

- 1.2.9 Provide technical advice and comparative inputs to support law reform related to protecting free speech and preventing and addressing hate speech, divisive rhetoric, and misinformation within a human rights-based framework.

Output 1.3: Inclusive dialogues supported to enable communities to discuss their priority concerns with policymakers in order to inform the national social cohesion and reconciliation priorities

In order to proactively address the potential threat of social disharmony that has been raised by some stakeholders, including in the context of potential revisions of the Constitution or laws related to race, religion and rights, the Project will work with government and non-government partners to collaboratively roll out a series of local and thematic dialogues in 2023, guided by the Forward Fiji Declaration. The dialogues will be designed to facilitate inclusive multi-stakeholder dialogues between government officials, civil society, community group representatives and faith-based organisations (FBOs), to better understand their needs, priorities and grievances and build knowledge of human rights norms and approaches that promote tolerance and social cohesion. The Project will partner with key Government bodies (including the Ministry for Rural Development and the Ministry for Women, Children and Poverty Alleviation and the i-Taukei Affairs Board), as well as CSOs and FBOs with strong community networks. Partners will be confirmed through an expression of interest process, that will assess their commitment and capacities. UN Women will ensure women's CSOs are actively engaged as dialogue partners and participants, and UNDP and OHCHR will do the same in relation to women human rights defenders (WHRD).

A specific focus will be in reaching out to rural people and their representative bodies, as they are often not included in such dialogue and engagement activities. The dialogue processes supported by the Project will be specifically designed to integrate gender equality and women's empowerment priorities, as well as youth priorities (a group that has been identified as overlooked and under-represented in decision-making at all levels) and feed them into policy development and decision-making processes. This work will also address women's peace and security concerns, noting that a recent Fiji-focused report by the National Democratic Institute, Femlink Pacific and USAID,³² as well as separate consultations with women, indicated increased risk of gender-based violence (GBV) during times of high political stress. While physical assaults are less common, women politicians have also frequently been subject to hate-speech and sexually based character assassinations in Fiji.

It is envisaged that 14 provincial dialogues will be organized (one in each province), plus 8 women-led dialogues facilitated by Fiji Women's Rights Movement, 4 youth dialogues and 4 thematic dialogues. The intention is to have the women's and young people's dialogues first, followed by the

³² National Democratic Institute, Femlink Pacific and USAID, 2021, Qualitative Research Report on Violence Against Women in Politics in Fiji, Papua New Guinea and Solomon Islands <https://www.ndi.org/publications/violence-against-women-politics-fiji-papua-new-guinea-and-solomon-islands>

broader 14 provincial dialogues and thematic dialogues. This is to ensure that rural women and youths have information, strategy and priorities mapped out and are able to participate meaningfully in the 14 provincial dialogues and the thematic dialogue. Special efforts will be made to ensure the active inclusion of young men and women, people with disabilities (PWDs), rural people employer and employee representatives, chiefs, and FBOs. Capitalizing on digital technologies, online engagements will be used to complement in-person platforms and dialogue opportunities as possible. These platforms and dialogues will be designed to enable citizens to directly discuss their issues, needs grievances concerns with policy makers and to help inform policymakers with evidence based information about the root of these issues. Reports produced from the dialogues will be shared with Government partners as well as other stakeholders including Media to help inform and build consensus and accountability for relevant legal, policy reform initiatives and programming responses. A briefing for civil society and the media on the findings from the dialogues will also be organized by UNDP, in close partnership with OHCHR and UN Women.

Key Activities:

- 1.3.1 Work with Government and non-government partners to deliver a series of community dialogues through an expression of interest process. A small core group of non-government partners will be part of the National Steering Committee which will guide the Project (see below for more).
- 1.3.2 Design the community dialogue methodology, in collaboration with government and non-government partners (including churches and the traditional leaders) and related information, education and communication tools for use in dialogues / workshops.
- 1.3.3 Roll out up to 30 dialogues which will be used to strengthen community understanding of their civic rights and to air issues and concerns related to rights and reconciliation. Dialogue results are meant to inform decisions to be made by the policy making levels by invitations of their representations to the events or results sent and shared through constituencies. The project will link the support to response and connect it to existing forums such as the Joint Steering Committee, which serves as a platform for regular dialogue between the UN and the Government of Fiji. Additionally, the government is planning to establish a reconciliation commission that could serve as the mechanism for monitoring the progress on various recommendations arising from the dialogue and reconciliation efforts.
 - 14 provincial dialogues, including community leaders, men, women, youth, human rights defenders to identify human rights concerns, grievances, and issues of concern to communities and individuals.
 - 4 divisional level women-led dialogues, including women human rights defenders and information, education and communication facilitated by the Fiji Women’s Rights Movement (FWRM) with support from UN Women and connecting with stakeholders at local and national governance level and the local governance. This also includes engaging Women Members of Parliament and Ministry of Women, Children and Social Protection.
 - 4 divisional dialogues for young women, which will also be used to develop the Young Feminist Network, supported by FWRM to support young women’s advocacy, leadership and empowerment in contributing towards social cohesion and gender equality.
 - 4 divisional youth dialogues, in partnership with the Fiji Youth Council and other youth-led CSOs.
 - 4 thematic dialogues on issues such as human rights, race and religion in the Constitution, and the value of inclusion.
- 1.3.4 Produce reports of the provincial and thematic dialogues, including a specific report on the human rights situation, highlighting the concerns related to discrimination) which will be shared with national and local decision-makers (including specific briefings with key government

partners, as appropriate); report on hate speech identification and prevention activities and share findings with NGOs. There will also be advocacy strategy and coordination with the existing platforms on the findings of the dialogues to ensure wider public dissemination of the dialogues through specific media briefings as well as CSO networks. The project will facilitate regular dialogue between civil society organizations (CSOs) and the government through the existing mechanism of the Joint Steering Committee, as well as through a mechanism for tracking progress. The project could work closely with the government team responsible for reconciliation efforts in the country, under the auspices of the Assistant Ministry of Women Affairs and the Assistant Ministry of the Prime Minister's Office.

Throughout the implementation of the project, in order to design well-informed and evidence-based dialogues as well as policy recommendations for social inclusion, the project will build on existing research, as well as works towards updating existing data. Desk review of relevant research will be conducted in the beginning of the project to make sure only necessary research/surveys/assessments will be commissioned. For the research/surveys/assessments to be more sustainable and to strengthen the local capacity, the project will make sure the capable professional CSOs and Fijian institutions are fully engaged in the organisation of the research. The findings, results and recommendations of research/surveys/assessments will be disseminated widely among as many stakeholders as possible.

d) Project targeting

This Project will be rolled out across the islands of Fiji, in recognition of the reality that social media has spread misinformation and communal intolerance more widely across the country than ever before. At least 30 community dialogues will be organized, involving over 1,000 people (including at least 50 officials, at least 400 women, 300 people under 30yo, 100 human rights defenders and 50 People with Disability (PWD). The 4 divisions and 14 provinces of Fiji will be used to help group partners and target dialogue activities, but within those geographic zones, every effort will be made to prioritise inclusion. There will be gender balance of participants in dialogues activities as much as possible, as well as specific dialogue activities for women implemented by the Fiji Women’s Rights Movement (FWRM). Young people will also be actively included, with specific dialogue and education activities being designed for youth as guided by local partners, including the National Youth Council. The inclusion of young women will also be promoted, through specific activities implemented by FWRM. PWDs will also be proactively included, drawing on the UN’s existing partnerships with the Pacific Disabilities Forum and their network partners such as the Fiji Disabled Peoples Federation (FDPF). The Project will also specifically engage with local partners and civil society organisations (CSOs) which have particular trust in their own communities, including traditional bodies and faith-based organisations (Christian, Hindu and Muslim). These partners already know the UN’s work through the UNDP SCEFI Project which partnered with many of these groups in 2017/18.

I. Project management and coordination (4 pages max)

a) Recipient organizations and implementing partners

Agency	Total budget in previous calendar year	Key sources of budget (which donors etc.)	Location of in-country offices	No. of existing staff, of which in project zones	Highlight any existing expert staff of relevance to project

Convening Organization: UNDP Pacific Office	USD\$10,000,000 (Fiji based projects only)	Regular Resources Governments GEF GFATM Japan Australia New Zealand Russia EU GCF PBF MDTF KOICA	Fiji, Vanuatu, Marshalls, Micronesia, Nauru, Palau, Solomon, Tonga, Tuvalu, Vanuatu, Kiribati	140, Fiji based	Governance Team Leader Parliamentary Specialist Rule of Law Specialist Governance Analyst
Implementing partners: CSOs (TBC), Ministry of Itaukei Affairs, Ministry of rural, maritime development, Ministry of Women and Poverty Alleviation	US\$1.28 million [OHCHR Pacific Regional Office 2022]	Funding allocated by OHCHR HQ	Suva, Fiji	Fiji Based Staff: 16 staff	Legal Officer Civic Space Human Rights Officer
Implementing partners: -Fiji Human Rights and Anti-Discrimination Commission (FHRADC). -Fiji Police Force. Methodist Church Fiji. -Community Chiefs/religious leaders. -Fiji Law Society. -Fiji Bureau of Statistics. -Online Safety Commission. - Pacific Human Rights Defenders Network.	\$5,830,000	<ul style="list-style-type: none"> GOVERNMENT OF AUSTRALIA 	Fiji Multi Country Office	PBF Project 4 Staff	Programme Specialist (Gender Equality,

(Fiji Multi Country Office)		<ul style="list-style-type: none"> • GOVERNMENT OF CANADA • GOVERNMENT OF NEW ZEALAND • EUROPEAN UNION • AUSTRALIA NATIONAL COMMITTEE • SINGAPORE NATIONAL COMMITTEE • Multi-Donor Trust Fund Office • MPTF-SDG Fund • MPTF-Spotlight Initiative Fund 	The Fiji MCO Office covers Fiji, Solomon Islands, The Republic of Marshall Islands, Palau, Kiribati, Samoa, Tuvalu, Tonga, Vanuatu, Federated States of Micronesia, Nauru, Tokelau, Niue, Cook Islands.	Women Rights and Governance)
Implementing partners: Fiji Women's Rights Movement				

b) *Project management and coordination*

The Project will be implemented by a core project team, supported by existing staff from the three partner UN agencies. Specifically, the Core Project Team will work full time to implement the Project and will comprise:

- Project Manager (UNDP P4) who will have specialist and substantive community engagement and social cohesion skills. The Project Manager role is designed as an international position because this position requires a rigorous resource mobilisation task for the sustainability of this significant intervention to the national reconciliation. In addition, the Manager will be responsible for overall management of the Project, co-managing all the project staff who will report both to him/her and to their respective agencies, and coordinating the simultaneous and complementary implementation of all three Outputs, including facilitating the engagement with government and non-government partners, supporting the design of the dialogue, also based on UNDP's accumulative expertise on civic education methodologies and overseeing the managing of civic education grants. The recruitment of this position will be from 6 to 9 months, during which the Deputy Team Leader of the UNDP's Effective Governance will directly manage the Project's inception phase, which focuses on consultations with stakeholders, development of work plans and intervention initiatives, terms of references of specific activities that will mostly need more technical than management aspect. The PDA will facilitate substantive oversight and technical support and input to the project and coordinate interlinkages with other UN programming addressing social cohesion. Together with the three agencies' in-house specialists, the PDA is committed to providing support during the inception phase until the PM is on board. Currently it is requested that 100% budget to cover the PM role with a duration of 12 months will be from the Project. Once more resource is mobilised, the extension and charge source for this position will be revisited and updated.
- 50% of the Human Rights Officer (OHCHR – NOC – 18 months) who will actively support the implementation of Output 1.2, as well as ensuring that advice and technical inputs on human rights-based approaches and human rights information, analysis and advice is central to the other three

Project outputs. This staff member will be recruited and, thereafter, produce a regular “environment scan” of relevant human rights issues.

- 20% of the Programme Specialist (Gender Equality, Women Rights and Governance) UNWOMEN- NOC-24 months (no financial cost)) who will be responsible for implementation of UN Women implementation of Output 1.1 and Output 1.3.
- The project will be supported by the following finance, administration and M&E staffing arrangement: (1) UNDP 50% of a Finance Analyst (NPSA-9) and 30% of an Administrative Associate (NPSA-6) who will support the financial and operational aspects of the Project, including coordination with other participating agencies; (2) An in-kind 25% of a finance/administration staff from OHCHR; (3) An in-kind 25% of a finance/administration staff from UNWOMEN; and (4) The M&E work will be led by an M&E specialist, to be engaged through consultancy, in close coordination with M&E officers from the OHCHR and UNWOMEN.

The UNDP Governance Team Leader will also dedicate 10% of his/her time to provide strategic direction, technical advisory services as well as oversight of the Project and this support will not be charged to the Project. The other advisors listed in the table above will be called on for technical support as required by the project.

A Project National Steering Committee (PNSC) will also be established, which will meet twice per year. The Project NSC will include the Minister who will sign the project together with the Resident Coordinator, with the presence of the Resident Representatives of the 3 agencies and other key high-level stakeholders. Noting the large number of non-government partners likely to be engaged in the civic education component, a representative selection of CSOs will be included, to ensure the views of women, PWDs, youth and FBOs can be represented. The Project NSC is responsible for making by consensus, management decisions for a project when guidance is required by the Project Manager, including recommendations for approval of project plans and revisions. In order to ensure accountability, the Project NSC’s decisions should be made in accordance with standards that shall ensure management for development results, best value for money, fairness, integrity, transparency and effective international competition. In case a consensus cannot be reached within the Committee, the final decision shall rest with UNDP. In addition, the Project NSC plays a critical role in UNDP-commissioned evaluations by quality assuring the evaluation process and products, and using evaluations for performance improvement, accountability, and learning. Partnerships with CSOs will be done by the three RUNOs in close coordination.

Partnership with the CSOs organisation, women, and youth organisations: The Project will directly engage with CSOs including women and youth groups across the country for implementation of project activities. Fiji Women’s Rights Movement will be engaged as a partner under UN Women to implement 4 divisional dialogues with women and young women. Initial discussions on partnership agreement have commenced. Women and Youth Groups play critical parts in terms of engagement with the Government to collectively work towards the pathway to social cohesion.

c) Risk management

Project specific risk	Risk level (low, medium, high)	Mitigation strategy (including Do No Harm considerations)
Increasing political polarization makes	High	UN RC and PDA will continue to engage with senior political leaders. UNDP will monitor this risk through its Parliamentary

dialogues unsafe for UN or participants		Project & any potential Elections Project. The PDA and HRO will also provide regular updates and advice.
Participants in dialogues become frustrated because they feel they are not making progress	Low	The dialogues will include government officials, to enable community representatives to be directly heard by key officials/decision-makers. Participants will also be advised that the information from the dialogues will be collected in reports that will be shared with government officials.
Some target participants particularly women and other marginalized groups do not feel comfortable participating in dialogues	Medium	<p>Project Team will work closely with trusted NGO partners to design safe spaces for key marginalized groups, incl running specific group-based activities (eg. For youth, women, PWD) as appropriate.</p> <p>Any potential conflict identified particularly in reference to gender-based violence and risks to women leaders will be dealt with using gender responsive approach by engaging the right institutions and referral systems.</p> <p>The Project has partnered with the Government so it will involve/invite relevant government officials to participate in the dialogues. There will be preparatory session with women and youths before the dialogue with government takes place. This will ensure people feel confident in sharing their views, and thus comfortable to participate in dialogues which will be guided by strong principles centred on social cohesion.</p>
Dialogues touch on sensitive subjects and contribute to community unrest	Low	The project will engage a do no harm approach for dialogues as well as the discussion of the findings. The Project will use a National Steering Committee to vet key resources and methodologies and ensure their compliance with gender responsive and human rights standards. The Project will also draw on advice from Govt and NGO partners to ensure very careful dialogue approaches Where feedback is received that certain partners may be triggering problems, the Project team will speak with that partner, counsel them and cancel the grant if no resolution can be reached. Before the dialogues, refreshment trainings on HRs and guidance on proceeding dialogues are conducted to guide people on expressing the critiques in a constructive and mindful manners.
Dialogues do not deliver change	Low	The Project will include policy making representatives to the dialogues (in Output 3) and inform the development of the policies and agendas for changes in Output 1 and 2.
Natural disasters (floods, cyclone) impact the dialogue and civic education activities	Medium	Fiji regularly experiences natural disasters and has become accustomed to responding to them. The Project will explore online options if face-to-face is not possible during recovery efforts
Media reporting undermines the Project's aims	Low	The Project will regularly produce press releases and communications updates to help the public understand the Project objectives and approach. If negative media reports regarding the Project's activities are still produced, the Project will engage with media groups to provide them with briefings and more information. Due to the political fragmentation and antagonism in Fiji, as well as the utilization of ethnicity as a political tool by some, misinformation could adversely affect the dialogue process, potentially discouraging certain groups from attending. The project aims to mitigate misinformation by ensuring a clear understanding and awareness of the purpose of the dialogue. This

		will be achieved by working closely with local and community leaders to effectively organize the dialogue process.
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d) Monitoring and evaluation

The Project Manager and M&E Specialist will establish a monitoring framework, or utilise an M&E Plan using Google Docs online which will be used by the different UN agencies to provide regular updates on activities, including age and sex disaggregated data on who has been engaged by dialogue, education, and outreach activities. The M&E Specialist will ensure the application of an integrated M&E approach measuring the intervention’s outcome and output indicators.

UNDP will be the project lead and will ensure a joint implementation approach, including joint planning and monitoring and the production of joint reports for PBF. To that end, UNDP will have final responsibility for reporting, though UN Women will be responsible for collecting and/or producing reports on dialogues with women and OHCHR will be responsible for producing a report on human rights following the dialogues. UNDP, through the PBF Coordinator, will use these reports to produce joint reporting for PBF.

Biannual narrative and financial reports will be produced in advance of the Project National Steering Committee meetings. They will summarize progress and capture forward planning. They will also include geographic, sex and youth disaggregated data.

An independent evaluation will be commissioned at the end of the Project.

Monitoring Activity	Purpose	Frequency	Cost (if any)
Baseline perception survey	To capture the baseline perception	In the first 3 months of the project	USD 10,000
Track results progress through monitoring visits	To obtain progress data against the results indicators in the RRF will be collected and analysed to assess the progress of the project in achieving the agreed outputs.	Quarterly, or in the frequency required for each indicator.	USD 10,000
Project Reports	Brief biannual progress report and complete annual progress report will be presented to the Project National Steering Committee and key stakeholders.	Biannually, annually, and at the end of the project (final report)	
Endline survey	To capture the baseline perception	In the last 3 months of the project	USD 10,000
Project Independent Evaluation	To capture lessons learned and discuss opportunities for scaling up and to socialize project results and lessons learned with relevant audiences from an external perspective.	At the end of the Project	USD 50,000

In designing the Social Cohesion and Reconciliation (SCORE) Index Assessment, the project team will engage a capable professional international organisation and partner it with a Fijian institution to ensure national capacities for conducting follow up SCORE assessments. The Project team will as well

work closely with the relevant stakeholders in Fiji so as to make this data valuable to them, if possible, beyond just the direct tracking of this project's progress.

e) Project exit strategy/ sustainability

During the life of the Project, the three UN agencies, with RCO support, will engage with donors to mobilise additional funding to engage in ongoing social cohesion work beyond the life of the Project. UNDP has already started to engage on these issues, and will use the reports and results, especially from the Project's independent evaluation to demonstrate to donors the value of this work. Donors will be invited to important Project activities and informed about the initial results, especially if new legislative initiatives are supported by the Government. Project will also make sure to communicate with external audience, including donors and development partners on activities, initial results of the interventions through all the three agencies' existing communications platforms. The WHRD work is already being supported by OHCHR, but this will allow the WHRD network to be extended out into rural areas. OHCHR will use the results from this Project to mobilise further funding for ongoing support to WHRDs. The Young Women's Feminist Network established through this project by Fiji Women's Rights Movement will be supported through other funding source project closes. Further, by way of strengthening the capacity of the FHRADC through the implementation of the 2020 Capacity Assessment recommendations, the Commission will regain its independence and the trust and confidence by civil society and advocate for the support of government to support necessary legislative changes in respect of the Paris Principles.

The project will develop a resource mobilisation strategy within the first 6 months, during the inception phase to maximise the mobilization possibility. Even without the success of immediate resource mobilisation, several interventions below are aimed to institutionally support the Government/CSOs to continue with the work:

- The Project team will maintain the concerted effort to liaise with government on long terms priorities for social cohesion and peacebuilding
- The Project team will document dialogues' findings and recommendations as well as the survey will be provided to government to integrate into their policies, plans and strategies.
- The Project team will actively involve CSOs so that there is ownership of the findings and recommendations which can be implemented by CSO.
- During the last 6 months of the Project, depending on the resource mobilization scenario, a decision will be made whether the Project will have a phasing over strategy which involves the transfer of ownership and responsibility for project activities and outputs from the project management team to host country governments, NGOs, CSOs, academic institutions, or other domestic stakeholders. In this case the Project will make sure the documenting and disseminating lessons, as well as activities to support knowledge and skills transfer.

Specifically, regarding the sustainability of grants given to the CSOs, the Fiji Women and Young Women's forum have been ongoing since 2012 with FWRM as the Secretariat. Both the forums including the Fiji Feminist Network continue to be supported by FWRM beyond the project period through their various programmes. The forums also can adopt a hybrid/online mode based on the level of funding available beyond the project period.

II. Project budget

PBF will transfer project funds in two tranches, releasing the second tranche upon demonstration that performance benchmarks have been met: 1) at least 75% of funds from the first tranche have been committed, and 2) all project reporting obligations have been met.

For more detail on activity-by-activity budget, please refer to the Excel budget **Annex D**.

Annex A.1: Checklist of project implementation readiness

Question	Response	Comment
Planning		
1. Have all implementing partners been identified? If not, what steps remain and proposed timeline	N	Implementing partners for Outputs 1.2 and 1.4 have been identified, but specific dialogue and civic education partners will be confirmed during the roll out process to ensure partners are chosen who are best able to deliver at the time
2. Have TORs for key project staff been finalized and ready to advertise? Please attach to the submission	Y	Attached as an annex
3. Have project sites been identified? If not, what will be the process and timeline	N	This will be done as part of the dialogue and civic education methodology design process. It is already clear that activities will be implemented in each of the 14 provinces, but exactly where will be determined in collaboration with local implementing partners
4. Have local communities and government offices been consulted/ sensitized on the existence of the project? Please state when this was done or when it will be done.		This process is still underway. The Resident Coordinator has met with the Attorney General but needs to follow up again. Consultations for the project have been conducted with key stakeholders including the Assistant Minister for the Prime Minister's Office, the Assistant Minister for Women and Youth, the Attorney General, the Deputy Prime Ministers, the Speaker of the Parliament, and relevant development partners have also been informed.
5. Has any preliminary analysis/ identification of lessons learned/ existing activities been done? If not, what analysis remains to be done to enable implementation and proposed timeline?	Y	UNDP has drawn on lessons from the SCEFI project, and UNDP/UN Women have previous supported FWF activities which have been used to inform this Project
6. Have beneficiary criteria been identified? If not, what will be the process and timeline.	N/A	There are no beneficiary criteria per se. The Project has designed to be as inclusive as possible. Dialogue participants will be identified in collaboration with national partners. Likewise, civic education participants will be agreed with implementation NGOs
7. Have any agreements been made with the relevant Government counterparts relating to project implementation sites, approaches, Government contribution?	N	The Fiji Government will not be providing any financial contribution. UNDP has engaged with Govt partners who will be involved in Outputs 1.1 and 1.3. They will be part of the team that designs the dialogue and civic education rollout strategies during the Project.

8. Have clear arrangements been made on project implementing approach between project recipient organizations?	Yes and No	FWRM and the ADHRC have had discussions with UN Women and OHCHR respectively and agreed on activities to be implemented with the grants provided. UNDP will engage with partners during the dialogue and civic education design process to finalize the implementation approach.
9. What other preparatory activities need to be undertaken before actual project implementation can begin and how long will this take?	N/A	Project personnel will need to be recruited immediately upon receipt of funds to enable activities to move forward quickly. UNDP has already started the recruitment process to ensure the positions can be filled asap. Grant funding agreements will also need to be immediately signed with FWRM.
Gender		
10. Did UN gender expertise inform the design of the project (e.g. has a gender adviser/expert/focal point or UN Women colleague provided input)?	Y	UN Women is a core partner
11. Did consultations with women and/or youth organizations inform the design of the project?	Y	The Fiji Women's Rights Forum was consulted and will consult its own partners as a first step in the Project
12. Are the indicators and targets in the results framework disaggregated by sex and age?	Y	
13. Does the budget annex include allocations towards GEWE for all activities and clear justifications for GEWE allocations?	Y	

Annex A.2: Checklist for project value for money

Question	Answer	Comment
1. Does the project have a budget narrative justification, which provides additional project specific information on any major budget choices or higher than usual staffing, operational or travel costs, so as to explain how the project ensures value for money?	Y	<p>The budget information is based on previous similar work and has been kept as tight as possible. The small staffing team will be responsible for rolling out dialogue and education activities across the country, including through almost \$1 million in grant funding, which needs sufficient staff to ensure proper oversight, accountability and impact.</p> <p>For the budget under Output 1.1: The bulk of the expenses under TRAVEL relate to the organizing of the 14 provincial dialogues (one in each province) and 4-5 thematic national dialogues. All these costs are currently captured under category travel because the UN Costs Category Explanatory Notes, did not have any category that would relate to: DSA, venue hire, catering, in addition to travel costs.</p>

			For the budget under Output 1.3: This is where the Civic education component is captured. The development of the civic ed curriculum sits under Act 1.3.2. The travel component under Output 1.3 is only US\$45k, and this is mostly to monitor the rollout of Grants/CIVIC education delivery Fiji wide. As the CSO/CBOs will mostly deliver the civic ed component on our behalf based on the materials/messaging we develop.
2. Are unit costs (e.g. for travel, consultancies, procurement of materials etc) comparable with those used in similar interventions (either in similar country contexts, within regions, or in past interventions in the same country context)? If not, this needs to be explained in the budget narrative section.	Y		All travel and procurements will be done within Fiji and are at normal rates.
3. Is the proposed budget proportionate to the expected project outcomes and to the scope of the project (e.g. number, size and remoteness of geographic zones and number of proposed direct and indirect beneficiaries)? Provide any comments.	Y		The budgets are based on previous similar dialogue, education and outreach work in Fiji.
4. Is the percentage of staffing and operational costs by the Receiving UN Agency and by any implementing partners clearly visible and reasonable for the context (i.e. no more than 20% for staffing, reasonable operational costs, including travel and direct operational costs) unless well justified in narrative section?	Y		Percentage of staff is 20%
5. Are staff costs proportionate to the amount of work required for the activity? And is the project using local rather than international staff/expertise wherever possible? What is the justification for use of international staff, if applicable?	Y		The Project team will comprise one international (PBF Project Coordinator), who will need to have considerable expertise to hit-the-ground running and manage all aspects of the Project, in particular the sensitive and complex dialogue and civic education. They will be supported by two national staff – a Finance & Admin Analyst who is required to ensure proper grants management and a Human Rights Office who will ensure human rights issues are integrated across all components.
6. Does the project propose purchase of materials, equipment and infrastructure for more than 15% of the budget? If yes, please state what measures are being taken to ensure value for money in the procurement process and their maintenance/sustainable use for peacebuilding after the project end.		N	
7. Does the project propose purchase of a vehicle(s) for the project? If yes, please provide justification as to why existing vehicles/ hire vehicles cannot be used.		N	
8. Do the implementing agencies or the UN Mission bring any additional non-PBF source of funding/ in-kind support to the project? Please explain what is provided. And if not, why not.		N	

Annex B.1: Project Administrative arrangements for UN Recipient Organizations

The UNDP MPTF Office serves as the Administrative Agent (AA) of the PBF and is responsible for the receipt of donor contributions, the transfer of funds to Recipient UN Organizations, the consolidation of narrative and financial reports and the submission of these to the PBSO and the PBF donors. As the Administrative Agent of the PBF, MPTF Office transfers funds to RUNOS on the basis of the signed Memorandum of Understanding between each RUNO and the MPTF Office.

AA Functions

On behalf of the Recipient Organizations, and in accordance with the UNDG-approved “Protocol on the Administrative Agent for Multi Donor Trust Funds and Joint Programmes, and One UN funds” (2008), the MPTF Office as the AA of the PBF will:

- Disburse funds to each of the RUNO in accordance with instructions from the PBSO. The AA will normally make each disbursement within three (3) to five (5) business days after having received instructions from the PBSO along with the relevant Submission form and Project document signed by all participants concerned;
- Consolidate the financial statements (Annual and Final), based on submissions provided to the AA by RUNOS and provide the PBF annual consolidated progress reports to the donors and the PBSO;
- Proceed with the operational and financial closure of the project in the MPTF Office system once the completion is completed by the RUNO. A project will be considered as operationally closed upon submission of a joint final narrative report. In order for the MPTF Office to financially close a project, each RUNO must refund unspent balance of over 250 USD, indirect cost (GMS) should not exceed 7% and submission of a certified final financial statement by the recipient organizations’ headquarters);
- Disburse funds to any RUNO for any cost extension that the PBSO may decide in accordance with the PBF rules & regulations.

Accountability, transparency, and reporting of the Recipient United Nations Organizations

Recipient United Nations Organizations will assume full programmatic and financial accountability for the funds disbursed to them by the Administrative Agent. Such funds will be administered by each RUNO in accordance with its own regulations, rules, directives and procedures.

Each RUNO shall establish a separate ledger account for the receipt and administration of the funds disbursed to it by the Administrative Agent from the PBF account. This separate ledger account shall be administered by each RUNO in accordance with its own regulations, rules, directives and procedures, including those relating to interest. The separate ledger account shall be subject exclusively to the internal and external auditing procedures laid down in the financial regulations, rules, directives and procedures applicable to the RUNO.

Each RUNO will provide the Administrative Agent and the PBSO (for narrative reports only) with:

Type of report	Due when	Submitted by
Semi-annual project progress report	15 June	Convening Agency on behalf of all implementing organizations and in

		consultation with/ quality assurance by PBF Secretariats, where they exist
Annual project progress report	15 November	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
End of project report covering entire project duration	Within three months from the operational project closure (it can be submitted instead of an annual report if timing coincides)	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
Annual strategic peacebuilding and PBF progress report (for PRF allocations only), which may contain a request for additional PBF allocation if the context requires it	1 December	PBF Secretariat on behalf of the PBF Steering Committee, where it exists or Head of UN Country Team where it does not.

Financial reporting and timeline

Timeline	Event
30 April	Annual reporting – Report Q4 expenses (Jan. to Dec. of previous year)
<i>Certified final financial report to be provided by 30 June of the calendar year after project closure</i>	

UNEX also opens for voluntary financial reporting for UN recipient organizations the following dates

31 July	Voluntary Q2 expenses (January to June)
31 October	Voluntary Q3 expenses (January to September)

Unspent Balance exceeding USD 250, at the closure of the project would have to be refunded and a notification sent to the MPTF Office, no later than six months (30 June) of the year following the completion of the activities.

Ownership of Equipment, Supplies and Other Property

Ownership of equipment, supplies and other property financed from the PBF shall vest in the RUNO undertaking the activities. Matters relating to the transfer of ownership by the RUNO shall be determined in accordance with its own applicable policies and procedures.

Public Disclosure

The PBSO and Administrative Agent will ensure that operations of the PBF are publicly disclosed on the PBF website (www.un.org/peacebuilding/fund) and the Administrative Agent's website (www.mptf.undp.org).

Annex C: Project Results Framework

Outcomes	Outputs	Indicators	Means of Verification/ frequency of collection	Indicator milestones
<p>Outcome 1: Government, CSOs and communities have increased commitment to religious and communal tolerance, human-rights and gender equality</p> <p>(Any SDG Target that this Outcome contributes to)</p> <ul style="list-style-type: none"> - SDG Target 16.7 Ensure responsive, inclusive, and participatory, and representative decision-making at all levels - SDG Target 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life (Any Universal Periodic Review of Human Rights (UPR) recommendation that this Outcome helps to implement and if so, year of UPR) 		<p>Outcome Indicator 1: The extent to which the Fiji Government develops a pathway/ starts to adopt concrete policy and legislative initiatives to address tensions and differences peacefully</p> <p>Baseline: The Government has taken several ad hoc actions to promote social cohesion and national reconciliation.</p> <p>Target (2024): The new Government progresses a policy framework that promotes social cohesion and communal trust over time</p> <p>Target (2025): Range of policy initiatives and reforms addressing social cohesion and reconciliation priorities and linked to the concrete recommendations from the project supported dialogues with policy makers, communities and among different communities instituted.</p> <p>Outcome Indicator 2: The percentage of people (m/f) who feel positive with Government's initiatives and engagements in social cohesions pathway</p>	<p>Research and/or surveys to obtain data on social cohesions indicators and potential flashpoints and outstanding issues at start of Project</p> <p>Qualitative interviews with key Govt, CSOs, development partner and independent bodies on social cohesion pathway/actions being adopted at the end of the project.</p> <p>Reports from the Project, the Coalition Government and various CSOs</p> <p>Biannual and Annual</p> <p>Beginning and end of the Project</p>	

Outcomes	Outputs	Indicators	Means of Verification/ frequency of collection	Indicator milestones
<p>Continue efforts aimed at promoting education, raising awareness and training in the field of human rights Source of Position: A/HRC/43/8 - Para.139</p> <p>Continue its efforts in promoting gender equality and empowerment of women, both in politics and national socioeconomic development</p> <p>Source of Position: A/HRC/43/8 - Para.139</p>	<p>Output 1.1: Government and civil society</p>	<p>Baseline: To be identified after the baseline survey. As initial adhoc actions have just been taken by the Government, people yet to be surveyed on how they have viewed the Government's effort.</p> <p>Target: To be defined after the baseline survey</p> <p>Outcome Indicator 3: At least 3 measures by the Government, CSOs and/or communities to commit to religious and communal tolerance, human rights and gender equality</p> <p>Baseline: No previously existing commitment to religious and communal tolerance, human rights and gender equality taken by Goermmnt, CSOs and communities</p> <p>Target: Government, CSOs and communities have increased their commitment to religious and communal tolerance, human-rights and gender equality</p>		
		<p>Output Indicator 1.1.1: The number of reconciliation initiatives by Government</p>	<p>Review of assessment document</p>	<p>Assessment launched and published online</p>

Outcomes	Outputs	Indicators	Means of Verification/ frequency of collection	Indicator milestones
	<p>supported to design and implement national reconciliation process and social cohesion agenda inclusive of women, young people, diverse religious and ethnic communities, and marginalized groups</p>	<p>and civil society that promote national reconciliation in post- election Fiji</p> <p>Baseline: Zero instituted initiative</p> <p>Target: 2 (1 per year)</p> <p>Output Indicator 1.1.2: The number of institutions receiving the recommendations regarding policies on social cohesion and/or peacebuilding issues</p> <p>Baseline: 0</p> <p>Target: 3</p>	<p>Tracking of how the assessment is used by Government, Parliament, and civil society organisations</p> <p>Review of relevant documentation providing advice to Government or CSOs</p> <p>Tracking of written or oral requests for advice on UN's responses</p>	<p>Press summaries and recommendations</p> <p>release findings and recommendations</p>
	<p>Output 1.2: Human rights legal and institutional frameworks and bodies strengthened to ensure protection of human rights in line with international standards and best practices</p>	<p>Output Indicator 1.2.1: The level of understanding of FHRADC staff on key human rights concepts, addressing discrimination and hate speech, as well as principles of independence and impartiality.</p> <p>Baseline: FHRADC's staff require refresher training on key human rights concepts, addressing discrimination and hate speech and as well as principles of independence and impartiality</p> <p>Target: At least 70% of the FHRADC staff have increased their knowledge on human rights and hate speech</p>	<p>Updated capacity assessment of FHRADC reviewed.</p> <p>Training evaluations reviewed to show improved knowledge.</p> <p>Surveys of public demonstrate increased trust and confidence in FHRADC</p>	

Outcomes	Outputs	Indicators	Means of Verification/ frequency of collection	Indicator milestones
		<p>monitoring, and on outreach activities at the community level, as well as on the principles of independence and impartiality in line with the Paris Principles.</p> <p>Output Indicator 1.2.2: Number of Police Force officers (m/f) have increased their knowledge on human rights standards and on management of cases applicable to law enforcement operations to comply with the due process guarantees.</p> <p>Baseline: FPF has variable reputation for abusing human rights in application of the law and management of cases</p> <p>Target: At least 60 police officers have increased their knowledge on human rights and due process standards applicable to law enforcement operations, and they apply these standards in their duties.</p> <p>Output Indicator 1.2.3: Reforms supported to address national reconciliation efforts, regulation of freedom of speech by law, and OSC to ensure proper regulation in line with human rights.</p>	<p>Public statements by senior FPF leaders reflect human rights principles and language</p> <p>Training evaluations reviewed to show improved knowledge</p> <p>Surveys of public demonstrate increased trust in FPF</p> <p>Law reform assessment and any draft amendment documents reviewed</p> <p>Training evaluations reviewed to show improved knowledge</p>	

Outcomes	Outputs	Indicators	Means of Verification/ frequency of collection	Indicator milestones
		<p>Baseline: Public Order Act & OSC Act are restrictively drafted and applied by Police, and OSC has not always aligned with human rights</p> <p>Target: At least two laws and/or policies restricting freedom of expression have been produced and shared with relevant Government ministry.</p> <p>Output Indicator 1.3.1: Number of community members and officials peacefully engaging in dialogues on sensitive issues (sex and age disaggregated)</p> <p>Baseline: Only ad hoc dialogues being supported by NGOs, but dialogue between people and officials is very limited, especially due to COVID-19</p> <p>Target: At least 30 community dialogues involving at least 1000 people (including at least 50 officials, at least 200 women, 150 people under 30yo, and at least 50 PWDs represented.)</p> <p>Output Indicator 1.3.2: FWRM divisional forums produce dialogue outcomes report which is used to inform national and local advocacy and policy efforts</p>	<p>Surveys of public demonstrate increased trust that Fiji Government respects freedom of speech</p> <p>Disaggregated data (sex, age, PWD) collected at the completion of each dialogue and inputted into M&E system.</p> <p>Verified through dialogue sign in sheets and photos and evaluation forms.</p> <p>Data (disaggregated by age, location, PWD) collected at the completion of each</p>	<p>At least 14 dialogues completed within 6 months of Project commencement.</p>

Outcomes	Outputs	Indicators	Means of Verification/ frequency of collection	Indicator milestones
		<p>Baseline: FWRM has previously held national dialogues which were used by NGOs and development partners to influence their own work with women and women's CSOs</p> <p>Target: At least 3 recommendations and actions taken as a result of dialogues and outcome report by government and other key stakeholders (this will be reported after completion of the project)</p>	<p>dialogue and inputted into M&E system.</p> <p>Verified through dialogue sign in sheets and photos and evaluation forms.</p> <p>Reports provide summary of discussions and agreed outcomes</p>	
		<p>Output Indicator 1.3.3: FWRM Young Feminist network produce dialogue outcomes report/s which are used to inform national and local advocacy and policy efforts</p> <p>Baseline: There is no current active Fiji wide feminist network comprising of young women with disabilities, rural women, and women from different ethnic/religious communities.</p> <p>Target: At least 3 recommendations and actions taken as a result of dialogues and outcome report by government and other key stakeholders (this will be reported after completion of the project)</p>	<p>Data collected (disaggregated by location, PWD) at the completion of each dialogue and inputted into M&E system.</p> <p>Verified through dialogue sign in sheets and photos and evaluation forms.</p> <p>Reports provide summary of discussions and agreed outcomes</p>	

Outcomes	Outputs	Indicators	Means of Verification/ frequency of collection	Indicator milestones
		<p>Output Indicator 1.3.4 At least 100 Women Human Rights Defenders have increased knowledge of human rights norms and approaches and how they contribute to tolerance and social inclusion</p> <p>Baseline: OHCHR has a small WHRDs network operational</p> <p>Target: WHRD Network extended across the country to include at least 100 women with greater knowledge of human rights norms and how they contribute to social cohesion</p>	<p>Data collected (disaggregated by location, PWD) at the completion of each dialogue and inputted into M&E system.</p> <p>Verified through pre and post training evaluation forms.</p> <p>Reports provide summary of discussions and agreed outcomes</p>	
		<p>Output Indicator 1.3.5: At least two measures have been adopted by Government and/or by the FHRADC to improve the level of independence of the FHRADC according to the Paris Principles.</p> <p>Baseline: The FHRADC, currently is not compliant with the Paris Principles.</p> <p>Target: Fiji Government and FHRADC adopt the necessary measures to ensure the independence of the FHRADC, and the compliance to the Paris principles.</p>	<p>Qualitative feedback provided by Project partners, Feedback collected after discussion of SCA with Government partners through interviews</p>	

Annex 1 – Terms of Reference for Project Personnel

UNDP:

1. PBF Project Manager - FTA P4

Functions / Key Results Expected

Under the overall supervision of the UNDP Effective Governance Team Leader, the PBF Project Coordinator will be responsible for overall management of the Project, but will also be responsible for coordinating the implementation of Output 1.1 (dialogues) and output 1.3 (civic education), including facilitating the engagement with government and non-government partners, supporting the design of the dialogue and civic education methodologies and resources and overseeing the managing of civic education grants.

Overall Roles and Responsibilities

- Coordinate the implementation of the Project Work Plan, ensuring that the activities of RUNOs complement each other, promoting synergies between them and maximizing on the project impact;
- Support the National Steering Committee with secretariat services, including organizing meetings, ensuring the timely distribution of preparatory documents prior to meetings, recording minutes, sharing documents with its members and developing project selection criteria in consultation with partners to be adopted by the NSC for new proposals;
- Develop briefing notes, progress updates and support in preparing other documents to facilitate the work of the PNSC;
- Communicate and ensure follow-up of the PNSC's decisions, particularly ensuring timely submission of project documents and reports, including the annual report, to PNSC members, PBSO, and MPTFO that administers PBF-funded projects;
- Support intra-project coordination and provide guidance to Recipient UN Organizations on common methodology for project costing, monitoring and related issues;
- Track the implementation of projects and make recommendations for improvements, if deemed necessary;
- Identify problems that may arise in relation to project delivery and management in order to advise the NSC on appropriate action, with follow up with Recipient UN Organizations and reporting back on progress or lack thereof, ensuring effective communication with the UNCT, the NSC and PBSO;
- Act as a local repository of knowledge, along with the PBO, regarding the rules and regulations of the PBF and related management arrangements;
- Review and analyze concept notes and proposals, including ensuring all technical review, and submitting recommendations to the NSC;
- Facilitate relationships between NSC members and relevant stakeholders to enhance national ownership and participation during the implementation of the Project, and identify opportunities for partnership building;
- Document issues and periodically sharing 'lessons learnt' with the NSC and PBSO;
- Manage financial and human resources of the PBF secretariat project, including recruitments and procurement;
- Maintaining a database on projects and implementing partners;

- Establishing a Monitoring and Evaluation and Results Reporting working with all RUNOs and making recommendations for improvements, if deemed necessary;
- Reviewing reports and status updates from RUNOs and providing quality assurance of reports and advice to RUNOs;
- Ensure linkages of PBF to national social cohesion processes and strategies;
- Coordinate with other donors support better complementarity among donors supporting similar initiatives in Fiji;
- On request, providing information to PBSO on progress with implementation and other information, to assist with PBSO briefings and reporting;
- Supporting the logistics of a possible PBSO evaluation of the PBF support to Fiji;

Functional Competencies:

Advocacy/Advancing A Policy-Oriented Agenda:

- Analysis and creation of messages and strategies;
- Creates effective advocacy strategies;
- Performs analysis of political situations and scenarios, and contributes to the formulation of institutional responses;

Results-Based Programme Development and Management:

- Contributing to results through provision of information;
- Provides information for linkages across programme activities to help identify critical points of integration;
- Provides information and documentation on specific stages of projects/programme implementation;
- Provides background information to identify opportunities for project development and helps drafting proposals;
- Participates in the formulation of project proposals.

Building Strategic Partnerships:

- Identifying and building partnerships;
- Effectively networks with partners seizing opportunities to build strategic alliances relevant to UN's mandate and strategic agenda;
- Identifies needs and interventions for capacity building of counterparts, clients and potential partners;
- Promotes UN's agenda in inter-agency meetings.

Innovation and Marketing New Approaches:

- Developing new approaches;
- Seeks a broad range of perspectives in developing project proposals;
- Identifies new approaches and promotes their use in other situations;
- Creates an environment that fosters innovation and innovative thinking;
- Makes the case for innovative ideas from the team with own supervisor.

Resource Mobilization:

- Implementing resource mobilization strategies;

- Analyzes information on potential bilateral donors and national counterparts to recommend a strategic approach;
- Identifies and compiles lessons learned;
- Develops a resource mobilization strategy at the country level.

Promoting Organizational Learning and Knowledge Sharing:

- Developing tools and mechanisms;
- Makes the case for innovative ideas documenting successes and building them into the design of new approaches;
- Identifies new approaches and strategies that promote the use of tools and mechanisms.

Job Knowledge/Technical Expertise:

- In-depth knowledge of the subject-matter;
- Understands more advanced aspects of primary area of specialization as well as the fundamental concepts of related disciplines;
- Keeps abreast of new developments in area of professional discipline and job knowledge and seeks to develop him/herself professionally;
- Demonstrates comprehensive knowledge of information technology and applies it in work assignments;
- Demonstrates comprehensive understanding and knowledge of the current guidelines and project management tools and utilizes these regularly in work assignments.

Global Leadership and Advocacy for UN's Goals:

- Analysis and creation of messages and strategies;
- Performed analysis of political situations and scenarios, and contributes to the formulation of institutional responses;
- Uses the opportunity to bring forward and disseminate materials for global advocacy work and adapts it for use at country level.

Education:

- Master degree or equivalent in international development, social sciences, public administration, law, development studies or other relevant field;

Experience:

- A minimum of 7 years relevant work experience in social cohesion and development
- Proven ability to draft, edit and produce results-focused reports;
- Proven experience working with Government, civil society, international organizations and donors;
- Recent country and/or regional experience in capacity development;
- Demonstrated experience in the design and successful implementation of new business processes;
- Knowledge of social cohesion or related approaches required

Language: Fluency in English.

2. Finance Analyst, NPSA – 9

Duties and Responsibilities

Under the overall supervision of the PBF Project Coordinator, the Finance Officer provides execution of services in the PBF Project, supports the design, planning and management of the annual workplans by managing data and facilitating programme implementation. The Project Finance Officer supports Project Manager in ensuring that project's tasks and activities are implemented in accordance with UNDP rules and CO procedures.

Scope of Work

1. Ensures effective project finance management and monitoring
2. Acts as project focal point for finance matters.
3. Advises on implementation of operational strategies and procedures
4. Facilitates knowledge building and knowledge sharing amongst implementation partners on UNDP related policies on financial management of project funding.

Expected Outputs and Deliverables

- Prepare requests for advance of funds and/or direct payments;
- Monitor budget expenditures and maintain a proper record of approved project budgets and their revisions;
- Prepare proposals for budget revisions;
- Prepare and submit expenditure and programme budget status reports;
- Respond to queries from the Government counterparts and UNDP with respect to financial aspects of the programme, liaise with UNDP-appointed and external auditors wherever required;
- Prepare recurring reports as scheduled and special reports as required for budget preparations and audit;
- Advise and assist international advisors and national consultants on all aspects of allowances, travel claims and other financial matters and calculate payments due for claims and services;
- Undertake other financial and administrative tasks on an ad hoc basis.

Procurement:

- In accordance with the Work Plan arrange for procurement of equipment, supplies and services;
- Create and manage e-requisitions in ATLAS;
- Arrange for equipment maintenance and insurance as required;
- Ensure that contractual processes follow the stipulated UNDP procedures;
- Physically clear and ensure delivery of equipment and supplies procured for the various programme sites;
- Maintain an equipment and spare inventory including verification and transfer when required.
- Other duties as assigned.

Required Skills and Experience

Education:

Master's degree and/or professional Qualification such as (Chartered Public Accountant membership) in Finance, Business Administration, Public Administration, Economics or related field with at least 3 years 'experience; alternatively a Bachelor's Degree in the above fields with minimum of 8 years' experience.

Experience:

A post masters experience of 3 years (8 Years for bachelor's degree) at the national or international level in providing financial management services and operational systems;

Language requirements:

Good Knowledge and fluency of English languages.

Other requirements:

It would be desirable that the candidate possesses previous experience of working in the Fijian Government, UN/UNDP implemented projects.

3. Administrative Associate, NPSA-6

Duties and Responsibilities

Under the overall supervision of the PBF Project Coordinator the Administration Associate will be responsible for providing overall day to day operational support for smooth and effective implementation of the programme activities of the PBF project.

The Administrative Associate works in close collaboration with the Programme, Operations, Communications, and other project teams in the Multi-Country Office (MCO) for effective achievement of results, anticipating and contributing to resolving complex programme/project-related issues and information delivery. The incumbent is expected to exercise full compliance with UNDP programming, financial, procurement and administrative rules, regulations, policies, and strategies, as well as implementation of the effective internal control systems.

Overall Roles and Responsibilities

Administrative management:

- Pro-actively contribute to day-to-day project implementation and ensure conformity to expected results and project work-plans;
- Provide support to international consultants in the implementation of their tasks for the achievement of project results (communication, contracts, agenda, visas, hotel reservations, etc);
- Maintain records on all project personnel/national consultants and their respective status (contracts, ToRs, time and attendance – if appropriate, etc.) in accordance with accepted policies and procedures;
- Prepare and issue contracts;
- Make pertinent logistical arrangements for the prompt and effective implementation of the programme activities;
- Draft minutes of Project Board and other project related meetings;

- Assume overall responsibility for administrative matters of a more general nature, such as registry and maintenance of project files and records;
- Arrange external and internal meetings (including the meetings of the Project Board, Technical level, as well as other relevant meetings etc.).

Required Skills and Experience

Education:

Intermediate Level in Management, Economics and Accounts;
Bachelor's Degree will be preferred

Experience:

Three years of experience for Bachelor's Degree and five years for Intermediate in the field of management, administration and procurement;
Experience in managing events and provision of secretariat and communication services.

Language requirements:

Good Knowledge and fluency of English languages.

Other requirements:

Proven abilities in English writing and computer skills are required;
It would be desirable that the candidate possesses previous experience of working in the Fijian Government, UN/UNDP implemented projects.

4. National Human Rights Officer - Grade C

Functions / Key Results Expected

Under the overall supervision of the OHCHR Regional Representative for the Pacific, the Human Rights Officer (HRO) will be responsible for implementation of Output 1.3 (Women Human Rights Defenders) and will contribute to Output 1.1 (dialogues) and output 1.4 (civic education). The HRO will also contribute to the work of the Project Steering Committee.

The Human Rights Officer will complete the following tasks:

- Integrate human rights information, standards and the human rights-based approach in project activities including the planned community dialogues, social cohesion methodology and assessment tool, civic education, as well as advocacy campaigns.
- Design and deliver HR information, education and communication tools, and knowledge products for use by the project.
- Design and deliver six capacity building workshops for Women Human Rights Defenders (at least 100) in rural and remote locations.
- Actively consult with WHRDs to ensure their views and needs are integrated in project activities, including development and rollout of the Social Cohesion Assessment Tool.
- Ensure that women human rights defenders (WHRD) are actively engaged in other project activities including community dialogues and civic education.
- Liaise with the FHRADC, refer human rights issues, and provide support to it as requested.
- Manage the work of the consultant supporting WHRD capacity building and reporting. Ensure report findings are integrated with those of community dialogues under output 1.1 and help inform civic education activities to be developed under Output 1.4.
- Produce a regular “environment scan” of relevant human rights issues, document issues and produce ‘lessons learnt’ to help inform the oversight provided by the UN PBF Project Steering Committee.
- Provide information, advice including by contributing human rights perspectives to briefing notes, concept notes and ‘lessons learnt’ with the Project Steering Committee.
- Contribute to the design and delivery of other targeted interventions/project activities to respond to the evolving human rights and election environment.
- Work in collaboration with UNDP Project Coordinator to prepare organize, facilitate, and manage stakeholder participation which includes Project Steering Committee, technical group, state, CSO and regional and UN agencies.
- Ensure linkages of the PBF project to human rights processes and strategies.
- Develop work plans, project manage, administer, and report on all aspects of the OHCHR led component of the project including procurement, consultant recruitment: monitoring, evaluation and progress and results reporting; collection of data (disaggregated by location, PWD) at the completion of each WHRD workshop.

Functional Competencies

Professionalism

- Shows pride in work and in achievements.
- Demonstrates professional competence and mastery of subject matter.

- Is conscientious and efficient in meeting commitments, observing deadlines and achieving results.
- Is motivated by professional rather than personal concerns.
- Shows persistence when faced with difficult problems or challenges.
- Remains calm in stressful situations.

Respect for Diversity

- Works effectively with people from all backgrounds.
- Treats all people with dignity and respect.
- Treats men and women equally.
- Shows respect for, and understanding of, diverse points of view and demonstrates this understanding in daily work and decision-making.
- Examines own biases and behaviours to avoid stereotypical responses.
- Does not discriminate against any individual or group

Communication

- Speaks and writes clearly and effectively.
- Listens to others, correctly interprets messages from others and responds appropriately.
- Asks questions to clarify, and exhibits interest in having two-way communication.
- Tailors language, tone, style, and format to match the audience.
- Demonstrates openness in sharing information and keeping people informed.

Accountability

- Takes ownership for all responsibilities and honours commitments.
- Delivers outputs for which one has responsibility within prescribed time, cost and quality standards.
- Operates in compliance with organizational regulations and rules.
- Supports subordinates, provides oversight and takes responsibility for delegated assignments.
- Takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable.

Education

- Master degree or equivalent in human rights, law, political science, development studies or other relevant field; an undergraduate degree with relevant professional experience may be excepted in lieu of the Masters degree

Experience

- A minimum of 5 years relevant work experience
- Proven ability to engage with external stakeholders
- Proven ability to draft, edit and produce results-focused reports
- Experience in capacity development is desirable
- Knowledge of peacebuilding or related conflict sensitive approaches an asset
- Experience in project management is an asset

Language

- Fluency in English.

Other requirements

- Computer skills

5. Operations Associate:

OHCHR Operations Associate will be responsible for implementation of the Output 1.2 with the following tasks:

- Provide advanced support to the formulation of the project documents (concept notes, justification notes, capacity assessments, budgets) in close cooperation with technical and operational team and partners;
- Drafting of contractual agreements, related budgets, forms, documentations and requirement for funding partners;
- Manage the partner database, including grantees narrative and financial reports.
- Support partner advances monitoring and reporting cycle, supporting timely delivery of reports and fund disbursements;
- Communicate with partners on a regular basis to ensure timely reporting and identification of issue for troubleshooting;
- Ensure proper filing of the partner documentation in both physical and electronic library of UN OHCHR;
- Compile summary monthly reports on implementation of partners initiatives to synthesize results and update on progress.
- Review and clear project budget submissions from UN OHCHR; projects before approval to ensure appropriate and complete documentation exists and UN OHCHR rules and regulations are applied;
- Coordinate with program and finance staff on issues related to allocation, expenditures and cash balances in conjunction with budget revisions;
- Prepare budgets and revisions for management projects;

Competencies:

- Ability to administer and execute a broad range of specialized activities related to programme and budget management, including partners tracking and coordination;
- Proven ability to problem-solve, and think creatively to develop and implement smart business solutions in a challenging socio-economic environment;
- Creates, edits and presents information in clear and presentable formats, using appropriate IT functionality;
- Ability to organize and complete multiple tasks by establishing priorities;
- Ability to handle a large volume of work possibly under time constraints;
- Ability to administer and execute financial processes and transactions;
- Ability to manage data, documents, correspondence and reports information and workflow;
- Actively works towards continuing personal learning and development in one or more Practice Areas, acts on learning plan and applies newly acquired skills;
- Ability to establish, build and sustain effective relationships with clients, demonstrating understanding of client's perspective; anticipates client needs and addresses them promptly;

- Ability to communicate effectively, both orally and in writing, is required to obtain, evaluate and interpret factual data and to prepare accurate and complete reports and other documents;
- Ability to achieve results and deadlines in a timely manner, maintaining a high standard throughout;
- Strong financial and budget skills;
- Strong inter-personal skills; including the ability to effectively communicate with persons from a variety of backgrounds;
- Strong IT skills.

UNWOMEN:

6. Programme Specialist (Gender Equality, Women's Rights and Governance)

Reporting to the Deputy Representative, the Programme Specialist UN Women Programme Specialist (GEWRG) will be responsible for implementation of UN Women implementation of Output 1.1 and Output 1.3. The UN Women Programme Specialist (GEWRG) will also contribute to the work of the Project Steering Committee.

The UN Women Programme Specialist (GEWRG) will complete the following tasks:

- Integrate women's rights and gender responsive approach in project activities
- Oversee the design and delivery on rapid gender policy and law reform assessment and develop recommendations on gender responsive reforms at national, local and community levels, including in relation to women's political participation, economic empowerment, peace, and security.
- Manage partnership agreement to support divisional dialogue consultations with rural women and young women to ensure their views and needs are heard by relevant stakeholders.
- Manage partnership agreement to support establishment of Young Feminist Network.
- Manage the work of the consultant supporting the work on partnership and gender assessment.
- Contribute to the design and delivery of other targeted interventions/project activities in relation to women and gender.
- Work in collaboration with UNDP Project Coordinator to prepare organize, facilitate, and manage stakeholder participation which includes Project Steering Committee, technical group, state, CSO and regional and UN agencies.
- Support monitoring and reporting for UN Women component of the PBF project to the Project Steering Committee and Donor as required.

Competencies:

- Strong programme formulation, implementation, monitoring and evaluation skills
- Strong knowledge of Results Based Management
- Ability to synthesize program performance data and produce analytical reports in order to inform management and strategic decision-making
- Strong Knowledge of gender equality and women's rights, including CEDAW and the Beijing Platform for Action
- Strong organizational skills and ability to pay close attention to detail
- Good conflict resolution skills
- Ability to identify and analyze trends, opportunities and threats to fundraising and develop strategies

Language

- Fluency in English.

Other requirements

- Computer skills

7. Operations Associate:

UN Women Operations Associate will be responsible for implementation of UN Women implementation of Output 1.1 and Output 1.3 with the following:

- Provide advanced support to the formulation of the project documents (concept notes, justification notes, capacity assessments, budgets) in close cooperation with technical and operational team and partners;
- Drafting of contractual agreements, related budgets, forms, documentations and requirement for funding partners;
- Manage the partner database, including grantees narrative and financial reports.
- Support partner advances monitoring and reporting cycle, supporting timely delivery of reports and fund disbursements;
- Communicate with partners on a regular basis to ensure timely reporting and identification of issue for troubleshooting;
- Ensure proper filing of the partner documentation in both physical and electronic library of UN Women;
- Compile summary monthly reports on implementation of partners initiatives to synthesize results and update on progress.
- Review and clear project budget submissions from UN Women projects before approval to ensure appropriate and complete documentation exists and UN Women rules and regulations are applied;
- Coordinate with program and finance staff on issues related to allocation, expenditures and cash balances in conjunction with budget revisions;
- Prepare budgets and revisions for management projects;

Competencies:

- Ability to administer and execute a broad range of specialized activities related to programme and budget management, including partners tracking and coordination;
- Proven ability to problem-solve, and think creatively to develop and implement smart business solutions in a challenging socio-economic environment;
- Creates, edits and presents information in clear and presentable formats, using appropriate IT functionality;
- Ability to organize and complete multiple tasks by establishing priorities;
- Ability to handle a large volume of work possibly under time constraints;
- Ability to administer and execute financial processes and transactions;
- Ability to manage data, documents, correspondence and reports information and workflow;
- Actively works towards continuing personal learning and development in one or more Practice Areas, acts on learning plan and applies newly acquired skills;

- Ability to establish, build and sustain effective relationships with clients, demonstrating understanding of client's perspective; anticipates client needs and addresses them promptly;
- Ability to communicate effectively, both orally and in writing, is required to obtain, evaluate and interpret factual data and to prepare accurate and complete reports and other documents;
- Ability to achieve results and deadlines in a timely manner, maintaining a high standard throughout;
- Strong financial and budget skills;
- Strong inter-personal skills; including the ability to effectively communicate with persons from a variety of backgrounds;
- Strong IT skills.