WOMEN’S ACTION FOR VOICE AND EMPOWERMENT (WAVE) PROGRAM

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WOMEN’S ACTION FOR VOICE AND EMPOWERMENT (WAVE) PROGRAM

1. PROGRAM OVERVIEW

The WAVE programme will achieve impact in four nested areas:

- **Individuals** – Developing women leaders and leadership capabilities across generations
- **Political and Governance Systems** – Generating change to inequitable legal, policy and economic frameworks
- **Women’s Movement and CSO’s** – Catalysing collective action and accountability for women’s rights and gender equality
- **Research, Evidence and Learning** – Applying knowledge from women’s voice and lived experiences to advocacy and education settings

The programme brings together partners across diverse countries and regions in a deliberate design to help build innovative responses to challenges faced, while recognising that contextual similarities also prevail in terms of the limited and resource constrained women’s movement in each country.

A detailed theory of change is contained in Annex 2. This section provides a summary of short and medium term goals, and a narrative connecting these to context analysis findings.
2. CONTEXT ANALYSIS

Across Asia and the Pacific individual women, in all their diversity, are under-represented in both civil and political leadership spheres¹. Despite this underrepresentation, women are capable of leading remarkable change.

Women’s Action for Voice and Empowerment (WAVE) Programme goal is for women to lead transformative, sustainable change towards gender equality through strategic feminist engagement. WAVE will build upon IWDA’s significant achievements under its existing FLOW programme, extending and expanding our impact across South East Asia and the Pacific. The programme will operate in contexts where collaboration is relatively thin or highly constrained, by factors such as limited resources, political risk, marginalisation of women’s voice and limiting formal influencing spaces. WAVE countries have been selected on the basis of the history IWDA has in these contexts: IWDA has worked with partners in Cambodia, Solomon Islands, and Papua New Guinea for 30 years; Myanmar and Thailand for 17 years, and Timor-Leste for 15 years.

WAVE will:

- Respond to the dramatic under-representation of women in leadership roles and address barriers at local, and national level;
- Respond to the legal, political and policy barriers to women’s full participation in target countries;
- Respond to the limits of women’s collective leadership and voice, bringing transformative change through partnership;
- Address capacity constraints through a feminist partnership model with 15 organisations from Myanmar and across the Thai-Burma Border, Cambodia, Solomon Islands, Timor-Leste, and Papua New Guinea; and
- Respond to the need to build and share evidence about what it takes to strengthen collaboration among women’s organisations

The Current Situation for women’s leadership in Asia Pacific

The focus countries for the WAVE programme have scores in the lowest third in the UNDP Gender Inequality Index. In these countries, in which have IWDA has a long standing history of operating, collaboration within the women’s movement, and connection of the movements to global discourse is relatively thin, highly constrained or both.

<table>
<thead>
<tr>
<th>WAVE Programme Countries - UNDP 2014 Gender Inequality Index Country</th>
<th>Ranking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cambodia</td>
<td>136 out of 187 countries</td>
</tr>
<tr>
<td>Myanmar</td>
<td>150 out of 187 countries</td>
</tr>
<tr>
<td>Timor-Leste</td>
<td>128 out of 187 countries</td>
</tr>
<tr>
<td>Solomon Islands</td>
<td>157 out of 187 countries</td>
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<tr>
<td>Papua New Guinea</td>
<td>157 out of 187 countries</td>
</tr>
<tr>
<td>Thailand</td>
<td>89 out of 187 countries</td>
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</tbody>
</table>

¹ Women’s Leadership is defined as “a political process of women mobilising people and resources in pursuit of shared and negotiated goals within government, private sector and civil society.” See A Leftwich, Bringing agency back in: politics and human agency in building institutions and states— synthesis and overview report, research paper 06, Developmental Leadership Program, Canberra, 2009.
Women in Political Leadership

Regionally, South East Asia and the Pacific have rates of participation by women in national parliament well below the Inter-Parliamentary Union’s world average (March 2015) which stands at 22.1% women. The percentage of women in Pacific parliaments (excluding Australia and New Zealand) is currently 5.4% (March 2015). Women’s representation is also below the global average in Southeast Asia, at 18.09%. Regional averages can mask considerable variation across and within countries: the Human Development Report 2014 shows representation for Cambodia, Myanmar, Timor-Leste, Solomon Islands and PNG as 18.1%, 4.6%, 38.5%, 2.0% and 2.7% respectively. Under-representation is even more acute at the level of local government. Although data on women’s participation at this level remains scarce, World Bank research suggests that fewer than 5% of mayors globally are women. In South East Asia and the Pacific women continue to participate unequally as both voters and candidates for rural and urban councils. Women’s attempts to increase political participation face ongoing barriers, for example, an attempt in May 2015 to register the ‘Women’s Party’ in Myanmar with the Union Election Commission was rejected as having a name that was ‘too general’.

Participation in Peace Processes

Women’s participation in the political process for arriving at Peace Agreements has been mixed. Predications for an August 2015 ceasefire agreement between the government and ethnic groups in Myanmar were unmet, and human rights violations and offensives continue in many regions, including Northern Shan State and Kachin. In Solomon Islands and Bougainville, women’s engagement in peace building drew on traditional peace keeper roles to help keep and broker peace. In Bougainville, women retained a seat at the negotiating table, while women in Solomon Islands were largely excluded and following the conflict cessation returned to previously held roles.

Participation in Public Administration

While women’s participation in national politics is the focus of an increasing body of evidence, women’s participation in public administration is less well understood and under-researched. In all WAVE programme countries, women are poorly represented in public administration. In Cambodia, women hold few senior positions in public administration, with those in management generally at deputy rather than senior management level. Women’s representation in civil service is increasing in Cambodia, Timor Leste and Myanmar, but remains concentrated in lower-level positions. The low levels of women’s representation in politics are both a symptom of systems that are not supportive of women’s participation and of broader gender inequality.

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Women in Civic and Private Sector Leadership

Civic Leadership

Over 80% of women are based in rural areas in Papua New Guinea, Solomon Islands, Timor Leste and Cambodia. In Solomon Islands and Papua New Guinea, women’s engagement in civil society appears less contested than women’s leadership in public and political spheres. 9 Pacific civil society engagement often refers to women’s engagement in church groups, with civil society engagement through formalised non-government organisations relatively less common. 10 Successful strategies for women have been the quiet pursuit of change, rather than outspoken activism. The connection to global discourses has been used to facilitate legitimacy to women’s claims. 11 Donors have disbursed high levels of funding (largely Australian aid) for initiatives and programs to non-government organisations, however there is little focus on women’s participation, and no consistent donor support to emerging women’s civil society groups such as IWDA’s partner WRAM in SI. In Myanmar, although women play an active and significant part in civil society, they are easily (and increasingly) side-lined. In Cambodia, opportunities for women’s participation in decision-making processes in sectors such as economics, industry and energy, mines, urban management and transport are highly constrained.12

Private Sector

Economic disempowerment persists across the WAVE focus countries. Women account for the majority of the regions’ poor. They have a greater burden of work, including unpaid labour, than men and are often the major food producers. In both the Pacific and Asia, formal sector activity is only a small part of the economic activity and value creation in communities. Informal employment comprises around half to three-quarters of all non-agricultural employment. 13 Women are significantly represented in the informal sector in Asia and the Pacific, with micro and small business playing a pivotal role in women’s livelihoods. Yet women in informal employment face many of the same barriers to full participation that women in the public sector face: safety travelling to and from, and often at, their place of employment, safety in relation to earnings, lower respect and risk of violence. In terms of formal employment, States are increasingly introducing legislation to increase gender equality in relation to employment, but such legislation is notoriously slow to develop. 14 The same issues (lack of networks, access to finances, lack of voice) affect women’s opportunities to become leaders in economic roles as affect their ability to run for political leadership.

Young Women Leaders

The World YWCA estimates that there are 860 million young women world-wide. Yet young women fall through the cracks, not covered by initiatives targeting children, outnumbered by boys in young people’s programmes, and not able to speak out in women’s spaces. 15 This sees young women as a marginalised

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14 Pacific Women Shaping Pacific Development, (2014), Mapping of existing legislation, programs and other mechanisms to support Women’s Leadership in the Pacific, Department of Foreign Affairs and Trade, Canberra, Australia.
group across cultures, facing double barriers to leadership through being both young and female, often placing them at the bottom of social hierarchies. Young women’s position and participation of in current and future leadership is important given the demographic youth bulge in the target regions. 56% of the population across the region is under the age of 25. In Solomon Islands, 70% of the population is under 30. In PNG, youth aged 15-29 represent 35% of the population. Comparably high figures can be seen in Cambodia (50%), Myanmar (45%) Thailand (32%) and Timor Leste (60%) of their populations are under 25. Young women have called for meaningful participation in society: opportunity to exercise and develop leadership, and all rights, engagement in peace processes, and political will to resource young women’s development.

Working with Men and Boys

Analysis of the gender and development movement, which was supposed to challenge structural causes of inequality, highlights that in fact it remains a widespread belief that gender programming is about women. Men, feel alienated by the approach taken causing backlash at community and social level, a risk acknowledged within this program.

Barriers to Women’s Leadership and Full Participation

Obstacles to women’s leadership range from limited access to skills and knowledge, to barriers such as violence and entrenched patriarchy. Adverse gender and social norms severely constrain diversity and democracy in leadership. Women’s poor access to assets, land, food, finance, technology, education, training and economic opportunity, and weakness in implementation and accountability to policy and legislation all drive persistent and multiple barriers to women in leadership and decision-making positions in both Asia and the Pacific.

Violence Against Women

Violence against women (VAW) is the most confronting manifestation of women’s lack of empowerment and gender inequality, and a crucial social mechanism to subjugate women. Regional rates of family and sexual violence against women and girls are high, with prevalence rates in the Pacific, in particular Papua New Guinea, the highest in the world. Prevalence ranges are: 100% in some parts of PNG; 64% in

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Solomon Islands, 69% - 90% in Myanmar; 32-36% in Cambodia; and 38% in Timor-Leste. Although alarming, the variability in prevalence across countries and contexts confirms that violence is not inevitable and underlines the importance of prevention.

In Papua New Guinea, UN research and women’s own documentation of violence in their communities provides greater understanding of the prevalence, complexity, and diversity of VAW. This includes, but is not limited to, family and sexual violence, tribal conflict, sorcery-related violence and the impact of harmful cultural practices such as polygamy and bride price. In Myanmar, there is limited available data on the prevalence of VAW, and reported prevalence varies widely. Violence as a result of trafficking is a particular concern. Human traffickers target women, who cross the border from Myanmar to look for a job and women in Timor-Leste experience violence as a result of trafficking (both to and from Timor-Leste). In Cambodia, domestic violence remains the most widespread and unreported form of gender-based violence, with 12.8% of women reporting experiencing violence from their intimate partners within the last 12 months, and 36% ever-partnered men reported perpetrating physical and/or sexual violence against an intimate partner in their lifetime. Stigmatization of survivors of gender-based violence remains a challenge. The figures confirm a compelling need to continue working with both men and women to change attitudes and behaviour on women's rights, gender equality and VAW.

Cultural Norms and Restrictive Gender Roles

Across Asia and the Pacific, women have culturally defined and heavy work burdens that restrict their time, limit their knowledge of democracy and political processes, and constrain their ability or confidence to engage in wider public or political spaces including economic activity. These include: the issues of public safety (particularly in moving to and from work), lack of acceptance of female leadership, resulting in the Pacific in harassment from female partners of male colleagues who imply sexual relationships, and sexual harassment in the workplace.

In the Pacific, colonisation and Christianity have contributed to women’s confinement to the private sphere as well as their loss of traditional positions of power and leadership in Solomon Islands and PNG. In Myanmar there is widespread belief of women’s inferiority to men. Women face patriarchal cultural norms and values in Myanmar, heightened by the military’s tight grip on power. Timor-Leste has a strong patriarchal culture and customary law which maintains strict gender roles, divisions of labour and power relations between men and women. Many women are not aware of their rights and weak institutions inhibit the full implementation of laws, amongst a multitude of other barriers. Women in rural areas, women with disabilities and women-headed households are likely to be particularly vulnerable to poverty and discrimination. This domestic work also limits women’s time to take part. Where measures are in place, the majority of women are not meaningfully participants. In Cambodia, hierarchical social structures and resistance from men in the community hinders women's participation. Social perceptions of women as weak and less-educated, a lack of family support in carrying out political work, and low salaries, exacerbate
discriminatory attitudes. In rural areas, women have little exposure to female leaders or alternative models of a “good Cambodian women or girl.” Ambitious women tend to self-select into more “acceptable” female roles and professions, those uninvolved in civic matters. Restrictive gender norms affect men’s view of the potential roles for both men and women alike.

Women Face Limited Access and Influence in Political Spheres

Campaign Requirements - Across Asia and the Pacific, the campaign environment is overwhelming hostile to women candidates. In Solomon Islands and Papua New Guinea, numbers of women candidates are always lower than male candidates, despite voters expressing the perception that women are capable of parliamentary representation and a willingness to vote for them. \(^{32}\) A candidate de-brief funded under FLOW1 following the 2015 Bougainville elections substantiated lack of campaign resources as a key obstacle. \(^{33}\) This issue has been highlighted repeatedly.

Political/Party structures - In Cambodia, Timor-Leste, Solomon Islands, Papua New Guinea and Myanmar patriarchal political cultures exist. A lack of political-decision-making awareness creates institutional barriers to women activists seeking candidacy and election. Within political parties, men constitute a larger percentage of party membership, dominate the party hierarchy, and tend to select and vote for male candidates over women.

Opportunities to Increase Women's Leadership

There are several opportunities to increase women’s leadership across the countries. These include: Working with men and boys; improving technical leadership capacities; addressing structures that restrict women leaders and reducing violence against women.

Working with Men and Boys

There is value in working with men and boys, both in their formal roles as duty bearers within government as well as their social roles in communities as agents who perpetuate or can shift underlying cultural norms and values. An employment promotion program for women in Vietnam found that involving men in discussions about women’s roles resulted in shifts of division of labour at the household level. This was in addition to the main focus of promoting women’s participation and leadership. \(^{34}\) This offers a significant opportunity for changing attitudes and behaviour on women’s rights, gender equality and violence against women. Engaging men and boys in community awareness activities and leadership programmes will prevent further marginalisation of women and girls and avoid increased hostilities, discrimination or intensification of gender inequalities. IWDA’s programme with Banteay Srei has shown the benefits of this approach (refer Case Study 1).

Political and Civil Leadership

UNDP’s report into Gender Equality in Public Administration\(^ {35}\) identified promising approaches for increasing women’s participation and influence, including legislative and policy frameworks that ensure

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women’s equal participation, enabling environments including research, data analysis, workplace policy and practice, and capacity building and professional development.  

Evidence from the region show promising approaches, including: affirmative action, reserved seats, technical candidate training and advocacy has had an important impact. In Solomon Islands and Papua New Guinea reserved seats for women are potentially more important than in other regions because there is not a strong party tradition (see next below for more detail).  

In the Pacific, IWDA’s FLOW support and other programs supporting candidates through training, advocacy and networking has had demonstrable results. Participants considered Bougainville Women’s Federation training, supported by IWDA’s current FLOW programme, highly effective in the 2015 elections, with feedback that “Female leaders were a threat to the male leaders [as contenders in the election] after BWF candidate training”.

Violence Against Women

Our success in working with the Women’s Human Rights Defenders (FLOW1) has provided information on what works, in what context. WAVE presents an opportunity to build on and improve regional responses in both regions.

Young Women

Work with young women leaders is an opportunity for the programme to build sustainability, and to ensure continuity of vision and within the movement. Responding to a youthful population in the region, it will ensure diversity of voice and viewpoint. We have significant evidence to show that training young women leaders has resulted in them taking increased leadership responsibilities.

The Current Situation with National Political and Governance Systems and Power Holders

There are a range of power holders and Institutions that impact women’s rights, status and leadership opportunities. These include: domestic security and governance structures; unsupportive institutional systems and structures; patriarchal political cultures and fragile or opening democratic environments. Addressing these issues can help increase opportunities for women.

Geo-Political Context and Domestic Conditions that Hinder Equality

In several countries domestic conditions, ranging from authoritarian measures, through to domestic security – are seriously impacting women’s equality and leadership.

In Myanmar and Cambodia, increasing conservatism and authoritarianism has restricted civil society space, including the operating space for many women’s organisations and rights defenders that the WAVE programme will work with. The CSOs who live and work between Thailand and Myanmar remain exposed and vulnerable to unstable ceasefire agreements and continued military action. In Myanmar, the government has recently passed laws limiting human rights, and failed to address calls for constitutional reform ahead of the 2015 elections. There are increasing arrests of critics—including journalists, students and land protestors. In Cambodia, democratic space for women’s voice and participation has narrowed. The passing of the NGO Law (Law on Associations and Non-Governmental Organisations) in July 2015

and the Electoral Reform Law (Law on Election of Members of the National Assembly) includes provisions that ban CSOs from making statements deemed insulting, as well as sweeping arbitrary powers to shut down NGOs and criminalise politically sensitive activities.

Political, Electoral and Party Structures that Disadvantage Women

Barriers to women’s participation in political positions and public administration identified globally include: gaps in adoption and implementation of enabling legal and policy frameworks, discriminating and unsupportive organisational cultures, gaps in data and analysis, and weak gender mainstreaming in public administration reform. 38 Other gaps in the Pacific include lack of focus on implementation of new electoral rules and voluntary reform of political party rules. 39

In Cambodia, men constitute a larger percentage of party membership, dominate the party hierarchy, and tend to select and vote for male candidates over women. In early 2015, the government passed an Amendment of the Law on Election of members of the National Assembly. Women’s participation or promotion within this Law remains invisible, despite strenuous lobbying from NGOs and women’s rights organisations, including WAVE partners.

In Myanmar and across the border into Thailand women’s participation in all areas of political and professional life is low. Women make up 5.8% of the Lower House; 1.8% of the Upper House; account for 2 of 36 Ministers; and 31.7% of senior civil servants. 40 A recent study concluded that the state lacks any gender-responsive policies, plans or programs to deliver even the most basic of services. Furthermore, it lacks any quality-disaggregated data to assess trends in the inclusion of women or the impact of their inclusion. 41

In PNG women represent only 2.7% of the members of parliament, placing women in the bottom 12 countries on the Global Women in National Parliament ranking. 42 Nationally, the Government tabled a Bill in 2012 to reserve 22 seats for women, it failed to pass. 43 Sub-nationally there is more progress. The first woman elected to an open seat in Autonomous Region of Bougainville in 2015 is a high water mark that will need ongoing support to maintain and improve in future elections. In Bougainville, the restrictive interpretations of the constitution are preventing more than one woman from being a minister. Technical constitutional advice, lobbying, and advocacy to amend the constitution are necessary to increase the number of women elected in future years.

In Solomon Islands political parties are characterised as loose alliances of multiple factions driven by kinship or location ties. 44 There have been only three women parliamentarians since independence in 1978. Whilst no legal barriers exist to prevent women from attaining political seats or senior public administration roles, the general belief of ‘Big Man’ leadership creates difficult hurdles for women to

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43 Pacific Women Shaping Pacific Development, (2014), Mapping of existing legislation, programs and other mechanisms to support Women’s Leadership in the Pacific, Department of Foreign Affairs and Trade, Canberra, Australia.
overcome. Temporary Special Measures have consistently been blocked; repeated efforts by the Solomon Islands’ Ministry of Women, Youth, Children and Family Affairs to develop a bill establishing 10 seats for women in the 50 seat Assembly have failed.

In Timor Leste, there is progress in formally recognizing women’s rights and adopting gender equality goals, including: CEDAW ratification in 2003; incorporating gender equality principles into the Constitution; and developing progressive national laws. However the country is an example of the gap between the existence of normative frameworks in line with gender equality aims, and the efficacy of their implementation: while women’s representation in national parliament is one of the highest in the world (38%), this has not guaranteed their political influence. The Prime Minister recruits Ministers, and women are rarely involved in political party leadership. Moreover, the rate of women’s representation is not mirrored at the local level. Women represent only 1.5% of Village Head roles.

Responses to Violence Against Women – Current Contexts

Timor Leste introduced a Law Against Violence (LADV) in 2010 and a Penal Code in 2009. The women’s movement contributed to promulgation of the LADV, which makes domestic violence a public crime, meaning that anyone can report it, and is progressive in its scope. The Government has also developed a National Action Plan (NAP) on Gender Based Violence 2012-2014, which outlines a multi-sectoral approach to addressing VAW. Barriers to women's access to justice include limited police outreach, few and inaccessible courts, the coexistence of customary and formal justice systems, language and literacy (both legal and general literacy), and insufficient resources and long delays in the legal process.

In Papua New Guinea, while some formal services to address women’s medical, psychological, social and legal needs are effectively implemented in some provinces, they largely do not meet the needs of women who experience violence, particularly at a community level. The legal system is particularly ineffective at the community level where much of the violence against women occurs. Police rarely attend to VAW cases and they are either mediated through male community leaders or through village magistrate courts. Many village magistrates do not have a strong understanding of the PNG law, particularly in relation to women’s rights and violence against women. The Australian Aid program has invested in some training with village magistrates and this work needs to be expanded to ensure that women have access to justice at the community level.

In Cambodia, while the 2005 Law on Domestic Violence was a significant achievement, implementation and enforcement remains weak, with barriers to women accessing justice including high financial costs and local reconciliation processes perpetuating discrimination against women to remain with their violent partner. Furthermore, many community members and other stakeholders view the Cambodian legal system as corrupt, ineffective and inappropriate, and gender-based violence (GBV) survivors have little motivation to process their complaints through the court.

In Myanmar, the bicameral Parliament has now passed laws with significant human rights impacts including the Buddhist Women’s Special Marriage Law—the Interfaith Marriage Bill—which will require Buddhist women to seek permission from local authorities before marrying a man of another faith. The Bill violates internationally protected rights to privacy, religious belief and equal protection of the law. Myanmar remains the only country in ASEAN that does not have a Special law on Women and the outdated Penal Code dates back to the British colonial rule. Instead of addressing the root causes, anti-trafficking laws have introduced measures that place more restrictions on the movement of women and led to increased extortion and unjust arrest by authorities. The new Prevention of Violence Against Women law is in the final stages of drafting and has been developed with substantial input from Civil society and international groups.

Labour Laws and Conditions – Current Context

Restrictions on women’s access to employment are multidimensional and pervasive, with significant costs for individual women, families, communities and national economies. Constraints on women taking up formal employment opportunities are multidimensional, going beyond the market to the home, beyond formal institutions to norms and practices.

Opportunities

Many opportunities exist to address the institutional factors that are inhibiting women’s equality and leadership opportunities. These include: reserved seats, working with male champions and work with human rights defenders.

Political and Party Regulatory Codes, Temporary Special Measures

In Timor Leste, Replicating national quotas at the local level embeds the affirmative action displayed at the central level of government. WAVE will address this community level opportunity.

In Cambodia, IWDA’s partner work suggests that local level relationships may open space for localised shifts in how women are included in party lists.

In Solomon Islands, IWDA’s partner WRAM participated in a review of women’s political engagement that led to a commitment by the Deputy Prime Minister to implement some form of Temporary Special Measures into the Political Parties Integrity Act and the Electoral Act. This presents a significant opportunity for WAVE, and can build upon the strength of WRAM’s success in working with duty bearers to support passage of the Family Protection Act in 2014. It also presents a significant opportunity against the backdrop of the 2012 Pacific Leaders Gender Equality Declaration which specifically committed to political party reforms and establishment of reserved seats for women and offers potential for regional lobbying on concrete implementation measures.

Emerging evidence from the Australian National University’s State Society and Governance in Melanesia (SSGM) Programme has suggested that candidate training and support packages such as those provided by IWDA were important in catalysing the recent election result. Provincial governments in Bougainville and Jiwaka are part of an ongoing dialogue (resourced by FLOW1) to raise in legislative and policy settings the issue of violence against women.

Engaging with Male Champions

Given the majority of duty bearers in both political and government positions are male there are opportunities for engaging men to raise the profile of gender equality, and to identify much needed internal champions for change. Global evidence suggests that women’s movements are most effective when they have a supporting engaged champion within structures. WAVE will identify and develop these champions.

Violence Against Women

Working with human rights defenders networks in Papua New Guinea is an important opportunity. Women and communities are leading community responses to VAW due to ineffective government action. Much of this work happens informally with limited support and resources from government, donors and INGOs. The activities of women’s human rights defenders networks, including those WAVE partners included in this

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46 Baker, K. 2015, forthcoming, confidential report until publication, available on request
proposal, are grossly underfunded. While the Australia Aid program provides funding to UN Women for work in Papua New Guinea, this modality of funding is difficult for women’s human rights defenders and networks to access.

In **Myanmar**, once passed, monitoring of the implementation of the Violence Against Women Law and advocacy for associated services will be paramount.

In **Timor-Leste** the national government is also committed to developing a National Action Plan on Gender Based Violence, generating further opportunity for WAVE partnerships to engage in policy development and action. There is also a draft anti-trafficking law which can help to prevent trafficking and the associated violence against women.

**The Current Situation for Women’s CSOs and the Women’s Movement**

*The cornerstone of WAVE is a vital, visible and vocal women’s movement, which aggregates and amplifies women’s power and priorities.* Strong, vibrant feminist movements have successfully influenced the establishment and implementation of ground breaking international and regional conventions, and have used these as levers to influence policy-making in both the global and domestic sphere. Strong women’s movements bring home the value of global norms on women’s rights. 47

In the politically constrained and/or post-conflict settings where WAVE partners operate, collective action provides the safety and the supportive space through which institutional or political blockages to women’s rights can be challenged. Although the women’s movement in each of the WAVE countries varies, women’s coalitions in all are emerging or strengthening. WAVE partner organisations are listed below. All have been involved in the development of this programme.

**Regional/Country Movement Context Summaries**

**Thai-Burma Border Programme**

*IWDA has supported refugee women’s organisations on the Thai-Burma border since 1996. Recent government opening has led to changes in the way the country is governed and the civil liberties people enjoy.*

The women’s movement in Myanmar is diverse. Multiple strategic alliances exist among CSO’s, political parties and women’s rights groups. The Women’s League of Myanmar (a partner in this proposal), as a peak body for 13 Ethnic Women’s Organisations, is closely linked to networks based in Thailand such as the Asia Pacific Forum on Women and Law and Development. WLB mobilises their membership to regional and international advocacy meetings linked to CSW, UN Commission on Human Rights, ASEAN and other significant machineries. The National Strategic Plan for the Advancement of Women (2013-2022) has generated positive examples of national movement building; however coordination and communications remain challenging. Opportunities exist to link the diversity of local and ethnic-focused initiatives with national policy or advocacy approaches remain under-resourced.

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Cambodia Programme

In Cambodia, government machinery provides multiple platforms for the women’s movement and NGO-alliances focused on women’s rights to engage. The women’s movement is visible and active in the garment sector, a key driver of growth in Cambodia.

Organisations such as the United Sisterhood Alliance mobilise women workers to address industrial and labour law through direct labour and workplace negotiations. Intermediary networks are crucial to national dialogues and accountability in a shrinking political space. AMARA, a Cambodian Women’s Network, and GADC (Gender and Development for Cambodia) both serve strategic roles as intermediaries in which information flows between the national and subnational levels.

Papua New Guinea Programme

In Papua New Guinea, the women’s movement is fragmented. There is little national collective action and most CSOs are active only at individual or issues level, often operating in isolation.

Collective strategizing and action is limited, although it has been supported to developed under FLOW1, including collective strategizing by the Women’s Human Rights Defenders of Voice for Change. This now sees joint planning and learning in place across the Highlands, linked to Bougainville actors engaging in Violence Against Women (Nazareth Centre for Rehabilitation) and communicating with government at provincial and national levels.

Solomon Islands

Following a five-year civil conflict known as the ‘Tensions’ (1998-2003) the National Truth and Reconciliation Commission found that the conflict had “wiped out” many of the gains made by an active and strong women’s movement prior to the tension.

There are a range of actors with varying levels of engagement in the women’s movement in Solomon Islands. This includes Vois Blong Mere, a women’s radio group, the SI Women in Business Association, the Solomon Islands Professional Women in Uniform network and the Solomon Islands Women’s in Shared Decision Making group.

Timor-Leste

In Timor-Leste, Redo Feto coordinates a national Women’s network with 24 member organisations. Working from a Platform for Action, they also convene a Women’s Congress every 4-5 years. Coalitions are strengthening and diversifying. This includes addressing disability and NGO networks for preventing violence against women. Gender working groups involving representatives from each ministry have been established by the Secretary of State of the Socio-economic Promotion of Women (SEM) and involve reps from each ministry. There is a GWG at the national level as well as one in each district. The Secretary of State of the Socio-economic Promotion of Women (SEM) is seen as a key stakeholder, presenting substantial opportunities for CSO engagement at the government level. However, participation and information exchange at the provincial level is limited, due to lack of reach and resources of both NGOs and government.

Asia-Pacific Regional Women’s Movement Context Analysis

While individual contexts bring different challenges to these partner organisations, the strategies and tools that can be applied have much in common. In addition there are significant regional and international fora
that drive change, the WAVE partners will be working across all these levels to advocate for change. The programme will provide an opportunity for partners to join their efforts, and further lift their voices in significant domains including:

- The United Nations, particularly the Commission on the Status of Women;
- The management and oversight of the 2015 SDG Frameworks;
- Trade negotiating spaces such as ASEAN and APEC;
- Regional actors with a focus on women’s rights and opportunities including:
  - The ASEAN Women’s Caucus;
  - The Pacific Young Women’s Leadership Alliance, established in 2011;
  - The Pacific Islands Forum Secretariat, which has recently welcomed Timor-Leste as a member, and in 2016 will hold the 13th Triennial Conference of Pacific Women and 6th Pacific Minister for Women meeting;
  - The Pacific Women Shaping Pacific Development Programme a 10-year aid programme funded by the Australian Aid programme. The programme focuses on building women’s voice across Pacific countries, including Solomon Islands and Papua New Guinea. The programme has inter-linkages including Pacific Women in Politics and the Pacific Leadership Program which present opportunities for collaboration. While the initiative is commended by IWDA spending on gender equality and women’s empowerment is less than 1% of Australia’s large bilateral aid program.

Institutional Strengthening of Partner Organisations

IWDA as a Stakeholder

Through 30 years of practice, IWDA has learned that strengthening the governance mechanisms and organisational systems of CSOs is a pivotal first step to collective power: strong women’s movements need actors with autonomy and ability. Catalysing the collective action of CSOs/NGOs and women’s rights and gender equality advocates is a crucial strategy to advancing specific goals and objectives. Building upon the success of FLOW 1 in the Pacific region, IWDA’s commitment to support resource and strengthen women’s rights organisations will extend and expand in the WAVE Programme. This builds on IWDA’s 30 year history in supporting the emergence and development of women’s rights organisations across Asia and the Pacific. The women’s organisations that WAVE will partner with have expressed a desire for organisational capacity development. Many organisations/ people are activists first and administrators second; WAVE partners recognise a need to develop institutional capacities to continue sustained work, to mobilise resource, learn and improve, to network with others to extend reach and strength and to be effective voice for women. WAVE partners, as activists, often have limited capacities in the technical elements of donor funded programme implementation, including monitoring and evaluation. These are critical capabilities that IWDA possesses and will develop through the WAVE programme.

For this programme, partner organisations have requested a range of organisational strengthening support which enables partners to develop the core capability to commit and engage, including operational strengthening (10 partners), an additional two organisations have requested organisation governance support, and eight organisations have identified a need for staff skills and training development, linked directly to capability to carry out technical, service delivery and logistical tasks.

The Current Situation with Research, Evidence and Learning

A significant evidence and information gap on gender equality and pathways to leadership is the working reality of women’s organisations and development practitioners in WAVE’s target countries.

The quality of sex-disaggregated data on women’s voice, participation, and decision-making is either absent or inconsistent. In 2015, research found that 81.3% of data on the 52 globally-agreed UN Gender Equality Indicators are missing from East Asia and the Pacific, with Solomon Islands in the lowest 10, globally, of countries with data on women’s equality. All of WAVE’s target countries are in the bottom 20 of countries in the East Asia and Pacific. Data is lacking on them all. The lack of data is a concern, as it obscures trends on the inclusion of women in leadership positions, and inhibits the ability to measure progress in ongoing efforts to end discrimination and violations of women’s rights.

Addressing evidence gaps directly relevant to change actors will facilitate more effective action and assist organisations interested in supporting such work to do so more effectively; and that action research, reflective practice and accompaniment is an appropriate means to generate practical insights. Doing so requires context-specific understanding, so that institutions and legislation are supported with evidence and language that resonates and holds legitimacy within local contexts. Also absent is a lack of context specific analysis on what organising for change on women’s rights looks like in practice, as a means to inform actors themselves and those who wish to support them.

Promoting change in policy, practice, and power relations requires a systematic and critical approach that iteratively responds to complex and shifting environments. Research-based evidence can inform the development of policies that have a dramatic impact on lives, yet it is rarely optimised. Simply presenting information to policy-makers and expecting them to act upon it is unlikely to work.

A systematic review of barriers to and facilitators of the use of evidence by policy makers in 2014 found that the top three facilitators to the use of evidence by policy makers were: availability of and access to research, or better dissemination; collaboration with researchers; and clarity, relevance and reliability of research findings. Hawkes et al (2011) underscore the importance of involving stakeholders most affected by policy makers in research management and advocacy efforts in order to improve the chances of research being incorporated into policy and practice.

There is an opportunity for the WAVE programme to simultaneously generate information that informs action, and to address key gaps in or deepen the evidence base about feminist movement building and the role of women’s organisations, coalitions, and leadership to achieve gender equitable policy change. Although these spaces have attracted recent research interest, there are limited context-specific and comparative studies to guide actors. The impetus for WAVE’s proposed Research, Monitoring and Learning activities are outlined below:

1) Problem-Driven Iterative Adaptation in the context of complex policy change contexts (Woolcock 2013, Cartwright and Hardie 2012), suggests a focus on addressing locally nominated and defined issues,

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55 While there is a significant body of theoretical work on social movements, and collections bringing together women’s voices and struggles, there is limited rich context-specific description and analysis of how gender-equitable policy change happens in practice, the role played by women’s organisations and coalitions, and the conditions under which claims are progressed. Examples include Mariz Tadroz (2011) Working politically behind red lines: Structure and agency in a comparative study of women’s coalitions in Egypt and Jordan. Developmental Leadership Program, Research Paper 12.
creating an authorising environment for decision-making that supports experimentation and tight feedback loops. This facilitates rapid experiential learning about how to move forward in a specific context in ways that are viable, legitimate, relevant and supportable. Consequently, WAVE will strengthen individual partner knowledge about what is required for effective collaboration to progress gender equality in their specific context, to inform progressively more effective policy influencing.

2) There is an important need, as outlined above, to build and share evidence about what it takes to strengthen collaboration among women’s organisations in contexts where collaboration is relatively thin or highly constrained by context—including factors such as limited resources, political risk, marginalisation of women’s voice, and limited formal influencing spaces. Doing so will add to the very limited existing evidence and inform change agents and those supporting them, as well as funders that seek to partner with such organisations but don’t fund them directly.  

3) Recent work by AWID (2014) addressing the limited evidence base on how to effectively support women’s movement building in Pacific Islands—the region that is doing the worst globally in women’s political leadership and violence against women—demonstrates the need to build and share learning on what is required to provide effective support for feminist movement building, including processes, methods, and platforms that enable thickening and deepening of network linkages in contexts where internet access remains limited.

4) Progressive policy change that delivers improvements in women’s status and ability to realise their rights is the result of complex processes that play out in context-specific ways. The United Nations Research Institute for Social Development (UNRISD) is currently undertaking research to deepen insights into when and why states respond to women’s claims, with research in China, India and Indonesia. The research approach proposed for this programme will not replicate the UNRISD methodology, which seeks insights into the processes of change through focusing on the same key substantive issues in all three countries (in our case, the issue focus will be driven by partner priorities in each country, and agreed common priorities). However, we will draw on UNRISD’s research directions and emerging findings in order to learn from and build on this initiative and add to the evidence about:

- The role of particular actors and coalitions in prompting states to respond positively to demands for gender-egalitarian policy change
- The role of transnational actors (including INGOs and regional and global women’s networks) in the process of policy change, and
- The factors determining whether policies or laws that are formulated are actually implemented

In doing so, there is an opportunity for the WAVE programme to extend current research efforts to understand when and why states respond to women’s claims, the needs of policy makers in this process, and the contributions of women’s organisations to gender-egalitarian policy change. Another area where the WAVE programme has the opportunity to add value is in contributing to evidence on the interaction between shifting understandings of leadership and what it requires to be more inclusive of women’s leadership styles and experience, and the space for and contribution of women’s leadership to gender-equitable policy change.

56 Recent research by AWID illuminates key characteristics of 170 different partnership initiatives focused on women and girls, with 143 of them collectively committing USD 14.6 billion dollars, but only 27% of the 170 initiatives supporting women and girls engaged women’s organizations as partners, and only 9% directly funded them. Arutyunova, A.; Clark, C. 2013. *Watering the Leaves, Starving the Roots: The status of financing for women’s rights organizing and gender equality*. Toronto, Canada: AWID. [www.awid.org/Library/Wateringthe-Leaves-Starving-the-Roots](http://www.awid.org/Library/Wateringthe-Leaves-Starving-the-Roots).

57 We note that a number of case studies about such work are currently being funded by the Australian Government through Pacific Leadership Program, and this program would complement these.

## 3. SUMMARY OF IMPACTS AND OUTCOMES

<table>
<thead>
<tr>
<th>Impact Area</th>
<th>WAVE Programme goals, outcomes and direct sphere of influence</th>
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</table>
| Individuals – Developing women leaders and leadership capabilities across generations to ensure that individual women’s leadership can influence political, economic and social decisions | Women, including young women, are in influential political, civic & business leadership positions  
Women are supported to achieve and retain elected office  
Women leaders have greater support and opportunities within community, economic and social spheres  
Programmes address violence against women as a fundamental barrier and/or consequence of women’s empowerment |
| Political and Governance Systems – Generating change to inequitable legal, policy and economic frameworks to ensure that power brokers and institutions are responsive to and accountable for women’s rights and status | Advocacy effectively brings increased realisation of women’s rights through institutional reform processes and individual champions for change  
Normative frameworks that support women and gender equality are in place (local, subnational and national levels)  
Duty bearers are willing, resourced and supported to implement normative frameworks |
| Women’s Movement and CSO’s – Catalysing collective action and accountability for women’s rights and gender equality to ensure that a vital, visible and vocal women’s movement aggregates and amplifies women’s power and priorities | Autonomous women’s organisations, groups, networks & coalitions succeed in collaboration on common goals and shared objectives  
National and regional women’s movements are resource and mobilised  
Individual women, women’s organisations and women’s movements are able to represent issues at strategic national and international forums |
| Research, Evidence and Learning – Applying knowledge from women’s voice and lived experiences to advocacy and education settings to ensure that evidence of how change towards gender equality happens informs/influences individuals, institutions and movements | Iterative advocacy and learning is enhanced by inclusive and systematic research collaborations  
Evidence is used in programming and applied to advocacy  
Research and Advocacy networks are resourced to reflect diversity and experience  
A five-year research, evidence and learning framework is developed |

### Impact 1: Individuals

Impact area 1 focuses on developing women leaders and leadership capabilities across generations to ensure that individual women’s leadership can influence political, economic and social decisions. Programme strategies are to:

- Work with women, including young women, are in influential political, civic & business leadership positions
- Ensure women are supported to achieve and retain elected office
- Address women leaders need for greater support and opportunities within community, economic and social spheres
- Address violence against women as a fundamental barrier and/or consequence of women’s empowerment
The WAVE Programme’s short and medium term goals will enhance women’s capabilities to be effective leaders, in political and civic or commercial leadership positions, and address aspects of the broader enabling environment in recognition of the context findings that women face many cultural, social and political barriers to leadership. The programme will have a particular focus on women in politics, and women seeking office to drive the equal representation of women in elected office in response to the low levels of women’s representation across the countries. Supporting candidates running for election through informal gatherings and networks; connecting individuals with other women who have achieved office through women in politics networks; and providing individuals with tactical information and resources will be resourced through WAVE, in recognition of the significantly higher morale and resource barriers that women face. **Investment in training and skills building to increase confidence and capacity for individuals is the foundation of sustaining this social change.** Amplifying and advancing women’s leadership can change gender norms.\(^{59}\) Improving a woman’s legal and technical knowledge and broader education, has been definitively shown to elevate women’s access to power and capacity for influence.\(^{60}\)

WAVE’s theory of change recognises that women leaders are also actors in a range of other paid and non-paid roles, and that cultural and social norms often prevent women from being seen as leaders by the broader community. WAVE will **work with women in, or seeking, positions of public and civic leadership across diverse communities, building the pipeline for future political and business leaders.** The programme will build on existing capacities and leadership roles in local settings where women are most likely to hold decision making roles and can gain from skills and knowledge building for broader application through time. This approach is undertaken because success in IWDA’s programme history has shown that **changes in norms at community level are possible and lead to a broadening in the leadership roles** that women can hold. Increasing women in local leadership positions is recognised globally as an opportunity to develop women’s leadership, and is essential for achieving transformative change for women and creating role models.\(^{61}\).

Supporting the development of **leadership skills in young women,** which the context analysis highlights as a particularly marginalised group but also a significant demographic for investment given the regional youth bulge is a crucial focus. **Violence against women** is a cross cutting theme of this programme due its prevalence across all programme countries and as it is one of the biggest barriers to women’s ability to take on new roles or identities. WAVE will support women to escape from or avoid situations of violence, enable recovery and rehabilitation and support longer term access to justice. It will work with survivors to assist in accessing alternative livelihood options, including for women who have been trafficked. The programme will aid women who are leading these responses to advocate for more and better support to survivors. As **men and young men** are central to the social and cultural norms that reinforce prohibitive and often harmful gender norms, the programme will identify and nurture male champions of change through a process of education and awareness that facilitates inter-generational attitude and behaviour change.

The short to mid-term outcomes in this programme area are integrally linked to success and capacity in collective action and knowledge building (Impact areas 3 and 4). Approaches will drive **individuals successfully attaining and sustaining new positions of authority and influence,** ‘internally’ through bringing affirmative shifts in political, governance and legal systems or policies as well as ‘externally’ through pressure from a stronger women’s movement or champions of change. The WAVE Programme is based on the premise there is no automatic link between the emergence of individual women/girl leaders and women’s collective leadership and action. Building connections and solidarity between women and their ability to act together is imperative. Research and documentation of the lived experience, results and successful inputs in this impact area will form a primary and compelling source of evidence for advocacy

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and address existing assumptions about causes and effect of women’s discrimination and abuse. Evidence capture on the interaction between shifting understandings of leadership and what it requires to be more inclusive of women’s leadership styles and experience is integrated into the programme as an important component in building traction for action.

Impact 2: Governance and Political Systems

Impact area 2 focuses on generating change to inequitable legal, policy and economic frameworks to ensure that power holders, and institutions are responsive to and accountable for women’s rights and status. Key programme strategies are to:

- Undertake advocacy to effectively bring increased realisation of women’s rights through institutional reform processes and individual champions for change
- Ensure that normative frameworks that support women and gender equality are in place
- Work with duty bearers to ensure they are willing, resourced and supported to implement normative frameworks

In response to the overwhelming systemic barriers to women’s full participation identified in the context analysis, the WAVE Programme’s short and medium term goals will generate institutional reform supported by appropriate normative frameworks. WAVE partners will undertake systematic policy analysis, budget analysis and gender analysis to provide evidence that supports lobbying and advocacy to bring about changes in political and governance systems, and introduce new policy that supports women and gender equality.

Advocacy strategies from and between the partner organisations will be the pivotal approach for developing the ability of institutions and duty bearers to identify gaps and adjust political and governance systems accordingly. Communications technology and relationship building with the Media sector will be resourced across the programme to scale up the impact of the advocacy work, recognising that the media are an important avenue for building pressure. Power analysis of media actors will inform communications strategies, to ensure they are responsive to how power operates.

Strategic targeting of electoral law and systems that pose barriers to women’s access to power will be linked to public and media debate and dialogue. The engagement with champions for change, particularly male champions (Impact 1) will strengthen the public and institutional support for gender-sensitive policies and legal reform. The Programme will resource change agents with gender awareness skills and tools, knowledge and data to strengthen their ability and willingness to influence policy reform for existing discriminatory laws and practices. This component of the theory of change will also drive reform within political party spheres, where possible. This builds on evidence from the Overseas Development Institute that ‘shifts within political parties offer greater opportunity for increasing women’s representation.’ Building upon the success in FLOW1 countries, WAVE will see focus given to working with duty bearers, party leaders and influential business and community leaders closely aligned with political party mechanisms. This will involve powerful actors in education and learning opportunities through interaction with, and linkages to women leaders and their organisations.

The ongoing and targeted monitoring and reporting from the WAVE programme partnerships (linked to Impact 3 and 4) will bring visibility on government performance against obligations to legislation, laws and global conventions or platforms and will create an accountability push. Additional emphasis will be given to strategic engagement from women’s CSOs and women’s coalitions with the machineries of government (at all levels) that are directly accountable or responsible for Women’s Affairs.

Impact 3: Women’s Movement and CSO’s

Impact area 3 will focus on catalysing collective action and accountability for women’s rights and gender equality to ensure that a vital, visible and vocal women’s movement aggregates and amplifies women’s power and priorities. Key strategies to achieve this include:

- Facilitating and enabling autonomous women’s organisations, groups, networks and coalitions collaboration on common goals and shared objectives.
- Ensuring national and regional women’s movements are resource and mobilised
- Supporting individual women, women’s organisations and women’s movements to represent issues at strategic national and international fora.

The short and medium term goals for this impact area are designed to build the strength and capacity of WAVE partner CSOs/NGOs to catalyse and aggregate the power and agency of the women’s movement at provincial, national and regional levels. Developing individual CSOs and women’s movements will bring external pressure onto duty bearers and government to influence political and governance systems and practice. This impact area will reinforce work done in Impacts 1 and 2 closely linked to the advocacy strategies developed as part of this work which can capitalise on the varied experience of each of the partners.

At the heart of this will be WAVE partners, 16 organisations across the Asia and Pacific region who demonstrate substantial social and political capital within their own countries. The history of these organisations demonstrate their integrity and resilience in championing gender equality through a contemporary focus on women’s civil and political participation, economic empowerment and safety and security. The organisations also demonstrate a wish and willingness to enhance their capabilities – in management, governance, staff development, monitoring and evaluation. The approach is taken because women’s rights organisations are the “engine of efforts to hold states accountable for women’s rights”.

IWDA’s three decades of feminist engagement with partner organisations enables us to have iterative conversations with them about current organisational capacities versus desired capacities needed to undertake effective women’s rights work. Intentionally revisiting and reassessing capacity to work on particular issues and linking this to analysis of gender and power relations allows the partnerships to have honest conversations about areas of progress as well as set-backs and reversals.

The joint platforms for action to strengthen the women’s movement will build from individual institutional strengthening (as outlined in Section P3). The increased voice and visibility of individual organisations and their movements will be seen during key days of activism e.g. 16 days of Activism against gender based violence. Additional resourcing and coordination will see increased support for, and mobilisation to, the social, environmental or economic forums linked to the new SDG framework and review mechanisms. The advocacy objectives of the WAVE programme, whether advocacy is undertaken by individuals, organisations or coalitions, can only be realised through advocacy strategies that are developed iteratively, supported by processes, mechanisms and capacity that results in reliable and relevant data for decision makers or significant influencers such as the media and community leaders. In the countries in which WAVE will operate, most of these leaders are men without lived experience of the discrimination and rights violations faced by women. Providing duty bearers, policy analysts and influencers with information in a way that addresses their needs or interests will make it more likely that the demands we are making will be heard and acted upon. WAVE is committed to extending current research efforts to understand when and why states respond to women’s claims and the needs of policy makers in this process. We will explore the role of particular actors and coalitions in prompting states to respond positively to demands for policy reform or development. We will also consider the role of transnational actors (including INGOs and regional and global women’s networks) in the process of policy change, and factors influencing whether the policies or laws that are formulated are actually

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implemented. Indicative sites for collaboration are those in which partners are already engaged at national and global levels, and include SDG framework and review mechanisms; NGO Reports to the Universal Periodic Review of Human Rights; and CEDAW reporting and shadow reporting. Further sites of engagement will be identified during collaborative programme review and planning processes, based on emergent findings and issues.

The research evidence and learning aspects of the WAVE programme (Impact area 4) is integrally linked with building and sharing evidence about what it takes to strengthen collaboration among women’s organisations in contexts where collaboration is relatively thin or is highly constrained by context, including limited resources, political risk, marginalisation of women’s voice, limited formal influencing spaces or low internet access. This will add to very limited evidence and inform both change agents and those supporting them.

**Impact 4: Research, Evidence and Learning**

Impact area 4 will focus on applying knowledge from women’s voice and lived experiences to advocacy and education settings to ensure that evidence of how change towards gender equality happens informs/influences individuals, institutions and movements. Key strategies in this impact area will be:

- Development of a five-year research, evidence and learning framework (RELF)
- Iterative learning and associated refinement in advocacy is supported and enhanced by inclusive and systematic research collaborations
- Evidence is applied in programming and advocacy
- Research & Advocacy alliances are resourced to reflect diversity and experience

Strategies in this impact area are in response to the lack of rich context specific description and analysis of what organising for change on women’s rights looks like in practice, to inform actors themselves and those who want to support them. The short-term outputs and medium term outcomes for this impact area will generate information that simultaneously informs action within the programme and addresses gaps in, or deepens the evidence base on, feminist movement building and the contribution of women’s organisations and coalitions, and women’s leadership, in gender-equitable policy change.

WAVE is committed to strengthening individual partner knowledge about what is required for effective collaboration towards gender equality in their specific context, to inform progressively more focused and effective policy influencing. This will draw upon current thinking about the value of the Problem-Driven Iterative Adaptation approach in the context of complex policy change. The 5-year framework for research, evidence and learning, to be co-created with partners, will focus on locally nominated and defined issues. It will draw on existing priorities for research as identified by partners and the knowledge and expertise of key research groups about relevant evidence and approaches. This will support contextualised decision making and experimentation, which will be embedded in tight feedback loops to facilitate rapid experiential learning about how to move forward in locally viable, legitimate, relevant and supportable ways. Addressing violence against women is expected to be a priority issue for many WAVE partner organisations.

Over the life of the program, this work will build a body of data and evidence that reflects local realities and women’s diversity and experience. IWDA will play a convening, enabling and capacity development role in this process, including supporting women’s organisations and coalitions to develop research and policy skills to advance their gender equality goals and advocacy priorities. Research partners will provide inputs to this work and walk with us so that our work for change also addresses the lack of evidence regarding strengthening women’s movements, especially in Pacific Island countries. The WAVE RELF will systematically build and share evidence of what is required to effectively support feminist movement building, including ways of working, and platforms that enable thickening and deepening of network linkages in contexts of geographic isolation where internet access remains limited.
As the WAVE programme supports expansion of women’s individual and collective leadership, it will also build **evidence about the interaction between shifting understandings of leadership and what is needed for spaces of power to be more inclusive of women’s leadership styles and experience.**

Research partners will lead development of a range of research outputs from this process, with partner staff as co-creators or contributors. Outputs will include: in-depth case studies; an overview brief syntheising overall learnings; thematic papers exploring priority issues; an edited overview volume and/or a special issue of a journal; and regular short think pieces and viewpoints. This work will be complemented by the production of practical **publications, toolkits, policy briefs, media strategies and stories of change** in a range of media, developed by IWDA and our partners, to enable dialogue and analysis and bring emerging learnings into practice. Together, these outputs will address the dearth of practical information and research available on women’s developmental leadership in the Pacific and South East Asia.

### 4. WAVE PARTNERS

**Thai-Burma Border**

**Karen Women’s Organisation (KWO)** (based in Mae Sariang, operating in Mae Sot, Thailand and Karen state, Myanmar) is a community-based organisation of Karen women working to encourage an awareness of women’s rights and to promote women’s participation in the community decision-making and political processes.

**Palaung Women’s Organisation (PWO)** (based in Lashio, Shan state, Myanmar) works to raise and document human rights issues of the Palaung Women of Myanmar. They assist vulnerable women who have been trafficked or have experienced gender-based violence in the community through women’s crisis and resource centres. PWO also work with other women’s organisations to enhance women’s civil and political capacity and participation.

**Shan Women’s Action Network’s (SWAN)** (based in Chiang Mai and Taunggyi, Shan State, operating in Taunggyi and cross border) mission is to work for gender equality and justice for Shan women in the struggle of social and political change in Myanmar through community based actions, research and advocacy.

The **Women’s League of Myanmar (WLB)**, (based in Chiang Mai and Yangon, operating Yangon and cross border) founded in 1948, is an umbrella organisation with 13 member organisations. This group collectively represents the interests of different ethnic nationalities of Myanmar, and works towards the empowerment and advancement of the status of women and their participation in all spheres of society.

**Akhaya**, meaning ‘key role’ (based and operating in Yangon) is a local women’s organisation led by and for women. It supports empowerment through individual and experiential learning in small women’s groups setting to develop leadership skills.

**Cambodia**

**Amara** supports elected women commune councillors and potential women candidates to be able to participate meaningfully in politics and public affairs.

**Banteay Srei**, one of the leading women’s rights organisations in Cambodia, supports community based prevention and intervention of gender-based violence and promotes inclusion of women with disabilities.
GADC Gender and Development Cambodia (GADC) conducts a community of practice that supports emerging women leaders from the government and community sectors to share information and experiences to promote solidarity, and personal and professional sharing. GADC plays an intermediary role between different levels of politics, ensuring information is adequately disseminated, and local needs are heard.

The United Sisterhood alliance (Us) comprises of four separate institutions, of which IWDA partners with three: Workers Information Centre (WIC), Messenger Band, and Women’s Network for Unity (WNU).

- WIC works directly with women garment workers to build networks through provision of six drop-in centres and services.
- Messenger Band is a grassroots advocacy group that composes and performs original songs that reflect the current problems and situation faced by the working class and impoverished people of Cambodia.
- WNU’s mission is to strengthen sex workers membership and network to advocate for the greater participation in the development of program, policy and laws related to sex work that will give them greater access to social services, and freedom from violence and discrimination.

Papua New Guinea

The Bougainville Women’s Federation (BWF) is an umbrella organisation that advocates for the women of post-conflict Bougainville by coordinating women’s groups, and a young women’s leadership program. Its coverage includes 13 districts women’s federations and also sees them with representation at the Council of Elders and Area Assemblies levels. The Bougainville Women’s Federation is an umbrella organisation and representative body for the women of Bougainville. BWF engage in advocacy to ensure legislation, policies and programs being developed or amended by the Autonomous Govt. of Bougainville are sensitive to gender issues, and are positioned to become the statutory body for women if Bougainville gains independence from PNG in future.

Voice for Change (VfC) focusses on promoting women’s economic empowerment and advocacy towards ending violence against women and girls, and working towards safer communities, to increase respect and protection of women in Papua New Guinea. It has built strong relationships with village elders, Local Level and Provincial Governments.

Wide Bay Conservation Association works to increase women’s visibility and voices in awareness raising and decision-making about their natural resources and development practices, including relationships with Wide Bay Local Level Government, and historical influence in making LLG plans gender sensitive.

Solomon Islands

West ‘Are’Are Rokotanikeni Association (WARA) is an indigenous women’s savings organisation that is leading the way for women to manage their own finances, learn to budget for household items and save for their family’s futures.

Women’s Rights Action Movement (WRAM) is an indigenous women’s rights organisation with a focus on lobbying for policy change on women’s rights and gender equality, including violence against women and women’s civil and political participation. The women leaders who have established WRAM represent the strongest chance for the regeneration of the women’s movement in Solomon Islands. Their track record in bringing about a loose coalition of women’s groups and actors to write the CEDAW shadow report, and present its findings in Geneva in 2014 demonstrates a significant opportunity to drive change for the women of SI.
Timor-Leste

Asisténsia Legál ba Feto no Labarik (ALFeLa) supports women and children in Timor-Leste to access a fair and formal justice system without discrimination through legal aid, legal education and advocacy.

The Alola Foundation has grown to include a wider range of programs that assist the women and children of Timor-Leste, programs such as advocacy, economic empowerment, education and literacy, and maternal and child health. Alola’s outreach goes into rural areas that many other actors fail to reach.

5. PROGRAM STRATEGIES

WAVE’s strategic feminist partnership and engagement guides the overall programme design.

All interventions will apply the following approaches:

- IWDA’s values: Feminist, Accountable, Collaborative and Transformative
- The Gender at Work Framework which maintains that individual change and structural change, in both formal and informal spheres, is required for sustainable and meaningful shifts in gender relations. 65
- Intersectional Power Analysis which assumes that all forms and types of power affect women’s ability to attain leadership positions and wield influence. The intersections of gender, race, class ability, sexual orientation, religion and other power dynamics interact on women at multiple and often simultaneous levels, contributing to systemic injustice and inequality. The programme will use Intersectional Power Analysis to find spaces and opportunities for change and to inform strategic collective engagement with government and political systems.
- Complex Adaptive Systems (CAS) theory which “focuses on the way human systems actually work, highlighting that unintended outcomes continually emerge – small interventions can have huge effects and vice versa.” 66 The programme builds on the assumption that complex systems are at play locally, nationally and regionally, which both enable and inhibit the achievement of women’s rights. Consequently, staging interventions can affect the way these feedback loops operate, disrupting negative loops that inhibit the achievement of rights and enhancing supporting loops. Recognition of these kinds of complex systems requires programs to measure and acknowledge instances of negative change, reversals, backlash and ‘holding the line.’ 67
- Building on the response outlined in P2 above, detailed programme strategies for each impact area are outlined in the tables below:

## Intervention Strategies to Support Programme Analysis and Goals

<table>
<thead>
<tr>
<th>Impact Area 1: Individuals</th>
<th>Intervention Strategies</th>
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<tbody>
<tr>
<td><strong>Focal points and key stakeholders</strong></td>
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<tr>
<td>Women leaders (all levels)</td>
<td>Enhancing personal assets and capacities in emergent leaders, including through formal skills training, creation of networks and mentoring/coaching support. Engagement with multi-sector actors to increase the access and effectiveness of women’s skill development programmes (e.g., Tertiary or specialist education providers, workplace training in management or leadership training across the region). Supporting women candidates running for election with long-term campaign planning. Supporting women candidates through informal gatherings and networks and connecting with women who have achieved office through women in politics networks. Education and Awareness programs linked to knowledge and application of human rights, democracy and governance. (e.g., violence, family protection, access to justice, economic rights including labour rights). Research and evidence gathering to measure and shape public attitudes to women in leadership by working with business and economic leaders, establishing community forums, training the media.</td>
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<tr>
<td>Women in public administration.</td>
<td></td>
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<tr>
<td>Women seeking to enter public office at local, provincial, district or national government levels</td>
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<tr>
<td>Target Countries: PNG, Solomon Islands, Timor Leste, Cambodia, Myanmar, Thailand</td>
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<tr>
<td>Women Members of Parliament</td>
<td>Sustaining and retaining women in positions of leadership through group leadership training and skills building programs and peer exchanges, providing leaders forums/retreats for further empowerment, problem solving and well being. Research and evidence gathering to document the journey and experience of key women leaders to contribute to understanding of the processes of how women attain political office and how they influence public decision making.</td>
</tr>
<tr>
<td>Target Countries: PNG, Solomon Islands, Timor Leste</td>
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<tr>
<td>Young women</td>
<td>Young women’s leadership programmes to build a pipeline of leaders and ensure young women are sharing in decision making about their lives now. Mobilisation and networking to engage in community dialogue and shape the attitudes of young women themselves. Mentorship, coaching, role modelling and learning by doing, exposure, processes and programs to build intergenerational understanding and transition. Establishing ‘safe spaces’ for young women’s voices to be heard and documented.</td>
</tr>
<tr>
<td>Target Countries: PNG, Solomon Islands, Timor Leste, Cambodia, Myanmar, Thailand</td>
<td></td>
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<tr>
<td>Survivors of violence</td>
<td>Support and training for Women’s Human Rights Defenders organisations and networks. Linkages for survivors of VAW to services including trauma counselling, emergency shelters, legal systems and other referral support. Women’s rights education for survivors &amp; their communities. Government advocacy (including skills and training workshops) to increase prevention actions and support policies, services and resources. Research and evidence gathering to building global understanding of the effectiveness of interventions in each context for preventing violence against women.</td>
</tr>
<tr>
<td>Survivors of gender based violence linked to trafficking</td>
<td></td>
</tr>
<tr>
<td>Target Countries: PNG, Timor Leste, Myanmar, Thailand, Cambodia</td>
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</tr>
<tr>
<td>Working with men</td>
<td>Targeted women’s rights/gender education activities linked to local cultural settings</td>
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</tbody>
</table>
Establish male champions for change linked to eliminating violence against women and advocacy for prevention

Community awareness programs/forums to engage younger men in dialogue about healthy relationships (with links to young women’s leadership programmes).

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<tr>
<th>2: Governance and political systems</th>
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<tbody>
<tr>
<td><strong>Focal points and key stakeholders</strong></td>
</tr>
<tr>
<td>Members of Parliament</td>
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<tr>
<td>Government departments</td>
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<tr>
<td>Women’s MACHINERIES in government</td>
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<tr>
<td>Policy Institutes</td>
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<tr>
<td>Public lobby groups and advocates for equality and justice</td>
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<tr>
<td>Duty Bearers</td>
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<tr>
<td>Champions of Change</td>
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<tr>
<td>Media</td>
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<tr>
<td>Target Countries: PNG, Timor Leste, Myanmar, Thailand, Cambodia, Solomon Islands</td>
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<th>3: Women’s Movement and CSOs</th>
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<tbody>
<tr>
<td><strong>Focal points and key stakeholders</strong></td>
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<tr>
<td></td>
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<tr>
<td>Individual CSOs/NGOs (Staff, Board and volunteers)</td>
</tr>
<tr>
<td>Women’s Coalitions and Movements</td>
</tr>
<tr>
<td>Target Countries: PNG, Timor Leste, Myanmar, Thailand, Cambodia, Solomon Islands with Regional and Global reach</td>
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</tbody>
</table>

### Impact 4 – Research, Evidence and Learning

<table>
<thead>
<tr>
<th>Focal points and key stakeholders</th>
<th>Intervention Strategies</th>
</tr>
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<tbody>
<tr>
<td><strong>WAVE Partners</strong></td>
<td>Research framework development and stakeholder mapping in Yr. 1 across all WAVE programme countries identifies the common platform for research, evidence gathering and shared learning.</td>
</tr>
<tr>
<td><strong>Research alliances</strong></td>
<td>Research dissemination and communication Plan is developed in Yr.1 and applied to ensure consistent information exchange and contemporary analysis is available to all partners and their advocacy constituencies.</td>
</tr>
<tr>
<td><strong>National Parliaments</strong></td>
<td>Research and reporting produces evidence in five key areas to drive change, scale up or replication.</td>
</tr>
<tr>
<td><strong>Sub-national government</strong></td>
<td>Research, evidence and learning will:</td>
</tr>
<tr>
<td><strong>Global Policy forums</strong></td>
<td>Strengthen individual partner knowledge about what is required for effective collaboration to progress gender equality in their specific context, to inform progressively more effective policy influencing;</td>
</tr>
<tr>
<td><strong>Conferences</strong></td>
<td>Build and share evidence about what it takes to strengthen collaboration among women's organisations;</td>
</tr>
<tr>
<td><strong>Target Countries: PNG, Timor Leste, Myanmar and Thailand, Cambodia, Solomon Islands</strong></td>
<td>Build evidence of what is required to provide effective support for feminist movement building;</td>
</tr>
<tr>
<td><strong>Australia, Asia - Pacific Region</strong></td>
<td>Extend current research efforts to understand when and why states respond to women's claims, the needs of policy makers in this process, and the contributions of women's organisations to gender-egalitarian policy change;</td>
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<tr>
<td><strong>Global</strong></td>
<td>Build evidence about the interaction between shifting understandings of leadership and what it requires to be more inclusive of women’s leadership styles and experience, and the space for and contribution of women’s leadership to gender-equitable policy change;</td>
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<td></td>
<td>Producing evidence of women’s stories and experiences, needs and solutions to use in broadening global understanding of what works to enhance good practice towards gender equality;</td>
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<td></td>
<td>Production of publications, toolkits, policy briefs, media briefs, stories of change;</td>
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<td></td>
<td>Participation in strategic policy forums, conferences and working groups as analysts and advisers;</td>
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<td></td>
<td>Embedded, iterative and engaging monitoring, evaluations, reflection (action learning and research) to drive improvements in programme design and implementation.</td>
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Evidence Assumptions

The following tables outlines the premises underlying the approach to actors and focus areas of the programme.

<table>
<thead>
<tr>
<th>Impact 1 – Individual Women</th>
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<tr>
<td><strong>Women in politics</strong></td>
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| The simple act of getting women into politics has been shown to positively influence women’s political engagement, interest and participation⁶⁸ even while the causal link to broader gender equality outcomes is still uncertain.⁶⁹ Once women achieve elected office, it is essential that they are supported to sustain these positions, and achieve positions of influence – neither of which is guaranteed. It is also important that women are supported to achieve roles of substantive decision making and ‘hard’ portfolios. Recent studies have shown that informal institutions are critical for shaping women’s prospects for political involvement.

Despite the dismal rates of leadership in the Pacific and parts of Southeast Asia there are emerging understandings surrounding barriers and opportunities to women’s leadership. In recent years there has been a marginal increase in women’s representation. While there is not a consensus to the overall explanation for this, some academics have highlighted IWDA’s partner, BWF’s candidate training and engagement in Bougainville under FLOW1 as an important catalyst and enabler for these particular candidate.⁷⁰

Although evidence on the effect of women’s participation in local government is sparse, Mansuri and Rao (2013)⁷¹ find a growing body of evidence from India that shows women’s participation has positively affected social norms, as well as investments in public services. In India, since 1992, one third of all seats on village councils and one-third of all presidencies are reserved for women (Mansuri and Rao 2013). The documented effect of these quotas include the following:

- More investment in drinking water infrastructure and better availability of public goods (Chattopadhyay and Du’lo 2004; Du’lo and Topalova 2004)
- Less corruption, with men and women reporting they are less likely to pay a bribe when the gram panchayat president is a woman (Chattopadhyay and Du’lo 2004)
- Increased reporting of crimes against women and increased police responsiveness (Iyer et al. 2012)

**Individual women**

Adverse gender and social norms are the main constraint to advancing women in leadership; however women’s leadership can change these norms.⁷² Evidence has shown that developing individual women’s capabilities at personal level (economic, social and cultural capital) and legal and technical knowledge, and education generally, can enhance women’s access to power and capacity for influence.⁷³ Women take up and make up leadership positions based on family background, including supportive family and community attitudes,⁷⁴ and they need to be free from violence.

**Young women**

Young women face double barriers to leadership through being both young and female, often placing them at the bottom of social hierarchies. Young women need to be included in decisions that affect their lives, including regarding distribution of income, resources and services.⁷⁵

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⁷⁰ Baker, 2015, forthcoming
Evidence has shown that informal schooling and out of school activities can impact young women’s leadership skills. Young women are known to benefit from seeing role models outside of the family and seeing women in leadership positions. Identified benefits include positive effects on parents’ aspirations for their daughters (narrowing the gap between fathers’ and mothers’ aspirations for their daughters) and simultaneous positive effects on the aspirations of girls themselves (Beaman et al. 2012). Working with men as critical partners Evidence shows it is important to work with men and women together, as well as separately, in transforming the social norms and power structures that root gender inequality deep in all cultures. This includes identifying productive spaces for change and ways of negotiating change as positive for both women and men. Focusing only on women and girls can lead to their further marginalisation, more responsibilities and work, hostility and sometimes open violence and intensification of gender inequalities. Women and men, girls and boys, need to be involved in creating change, as individuals, in their relationships, in their families, and in communities.

**Impact 2 - Governance/Political Systems**

**Governance Systems / Normative Frameworks** The Committee on the Elimination of Discrimination against Women (CEDAW) has highlighted that increasing women’s participation in politics and administration relies on the deliberate actions of governance actors to increase women's participation, and the women who are already in leadership positions inspiring and enabling other women to follow in their footsteps.

**Duty Bearers** The CEDAW Committee has repeatedly stressed the importance of raising awareness about women’s rights among the general public and providing gender sensitivity training to key personnel. Individual champions within government are seen as an effective ally to women’s CSOs and the effectiveness of advancing women’s agenda’s has been shown to be increased where women’s CSOs and individual champions work together.

**Impact 3 - Women’s CSOs / Women’s Movements**

**Individual CSOs/NGOs** IWDA works with local activists and women’s rights civil society organisations. This recognises the importance of locally driven processes in shaping positive political outcomes. Ongoing support to women’s organisations is important to enable early mobilisation on key strategic opportunities. Support to women’s groups for specific interventions embodies large elements of local problem solving and learning by doing, which can be achieved in part by devolving responsibility to and empowering the groups with local legitimacy as frontline implementers.

**Women’s Movement** An individual’s attainment of leadership positions is not an automatic guarantee of voice—strategic political engagement is also essential.

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80 Concluding observations of the Committee on the Elimination of Discrimination against Women, Forty-second session, 20 October-7, November 2008


The presence of a strong women’s movement can aid women in attaining substantive voice and leadership in decision making. A vibrant, autonomous feminist movement has also been found to be “more important for change than the wealth of nations, left-wing political parties, or the number of women politicians” when it comes to policy change for violence against women. Weldon and Htun’s research demonstrates that the strength of the women’s movement and the efficacy of national women’s machineries were more important in determining the passage of domestic violence legislation than the number of women in politics. Women’s movements working together with supporters and enablers inside government have the greatest chances of success in influencing progressive policy reform on women’s issues. Conversely, weak connections of women movements to political parties have been identified as a disabling factor in promoting women’s leadership and voice.

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### Impact 4 – Research, Evidence and Learning

| Research, evidence and learning | Development agencies can support knowledge exchange among groups within and across countries, and can provide financial support to pilot innovative and locally driven programs that use collective action processes to help shift norms and behaviors (Evans and Nambiar 2013). Support to women’s groups for specific interventions should embody large elements of local problem solving and learning by doing, achieved in part by devolving responsibility to and empowering the groups with local legitimacy as frontline implementers. Learning from evidence is essential. Increasing coverage of what works, and what doesn’t, needs to feed into programmes. Improving the ready or regular access of local partners to regional and global networks and information can improve strategies by engaging with global evidence, research and learning networks. |

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6. **INNOVATION**

The Programme introduces innovation in each of the areas outlined: thematic innovation, improvements in intervention strategy and efficiency gains:

**Thematic innovation:** WAVE’s programme components match directly with the thematic areas of the FLOW 2016-2020 call. This programme enables IWDA to substantively programme a new dimension within an existing theme in two areas:

**Asia Pacific Relationship Development** – the programme builds on IWDA’s success during FLOW1 and FLOWx to create a movement across geographic divides, recognising that in all focus countries women’s movements are slim, emerging, and under-resourced, thus constraints in shaping women’s rights are similar, regardless of cultural and ethnic differences. In global spaces, the Asia-Pacific region’s identity has frequently been fused – A region of distinctly different multi-ethnic, multicultural, multi-language peoples, encompassing, Melanesia, Polynesia, Buddhist, Islamic, Confucian groups combined.

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in one label. This programmes focus on a range of different contexts, both individually and as a region, which help to lift the veil on the differences and highlight what a more nuanced view of the region can teach gender equality movements.

**Recognition of the barrier of violence** within this leadership programme and explicit programming in order to address this. This builds on the work done in FLOW1 with IWDA but scales this up, over four countries, and connects partner experiences to integrate prevention, and responses to violence. These interventions are interwoven in high prevalence contexts as essential building blocks to enabling women’s full participation as leaders, in political, economic and civic spheres.

**Integrated research, evidence and learning** within WAVE is an innovation for IWDA. This builds on work done in FLOW1 to support partners in communications strategies regarding research and learning, as was evidenced by the publication and promotion of the Perceptions of Women’s Leadership in Fiji research, which created a public debate about women in leadership. In this programme, this is integrated so that research areas are drawing on programme efforts, responding to gaps in the literature, and informing partner intervention and strategy development. Ideally this will lead to engaging partners and their networks in a conversation about changing the way in which leadership is defined (from predominantly masculine styles to inclusive styles).

**Improvements in the intervention strategy used** - The programme is demonstrating increased effectiveness through explicit design mechanics:

WAVE is building on experience in FLOW1, thus enabling partners to pick up and adapt achievements, strategies and research in this new phase

Expansion of the programme to three new countries, enabling:

Cross regional exchange, and learning from FLOW1.

WAVE partners to generate learning and knowledge from diverse contexts

Providing a space for creative and potentially seismic shifts in strategies to be employed.

Establishing and learning, evaluation and evidence framework that will shift mind-sets regarding traditional ‘monitoring and evaluation’ towards action learning, ongoing reflective practice, and ongoing coalition and network building as a result of continual shared review of strategies and implementation activities.

Building on research relationships including Australian National University’s State, Society and Governance in Melanesia Program and La Trobe University’s Institute for Human Security & Social Change

**Efficiency gains in programme implementation** - Efficiency gains are achieved through

**Scale up and replication** of initiatives undertaken in FLOW1 including: replication of perceptions of women in leadership research, replication of female candidates reflection and handbook development

**Embedding research and evidence in advocacy strategies**, ensuring that programme evidence and learning outputs are used not just for information sharing and knowledge generation but lifted up to contribute to partners’, and movement’s evidence-base for use in advocacy initiatives, in local, national and regional networks.

**The development of an ICT platform** for partners and their networks. In response to lack of ICTs available to partners, the programme will scope and develop a platform for use by women to access information, share experiences, undertake advocacy. It will respond to the principles outlined by Just Associates for using ICTs for Feminist Movement Building⁹¹.

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Thematic Innovation

IWDA actively pursues cutting edge practice in the space of gender and development. This is outlined further in T7 and P17 above on Innovation in relation to this programme. More broadly, IWDA seeks innovative intervention strategies as usual practice. A significant example of world first practice is IWDA’s leadership on the development of the Individual Deprivation Measure (IDM). IWDA was part of an international research collaboration that spent 4 years developing a better way to measure poverty. It is the first poverty measure in the world based on the views of poor women and men. By measuring the poverty of individuals instead of households, the IDM shows differences by gender, age, disability and ethnicity – including within households. The differences between adult women and men in each area of life can now be added up to generate a new gender equity measure that is relevant to poor people. Not only will the IDM help governments and organisations target poverty more effectively, it will also help measure success or failures, revealing what aspects of poverty are changing, by how much – and for whom. IDM has been promoted internationally including at CSW59, and has garnered interest from a wide range of countries including Jamaica, Mexico, Kenya, South Africa, United Kingdom, Somalia, Indonesia, Zambia and United States. There is international interest in the methodology including the World Bank, UNICEF and adaptation for a study in Israel. Funding is being sought for studies in Romania and Costa Rica and IDM is presently being incorporated into national systems by the Fiji Bureau of Statistics.

Efficiency Gains in Programme Implementation

IWDA is committed to make effective use of resources and minimize financial wastage in the planning and implementation of development and aid activities. This is one priority area of our MEL Framework. Cost-consciousness is central to the design of IWDA’s programs and at every level opportunities to reduce costs are incorporated into design. This principle is adopted throughout project procurement, which is undertaken in the most competitive, cost effective way possible. Our evidence base informs our programmes, and we undertake ongoing consultation with partners to inform the design of programs. This ensures that our programs supply solutions that specifically address the demand on the ground in the area of women’s leadership. Our programs are designed with a strong results focus. All outcomes and activities have measurable, expected results that are reported upon in a transparent, accountable and effective manner throughout implementation. In reflection with partners we seek to ask ‘could we have done more for the same investment’ and ‘could we have spent less to achieve these outcomes’ which encourages mutual dialogue to identify efficiencies.

IWDA sees equity as an important efficiency proposition – in our programs this is demonstrated by working with marginalized and disadvantaged groups, recognizing that investments in working with these groups are often more time and resource intensive but offer potential significant long term development gains, and therefore value for money. IWDA believes it is important that our programs are of value to the people who the programme seeks to benefit. Therefore, IWDA and our partners ensure that women are involved in the project planning to identify the outcomes most important for them. Women are also involved in monitoring and assessing whether outcomes have been achieved, and adaptations to keep programmes on track. IWDA has a commitment to women and our partner organisations being active partners in our work and our monitoring, evaluation and learning. We see this as one of the rights of our partners and their communities.
7. ANNEXES

Annex 1 – Detailed Year 1 Proposal

The WAVE programme will operate in six countries across South East Asia and the Pacific with 16 partner organisations to support women’s leadership and voice, as both a result and an enabler of gender equality, bringing transformative change for women. It will strengthen collaboration among women’s organisations in contexts where collaboration is relatively thin or highly constrained by context, including factors such as limited resources, political risk, marginalisation of women’s voice, limited formal influencing spaces.

WAVE will build on IWDA’s existing FLOW and FLOW-X programmes, which covered four countries, and expand this success to build expertise, experience and impact across South East Asia and the Pacific. WAVE will work in Burma, on the Thai-Burma Border, Cambodia, Solomon Islands, Timor-Leste, and Papua New Guinea to achieve this goal.

IWDA will lead WAVE to achieve impact in four nested areas:

- **Individuals** – Developing women leaders and leadership capabilities across generations
- **Political and Governance Systems** – Generating change to inequitable legal, policy and economic frameworks
- **Women’s Movement and CSO’s** – Catalysing collective action and accountability for women’s rights and gender equality
- **Research, Evidence and Learning** – Applying knowledge from women’s voice and lived experiences to advocacy and education setting

**Goal:** Women lead transformative, sustainable change towards Gender Equality, enabled by strategic feminist engagement

**Impact 1:** Individual women’s leadership influences political, economic and social decisions

**Outcome 1** Women, including young women, are in influential political, civic and business leadership positions.

**Output 1.1** Women in politics develop leadership skills and influence

WAVE will address individual women’s skills, confidence and capacity and assist women candidates in planning for elections, including campaigning tools and methods; support women running for election to develop networks that are relevant to their level of government (local, subnational, national) and; provide opportunities for programme partners to learn about experience in other contexts. It will contain activities that engage communities specifically around women in politics, and/or around democratic process.

**Estimated reach:** Direct: 55,000 individuals across 6 countries

**Year 1 Activities:**

- 20 Leadership workshops and skills development activities (good governance, candidate training, transformative leadership, public speaking, community engagement) reaching 600 women in PNG, TL, Cambodia along the TBB.
- 12 women candidates activities with 388 potential candidates across PNG, TL and Cambodia
- 4 women in politics networks reaching 270 women in Cambodia and TL
- 12 Community outreach activities reaching 10,000 people in SI and Cambodia

**Output 1.2 Women have increased skills and confidence to engage in social and economic leadership**

WAVE will work with women seeking to develop and use their skills and confidence in leadership spaces, including household, community, business and local level government. Activities will reflect the multi-faceted nature of leadership. The programme will work with business and economic leaders and organisations. A significant part of these activities will be a focus on community attitude shifts, shaping discourse and where necessary empowering community members, in particular women, to take a lead on issues affecting them.

**Estimated reach:** 50,000 women across 6 countries

**Year 1 Activities**
- 55 individual training events (Leadership, skills development and capacity training) for women in private sector, civic and community leadership, roles reaching 3,300 women in Cambodia and TBB
- 3 events with 210 business and economic leaders in SI and Cambodia
- Community forums with 2700 people in Cambodia to encourage support for women in leadership
- Community empowerment in Cambodia and along the TBB on economic and social rights, and engaging youth to become empowered members of communities reaching 3,700 people
- Research, media and cultural engagement / discourse shaping through exhibitions, competitions in SI and Cambodia
- Leadership research to repeat Perceptions of Women in leadership study in Cambodia and TL

**Output 1.3 Young women have increased skills and confidence to engage in leadership**

Young women’s leadership programmes will be the main activity taking place under this output (up to 8 programmes). These programmes will seek to develop young women’s education, skills and confidence, providing platforms for sharing and developing their own networks. The programme will facilitate exchanges between the young women and support young women to represent the views of young people at relevant international fora.

**Estimated reach:** 1,600 young women across 6 countries.

**Year 1 Activities**
- 6 young women’s leadership programmes reaching 325 young women across 5 countries
- Planning for young women's exchanges in Year 2

**Output 1.4 Women lead responses to violence against women**

WAVE will support women who are leading responses to violence, Women’s Human Rights Defenders, as well as providing direct support to women survivors of violence, including in Burma to women who have experienced violence as a result of being trafficked. This output integrates a VAW prevention lens that is
mainstreamed in IWDA programmes in high prevalence contexts. Community engagement on prevention will also take place as part of the sustainability strategy of the programme.

**Estimated reach:** 7,500 survivors, 3,000 community members, 1,000 women’s human rights defenders, across 3 countries

**Year 1 Activities**

- 202 women’s human rights defenders will receive training and skills development in PNG and Burma
- Community engagement on prevention in Cambodia, PNG, with an estimated reach of 1,000
- Ongoing support to 1,500 women survivors of violence in Cambodia, TL, TBB and PNG, including safe house, medical and support service provision. In Burma, this will include where women have experienced violence as a result of trafficking.

**Output 1.5** Men, including young men, are increasingly engaged in male advocates programme

WAVE will engage with men as key participants in Outputs 1.1, 1.2, 1.4 and 2.3. Activities in this output will capture the effectiveness of work done with men and seek to draw out lessons learned for engaging men in women’s empowerment programming.

**Estimated reach:** 10% of human rights defenders, 80% of duty bearers, 50% of community members across 6 countries.

**Year 1 Activities**

- Engaging men within groups of human rights defenders - 10% of human rights defenders
- Engaging men within groups of duty bearers – anticipated to be 80% of duty bearers
- Engaging men within community forums and rights awareness raising- 50% of community members

**Impact 2: Power holders and institutions are responsive to and accountable for women’s rights and status**

**Outcome 2: Individual champions and institutional processes bring increased realisation of women’s rights**

**Output 2.1** Advocacy plan developed and implemented focused on CPP and EVAW which uses targeted channels and platforms to advance women’s priorities

WAVE will build from individual partner advocacy priorities a programme level advocacy plan that will leverage partner networks, expertise and connections to develop Individual and Joint Advocacy Plans. This will contribute to driving systemic shifts in relation to gender equality through policy reform, as well as contribute to strengthening the women’s movement. An ICT platform will be scoped and if appropriate established to support communications and reduce environmental financial resource outlay required in bring partners together.

**Estimated reach:** Unknown until Year 1 plan, successful policy shift would result in improvements to large populations.
Year 1 Activities

- Programme advocacy workshop with 16 partners to share individual advocacy priorities and develop joint advocacy plans
- Scoping for strategic advocacy partners on the basis of joint advocacy plans. Media monitoring objectives will be set. (related to 2.2)
- Identification of partner training needs for implementation of advocacy plan

Output 2.2 Partner monitoring and reporting on government performance against obligations creates accountability push

WAVE will focus on partnerships with and/or advocacy to local and national governments. Activities will also focus on media, including social media strategies, to drive activism at community level and to raise awareness within groups of rights holders of their rights. Media monitoring and training to media agents will form a key activity to support the shaping of the discourse around women’s rights. Partners will undertake specific, tailored research in order to inform advocacy to government.

Estimated reach: Direct planned reach 90,000 plus social and mainstream media channels (estimated 1 million) by 2020.

Year 1 Activities

- Focus with partners in Cambodia and TBB with some preparation on future years taking place in PNG and Solomon Islands
- Local government in Cambodia and PNG influence/advocacy on impact of violence against women (1,640 reach including local government officials and community members)
- Support 190 women in accessing justice in TL, and engage with CSO coalitions to advocate for better systemic responses in TL, PNG and Cambodia
- Legal, Policy and Budget Research and advocacy undertaken on laws that affect women detrimentally in 5 countries including public consultation and development of training materials in PNG, research and advocacy in Cambodia and Solomon Islands on women’s economic and social rights, and advocating for quotas (TBB, SI)
- Media campaigns in Cambodia and TBB including DVD production and mass media and social media campaigns

Output 2.3 Duty bearers are have increased knowledge of and willingness to implement policy, budget and legal changes to support women

WAVE will focus on working with individual duty bearers in order to identify potential champions for change. This will include training and education to duty bearers, working with local government actors, a focus on electoral laws and seeking to influence political party systems.

Estimated reach: 5,000 duty bearers/ local government officials and/or party political members, over 17,000 community members, across 6 countries

Year 1 Activities

- Duty bearer training for 1,000 local level government officials in Cambodia
• Dialogue with government at local and provincial levels on temporary special measures for women.
• Identification of champions for change through Autonomous Region of Bougainville Government and Council of Chiefs in PNG, SI.
• Detailed planning for activities in Years 2-5

Impact 3: A vital, visible and vocal women’s movement aggregates and amplifies women’s power and priorities

Outcome 3: Autonomous women’s organisations, groups, networks and coalitions collaborate on common goals and shared objectives

Output 3.1 Programme provides space and resources to support the formation and development of national and regional women's movements

WAVE will focus on supporting the activist and advocacy activities of women’s NGOs. This will include awareness raising, development of Gender Peace Networks in Cambodia and Burma. It will support grassroots community awareness campaigns around key annual dates such as International Women’s Day and 16 days of Activism. It will support partners to attend and present at international fora, through skills and capacity development and providing resources for reporting and travel.

Estimated reach: 16 partners with up to 3 women per partner as regular participants, and 20,000 women engaged in networks across the 6 countries.

Year 1 Activities
• Awareness raising and advocacy at grassroots level around 16 days of Activism, International Women’s Day and other important global days
• Scale up of the Gender Peace Network in Cambodia and the piloting of Gender Peace Network in Burma reaching 700 people.
• Identification of international advocacy opportunities and resource mapping for remaining programme period
• Attendance at conferences (ASEAN x2; Pacific Feminist Forum x 2, CEDAW (CSW/Shadow reporting) x 3; Tactical opportunities x 3)

Output 3.2 Individual women’s organisations have strengthened capacity to commit and engage

WAVE will focus on building strong women’s organisations, through organisational strengthening, developing organisational governance standards and quality, improving the capacity of staff, and therefore improving staff retention, and supporting partners to be transparent in line with IATI reporting requirements.

Estimated reach: 15 partner organisations across 6 countries

Year 1 Activities
• 10 organisations undertake self-assessment of capacities and develop a capacity assessment plan for the 5 year programme period
- Financial management training and monitoring and evaluation capacity development in accordance with partner priorities
- Year 1 workshop to identify opportunities for shared learning and staff development; undertake joint review of TOC for programme; undertake Advocacy Plan, co-create REL Framework (4.1)

**Impact 4: Evidence of how change towards gender equality happens informs individuals, institutions and movements**

**Outcome 4: Iterative advocacy and learning is enhanced by inclusive and systematic research collaborations**

**Output 4.1: Research, Evidence and Learning Framework is developed and resourced**

WAVE will focus on identifying, prioritising and undertaking a research, evidence and learning agenda for the programme and that encompasses partner and policy objectives. This will be interconnected with the Advocacy Agenda developed in Output 2.1. In addition, a programme wide “stories of change” exercise will be conducted to capture information on how change happens for women, and how they are able to effectively influence in their multiple leadership roles. Research outputs will include an in-depth case study for each country, tracing gender-equitable policy change around a selected issue area and the role of women’s coalitions; One overview project brief synthesising overall learnings and briefs detailing the learnings in each country context; Four thematic papers exploring issues agreed by partners as priorities; One overview paper, comparing key findings across both issues and countries; Policy briefs on research findings, as appropriate; One edited overview volume and/or a special issue of a journal; Short think pieces and viewpoints and field notes for relevant blogs and partner websites; and Radio interviews and video snapshots.

**Estimated reach:** 15 partner organisations and at least 15 academic and/or private sector and/or research institutes across 6 countries.

**Year 1 Activities**

- 1 global workshop to design REL Framework (3.2 above)
- Development of research frameworks for programme evidence base: longitudinal studies of women, use of Bellweather and Policy Advocacy Studies, Process Tracing and Outcome Mapping, and Media Monitoring
- Collect stories of change in Cambodia
- Design stories of change frameworks for SI, PNG, TL and TBB

**Output 4.2: Research and advocacy networks are developed to reflect diversity and experience**

WAVE will include supporting partners to grow research and evidence networks, to present their own evidence as part of global policy and advocacy debates and supporting partners to cross-share and develop peer networks for research and learning.

**Estimated reach:** Determined by the success of communications and advocacy strategies
Year 1 Activities

- Partners network map and objectives for developing, strengthening their networks and influence within those networks
- MOU between IWDA and research institution Australian National University
- Partnership development with La Trobe University

Annex 2: Risk Management Framework
Available on request.

Annex 3: Monitoring and Evaluation Framework
Available on request.

Annex 4: Theory of Change
Available on request.

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