![WAVE - Women's Action for Voice & Empowerment]

WAVE MID-TERM REFLECTION

EXECUTIVE SUMMARY

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ABBREVIATIONS

ALFeLa	Asistensia Legal Ba Feto no Labarik
APWLD	Asia Pacific Forum on Women, Law and Development
BS	Banteay Srei
BWF	Bougainville Women's Federation
CEDAW	Conventions on the Elimination of all forms of Discrimination Against Women
CNRP	Cambodia National Rescue Party
CSO	civil society organisation
EPLLG	East Pomio Local Level Government
FOCS	Feminist Organisational Capacity Strengthening
FPAR	Feminist Participatory Action Research
FPAR-P	Feminist Participatory Action Research - Planning
GADC	Gender and Development for Cambodia
GBV	gender-based violence
GFW	Global Fund for Women
IWDA	International Women's Development Agency
JAAP	Joint Advocacy Action Plan
MEL	monitoring, evaluation and learning
MP	Member of Parliament
MTR	Mid-Term Reflection
NGO	non-government organisation
PNG	Papua New Guinea
REL	research, evidence and learning
RF	Rede Feto
SI	Solomon Islands
SINWF	Solomon Islands National Women's Forum
SWAN	Shan Women's Action Network
TL	Timor-Leste
TOR	Terms of Reference
TOT	training of the trainer
TSM	Temporary Special Measures
TWO	Ta'ang Women's Organisation
UN	United Nations
US	United Sisterhood Alliance
VAW	violence against women
VfC	Voice for Change
WARA	West Are'Are Rokotanikeni Association
WAVE	Women's Action for Voice and Empowerment
WBCA	Wide Bay Conservation Association
WHRD	women's human rights defenders
WIP	Women Initiative Program
WLB	Women's League of Burma
WRAM	Women's Rights Action Movement

EXECUTIVE SUMMARY

In 2018, International Women's Development Agency (IWDA) contracted a team of consultants to facilitate a Mid-Term Reflection (MTR) of IWDA's Women's Action for Voice and Empowerment (WAVE) program. WAVE is funded by the Government of the Netherlands through its Funding Leadership Opportunities for Women Program. WAVE is a five-year (2016-2020) civil and political participation program for women, and seeks to support women to lead transformative, sustainable change towards gender equality, enabled by strategic feminist engagement. The program intends to increase individual women and young women's political, economic and social leadership; change inequitable legal, policy and economic frameworks; strengthen a vital, visible and vocal women's movement; and ensure that evidence of how change towards gender equality happens informs and influences individuals, institutions and movements.

IWDA partners with 16 women's rights organisations and one honorary partner in five countries to deliver WAVE. In **Cambodia** are Amara; Banteay Srei (BS); Gender and Development for Cambodia (GADC); and United Sisterhood Alliance (US). In **Myanmar** are Akhaya Women; Ta'ang Women's Organisation (TWO); Shan Women's Action Network (SWAN); Women Initiative Program (WIP); and Women's League of Burma (WLB). In **Papua New Guinea** (PNG) are Bougainville Women's Federation (BWF); Voice for Change (VfC); and Wide Bay Conservation Association (WBCA). In **Solomon Islands** (SI) are Women's Rights Action Movement (WRAM); and West Are'Are Rokotanikeni Association (WARA) (honorary partner). In Timor-Leste (TL) are Alola Foundation; Asistensia Legal Ba Feto no Labarik (ALFeLa); and Rede Feto (RF).

The WAVE MTR Terms of Reference (TOR) states that the MTR is "primarily a learning exercise for WAVE partners, including IWDA, to reflect on our approaches, make visible the patterns and interconnections emerging, and jointly analyse our practice". The TOR outlines the following outcomes for the MTR:

- WAVE Partners, including IWDA, better understand the patterns, trends and interconnections within and between the four pillars of the WAVE Theory of Change;

- WAVE partners, including IWDA, produce joint and individual recommendations for improvements to practice based on better understanding of patterns, trends and interconnections;

- WAVE partners, including IWDA, have the opportunity to develop skills and techniques in a learning and reflection process;

- WAVE partner relationships are strengthened through better understanding of each other's projects, practice and people;

- WAVE partners, including IWDA, have the information necessary to review the WAVE Theory of Change to better reflect reality, and revise ongoing implementation plans.

The MTR was a Feminist Participatory Action Research (FPAR) project that was co-designed with WAVE partners and IWDA staff. The MTR had several key questions:

- What were the achievements/successes/high points in each partner's WAVE journey over the past two and a half years?

- How is WAVE transformative for women and young women at partner, community, national and regional levels?

- What factors across the four pillars of the WAVE program help to create change?

- What are the challenges for partners in achieving their WAVE objectives, and how can challenges be overcome?

- How do the four pillars of WAVE interconnect to strengthen women's movements, networks and partners working strategically together to demand women's rights at community, national and regional levels?

- What are the strengths and challenges in partnerships within WAVE, and how can partnerships be improved and power shared?

- What are partners' experiences of FPAR and the MTR?

- How can WAVE be strengthened at partner level, national level and across the whole program, and what are WAVE's future priorities?

METHODOLOGY

The WAVE Mid-Term Reflection was a Feminist Participatory Action Research (FPAR) project. FPAR is a gender justice approach to knowledge generation and action for social change. As a values-based methodology, FPAR involves an organic, cyclical process of democratic decision-making using inclusive participatory methods to generate knowledge and take action for structural change. FPAR is a process of transformation, and honours the expertise of people who participated in MTR activities (including WAVE partner organisations, community members, IWDA and consultants) as "co-researchers" who share power through democratic inquiry. The terminology of co-researchers recognises that the MTR was conducted in partnership with WAVE partners and communities, and co-researchers have collectively engaged in ongoing cycles of planning, acting, observing and reflecting to undertake this MTR on the WAVE program. An Appreciative Inquiry model was overlaid to enable appreciation of current successes and achievements. The MTR used creative and participatory methods of drawings, video interviews, change stories, role-plays, discussions and photos to gather and analyse data.

The MTR methodology followed several FPAR cycles of planning, acting, observing and reflecting:

Design MTR with partners and IWDA, and document review: The methodology was co-designed by partners, IWDA staff and consultants through discussions about the MTR scope, possible questions, methods, and ethics considerations. This was also informed by consultants' review of WAVE documents.

Pre-workshop data collection and Deeper Inquiries: Partners did participatory data gathering with communities about WAVE strengths, challenges and recommendations. Deep Inquiries (deep dive data gathering) occurred with GADC (Cambodia), TWO (Myanmar) and Timor-Leste partners.

MTR Workshops: WAVE partners in Cambodia, Myanmar, Papua New Guinea and Solomon Islands held three-day MTR workshops, and IWDA held a one-day MTR workshop (Timor-Leste workshop to be held in early 2019). Workshops involved participatory activities for co-researchers to reflect on the WAVE journey; transformational changes; interconnections of the WAVE pillars to strengthen women's movements; partnerships; actions moving forward; and FPAR reflections. Data from communities informed discussions.

Country Narrative Reports: Consultants compiled data and analysis from MTR workshops and Deeper Inquiries from each country into Country Narrative Reports, which were confirmed with co-researchers. These Country Narrative Reports provide comprehensive insight into the MTR process, data and analysis of WAVE partners in each country, and are shared in Annexes to this report.

Meta-analysis with IWDA: IWDA staff held a one-day workshop to conduct meta-analysis to combine and analyse MTR data from the six countries.

Final report: Consultants conducted further meta-analysis and compiled MTR findings into this report, confirmed by co-researchers and IWDA.

Joint and individual plans, all partner-workshop: The MTR findings will inform future WAVE activities.

The WAVE MTR involved a total of 160 people: 132 women and 28 men. There were 143 co-researchers from WAVE partner organisations (staff, board, and community representatives) and 17 co-researchers were IWDA staff. There were also seven consultants (including one student) and five translators.

The MTR process emphasised cultural safety and had a comprehensive research ethics process that was informed by co-researchers and approved by the IWDA Ethics Committee. MTR ethics strategies included co-design to manage risks and workload; managing security issues; free, prior, informed and continuing consent for co-researchers, formalised with participant information forms, written and verbal consent processes, media consent forms, and ongoing dialogue with partners; regularly reflecting on whether the workshop is a safe space and acting to ensure it is; use of translators; secure storage of raw data; if needed, offering emotional support for people who are retraumatised; and managing safety in de-identified reporting.

METHODOLOGY CONT.

META-ANALYSIS OF MTR DATA

Following the FPAR processes in each WAVE country, the MTR involved meta-analysis to combine and analyse data from the six countries. Due to limitations in resources and time, it was not possible for all co-researchers to be actively engaged in meta-analysis. As such, IWDA staff participated in a one-day workshop to engage in meta-analysis of MTR findings. Consultants conducted further meta-analysis to finalise this report, guided by the Gender at Work framework and theories of movement-building. The Gender at Work Framework (Rao, Kelleher, Sandler & Miller 2016) conceptualises gender transformation in four quadrants: individual consciousness and capability (knowledge, skills, political consciousness, and commitment to change towards equality); changes in individual conditions (e.g. increased resources, voice, freedom from violence, access to health and education); formal rules in constitutions, laws, and policies; and, informal discriminatory norms and deep structures that maintain inequality in everyday practices.

The MTR meta-analysis is also informed by influential frameworks of feminist movement-building, including the theory of change from the Asia Pacific Forum on Women, Law and Development (APWLD) (2018), Srilatha Batliwala's (2012) extensive work on Building Women's Movements and Organisations, and the Movement Capacity Assessment Tool from Global Fund for Women (2018). These frameworks identify the following requirements for successful women's movements: consciousness raising and capacity building – understanding women's rights and gaining skills; building new knowledge, tools and resources; advocacy opportunities for change at multiple levels and contexts; building a mass base, alliances and movement architecture; solidarity; accountability; and shared political agenda and structural analysis.

LIMITATIONS

There are some limitations with the MTR. Timor-Leste partners have their National Reflection Workshop in early 2019, and their MTR contribution is constrained to a Deeper Inquiry advocacy reflection workshop. Due to resources constraints, only three Deeper Inquiries were conducted, and most partners did not receive comprehensive FPAR training to gather data with communities. However, many partners actively collected extensive community data for the National Reflection Workshops, and the MTR findings are strongly based on community experiences. It is also acknowledged that there are limitations in how cross-cutting issues such as disability, gender identity and rurality have surfaced in the MTR evidence, and unexplained and negative changes from beneficiary experiences have not been significantly captured.

There were also some difficulties in applying the MTR ethics process. The MTR participant information forms and consent forms were lengthy and complicated. For some co-researchers, the written consent process caused tension and was not conducive to building an open and sharing environment. In Myanmar, a miscommunication resulted in co-researchers only signing the media consent form. This limitation was mitigated by lengthy dialogue about MTR ethics during the Deeper Inquiries and National Reflection Workshops. Furthermore, multiple languages meant the MTR was conducted in English, with translators in some sites, and some information may have been incorrectly translated or misinterpreted. English-language reports were shared with co-researchers for confirmation, and it is hoped that translated versions will be provided in the future. Additionally, FPAR is influenced by facilitation styles, power, and cultural and contextual dynamics. As a co-researcher says, the MTR "is just one part of the story…a starting point for future conversations". The MTR learnings feed into future planning and action.

FINDINGS

WAVE AS A TRANSFORMATIONAL PROGRAM

The MTR found that diverse people experience transformation through WAVE, including women (young, old, urban, rural, remote, women in formal and informal leadership, and women who are vulnerable); people who engage with women (men, husbands, families, and communities); and duty bearers (women Members of Parliament (MPs), police, commune councillors, women's ministries, and government officials). Experiences of transformation are discussed here through the Gender at Work Framework.

CONSCIOUSNESS AND CAPABILITIES: MTR data shows that WAVE supports women and men to increase their gender consciousness, and commitment to gender equality and working to advance women's rights. Evidence suggests women have increased understanding of their rights, the role of duty bearers and how to take action for gender justice. Some women stand firm in their rights, assume leadership positions, speak on issues affecting women, and challenge community structures. IWDA staff explain that WAVE brings cross-generational women together to identify priority issues for diverse groups, and to learn about their rights, laws and international instruments. WAVE partners demonstrate a range of creative methods to enhance women's gender consciousness, such as women's forums, dialogues between women and men, documentaries, a Gender Café, and marginalised women researching their experiences of exploitation.

Evidence of enhanced gender consciousness for men includes examples of former perpetrators of violence against women undertaking more domestic work and less alcohol consumption, with improved relationships and supporting their wife's paid work. WAVE partners report that some male duty bearers are more responsive to women's issues, and that effective methods of men's consciousness-raising include gender trainings for community men and male leaders, men's networks, and learning exchanges for male officials.

RESOURCES: The MTR found that WAVE supports significant individual transformation in **women's leadership** with increased confidence, capacity, skills and peer support through informal networks. Many WAVE partners demonstrate progress in delivering leadership programs for women to understand laws, policies, gender and women's issues, public speaking, organising, resource mobilisation, candidate campaigning, and holding political positions. Some partners work with political parties and institutions to support women into leadership

positions and campaign for elections. Partners report that in the past two and a half years there was an increased number of women in formal and informal leadership at community-level government and commune councils, civil society organisations, churches, and as provincial and national MPs. Some partners provide ongoing support to women leaders to enhance their effectiveness.

MTR data also suggests that WAVE has improved **women's freedom from violence** through services such as women's refuges; information, training and support for women survivors to pursue safety and justice; legal services; community networks to respond to violence; training community-based counsellors; and supporting community leaders to understand gender-based violence. WAVE partners are also **stronger women's organisations** as a result of the WAVE program. Long-term WAVE funding and leveraged funding, increased staff, facilities, strategic planning, monitoring, evaluation and learning (MEL), enhanced financial management and governance, enhanced culture of care, and improved engagement with media has led to increased capacity and stronger systems. The MTR demonstrates that IWDA has also transformed with fairer staff conditions, improved program management, joint campaigns and research, Feminist Organisational Capacity Strengthening (FOCS), and a Theory of Change.

FORMAL RULES AND POLICY: MTR evidence shows that WAVE has supported **policy transformations** that promote gender justice, such as integrating women's issues into local government plans, strengthening policies and programs to prevent and respond to gender-based violence, and legislating to prevent human trafficking. As an example of structural change attributed to advocacy conducted under the WAVE program, some governments have increased budgetary allocations for women and children. The MTR found that WAVE partners are undertaking significant **advocacy to influence laws, policies and budgets** such as Temporary

FINDINGS CONT.

Special Measures, re-entry to school policy, development plans, and child rape laws. Several WAVE partners use international instruments for advocacy to influence national laws and policy, particularly the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), Commission on the Status of Women and Universal Periodic Review. Several WAVE partners are **building relationships with political parties and politicians**, who then may voice women's issues.

SOCIAL NORMS AND DEEP STRUCTURES:
The MTR found that WAVE **engages women who are often marginalised.** A key change attributed to the WAVE program includes **increased acceptance of women as leaders**. WAVE partners are able to achieve this by actively supporting grassroots women's movements to **reclaim their knowledge** and document women's experiences.

WAVE has been shown to **increase solidarity** between women at local, national, regional and international levels, supporting women's movements to build trust, mobilise, be strategic, and take action to change structures of injustice. WAVE partners strengthen solidarity through exchanges between women and organisations, mentoring young women, and convenings such as WAVE all-partner meetings and women's forums. The first ever Solomon Islands National Women's Forum (SINWF) (2016) led to co-convenors signing a Memorandum of Understanding, producing a joint advocacy action plan, establishing working groups, meeting women MPs and ongoing media, and contributing to the Voices Against Violence movement.

Solidarity is also evident in **women supporting other organisations, and supporting other women**. WAVE has mobilised **women's groups and networks** at local, national, regional and international levels, where women experience feminist spaces, build capacity, respond to local needs, collectively advocate, and engage in activism and politics. Some WAVE partners have also demonstrated examples of providing support to women to **use their collective power** in public actions to challenge discriminatory norms and demand women's rights.

CHALLENGES IN ACHIEVING TRANSFORMATION

MTR data suggests that WAVE partners and their communities can experience various challenges in achieving transformational change. In some WAVE countries, **restrictive civil and political spaces** include limited freedoms for civil society organisations and media, security risks that restrict movement, unstable political conditions and attacks on women's human rights defenders. Parliamentarians are generally uninterested in women's issues and lack knowledge of gender policies. **Contextual challenges** include poor infrastructure for travel and telecommunications, locational isolation from government services, and safety risks for travel (e.g. bombs and mines in Myanmar). Patriarchal contexts and attitudes are extremely difficult, including resistance to gender equality and women's rights, **men as gatekeepers** to women's participation and leadership, and widespread acceptance of violence against women. Partners also identify **cultural challenges** such as traditional norms, beliefs, and power structures that deny women their rights, and social obligations that put pressure on women.

WAVE partners, women in their communities, and movements highlight a **lack of resources** (funding and human resources), and partners self-report **capacity gaps** in research, monitoring and evaluation to inform programming, report writing, sustaining networks, relationships with MPs, and outreach. Women in communities also experience financial barriers to participation, particularly livelihood pressures. Several partners experience a **lack of solidarity**, with resistance from some women, negative comments from leaders and community distrust. Across several partners, some women and community partners do not take ownership of their roles and responsibilities, and communication issues also exist, due to lack of effective communications platforms and processes, and poor communications technologies.

FINDINGS CONT.

SOLIDARITY: PARTNERSHIPS BETWEEN WAVE PARTNERS & IWDA

The MTR surfaced **tensions between IWDA's roles as a partner and a donor**. As a **partner**, IWDA has a participatory and flexible approach, long-term commitment, and shared vision and mission. WAVE partners recognise IWDA as a feminist, values-based organisation with a culture of trust and mutual learning, and is reflective about their own power. Working relationships between WAVE partners and IWDA are generally warm and trusting, although this is not a universal experience. As a **donor**, IWDA provides important funding to WAVE partners, but some feel pressured by IWDA's expectations, with high and demanding workloads to be delivered on a limited budget, in short timeframes and with comprehensive reporting.

The MTR revealed examples where partners and IWDA successfully engage in joint decision-making, and there is also scope to strengthen this. MTR data suggests that partners have differing expectations of IWDA's engagement, and tensions around IWDA as donor/partner influence **power dynamics** between some WAVE partners and IWDA. The MTR found that power is deliberately shared when doing work together, in networks and exchanges, cooperatively navigating budget changes or when partners have ownership of their funding. In other instances, partners identify power imbalances in decision-making, such as engaging consultants.

MTR data demonstrates that **IWDA is supporting WAVE partner organisations**, strengthening technical capacity (e.g. finance, tools, research and MEL) and strategic capacity (e.g. designing programs and advocacy). Capacity building is generally partner-led and based on partners' diverse needs, although sometimes imposed by IWDA (such as financial systems). Through the MTR, WAVE partners express a significant desire for more shared spaces for collaboration and supporting women's movements, and appreciate IWDA convening cross-country and cross-partner exchanges for mutual learning.

FEMINIST PARTICIPATORY ACTION RESEARCH & THE MTR

Feminist Participatory Action Research (FPAR) is a fairly new approach for IWDA and most partners, although it reflects aspects of current practice. There is significant partner energy, interest and alignment with FPAR for demystifying data and analysis; co-learning and collaboratively taking action; building solidarity and inclusion; and understanding feminism. Partners indicate a desire for FPAR to be integrated into WAVE program design and planning, MEL, research, and program work. Some co-researchers lacked confidence with FPAR when beginning the MTR, but concluded the MTR with competence and satisfaction.

DISCUSSION

WOMEN'S MOVEMENTS AS THE FOUNDATION OF TRANSFORMATIVE, SUSTAINABLE CHANGE

The MTR examines how the four pillars of the WAVE Theory of Change interconnect to strengthen women's movements to demand women's rights and transform structures of inequality. The WAVE pillars are:

1. Individual women's leadership influences political, economic and social decisions.

2. Power holders and institutions are responsive to and accountable for women's rights and status.

3. A vital, visible and vocal women's movement aggregates and amplifies women's power and priorities.

4. Evidence of how change towards gender equality happens informs individuals, institutions and movements.

MTR data overwhelmingly show that WAVE partners believe collective power is fundamental to structural transformation, and they want WAVE to further strengthen women's movements to create change.

The MTR analysis is framed by existing feminist knowledge about women's movements as discussed in the methodology chapter, drawing from APWLD's (2018) well-grounded approach to movement-building and Batliwala's (2012) and Global Fund for Women's (2018) perspectives of successful women's movements. Movement theorists suggest that successful women's movements support consciousness raising and capacity building of women to understand women's rights and gain skills. MTR data show that much of this work in WAVE focuses on women's leadership skills, with some emphasis on consciousness-raising about rights and patriarchy, some focus on advocacy skills, and less emphasis on community organising and media skills. Individual capacity building and relationship building can inform and drive collective action, but some partners struggle to achieve this connection.

Consultants identify a further need for capacity in mobilising women's movements around an understanding of structural injustice. It is suggested that WAVE can support women to develop and articulate a shared consciousness of the root causes of structural inequalities, and increase capacity in movement-related skills, such as organising, communications, advocacy, activism, building relationships with MPs, campaigning, and media; along with further supporting partners and movements to promote the safety and security of women's human rights defenders.

To strengthen women's movements to create and sustain change, movement theorists argue that women must author their own expertise, build new knowledge and develop and disseminate tools to record and utilise their knowledge. Some WAVE partners actively engage in feminist data gathering and documentation to **build new knowledge, tools and resources** to inform the design, advocacy and actions of women's movements. For other WAVE partners, this relationship is not well understood. There is an opportunity for WAVE to be strengthened by supporting partners to practically understand how evidence of women's experiences and knowledge can directly inform women's movements, programs and policy advocacy, and reflect on effective activist strategies. Co-researchers suggest the WAVE program could integrate FPAR as a methodology that supports women's movements to connect knowledge and action.

Successful women's movements must engage in **advocacy opportunities for change at multiple levels and contexts**. The MTR found that WAVE involves significant advocacy to improve local and provincial policy, some national-level advocacy with MPs for policy reforms, and regional-level advocacy in cross-partner campaigns and the International Frameworks Working Group. At an international level, some partners engage in CEDAW reporting and the United Nations Commission on the Status of Women; and these partners systematically connect all four levels of advocacy. MTR data shows that WAVE advocacy strengthens women's movements

through processes of solidarity, connectedness and respect (such as joint advocacy), and delivering positive outcomes for women and movements. In many cases, WAVE partners use women's stories and knowledge as the basis of their advocacy. The MTR findings demonstrate that strong, autonomous women's movements are fundamental to policy advocacy, but for effective advocacy, autonomous women's movements must collectively understand their rights and structural injustice, and target actions accordingly.

Strong women's movements need to build a **mass base, alliances and movement architecture**. The MTR found that WAVE has strengthened partner organisations in areas such as funding, skill-development, capacity building, and relationship brokering. WAVE partners have also strengthened other civil society organisations (CSOs) and creates spaces for alliances and collaboration, within and between countries. However, there is scope for WAVE to be more focussed and deliberate in strengthening the architecture of women's movements. Consultants propose that WAVE partners use FPAR to engage in cycles of planning, implementing, observing and reflecting on strategies to strengthen women's movements. This would embed a "learning by doing" approach that is grounded in evidence and owned by women. Strategic FPAR can support partners in their reflexive, values-based practice in a transformative and ever-changing space.

Solidarity and power-sharing are crucial for strong, autonomous women's movements. The MTR provides significant evidence that WAVE has strengthened solidarity between women, organisations, and movements, with enhanced spaces to connect, improved relationships, a recognition of women's work, and a growing shared identity. Co-researchers recognise that a lack of solidarity impedes transformational change, and they want enhanced solidarity in their organisations, communities, countries, and across the region. Solidarity was the most commonly discussed theme in the MTR, and the most important MTR learning is the importance of continued nurturing and strengthening of solidarity.

Movements must also have **accountability**. MTR data suggests that the governance of WAVE partners and other CSOs is improving through training, strategic planning, and monitoring and evaluating their work, and political advocacy is often grounded in women's forums. There is, however, evidence across the WAVE partners of stress, high workloads and risk of burnout, and that some activism strategies may not be the most effective approaches. It is suggested that WAVE can be strengthened by supporting the self-care of women and using evidence to design and implement strategies to strengthen movements.

Batliwala (2012) emphasises that successful women's movements require a **shared political agenda and structural analysis** that is developed through bottom-up democratic processes, informed and framed by a theory of change that incorporates both gender and social transformation. MTR consultants identify a need for IWDA and WAVE partners to develop and articulate a shared structural analysis to inform the political agenda of WAVE, strategically strengthen women's movements and take action for structural change.

Recognising that structural transformation is reliant on vital, visible and vocal women's movements, it is suggested that the goal of WAVE encapsulates movements as the key process for women to create transformative, sustainable change. The **WAVE Theory of Change** can be combined with strengthening women's movements as the strategic purpose and process of the whole program; that is, WAVE supports women and CSOs to strengthen their capacities (Pillar 1), advocacy (Pillar 2), alliances (Pillar 3) and knowledge and evidence (Pillar 4) to strengthen women's movements that can demand women's rights and create and sustain structural change. It is also suggested that the WAVE Theory of Change is underpinned by a collectively-developed structural analysis and shared political agenda.

RECOMMENDATIONS

Co-researchers provide many proposals for how the WAVE program can be strengthened. Co-researchers' recommendations overwhelmingly reflect the goal of strong women's movements, through shared spaces, facilitated events, cross-partner training, resources, consciousness-raising, capacity building, relationships with duty bearers, joint advocacy, resources for communication technologies and platforms, using FPAR-P (FPAR-Planning) for program design, implementation and MEL, developing partnership guidelines, and undertaking partnership reviews. Other recommendations relate to the machinations of WAVE, including simpler reporting, flexible program design, simpler MEL, local consultants, adapting the WAVE Theory of Change, and a shared structural analysis.

Based on inputs from all co-researchers, IWDA staff developed a number of recommendations at their second MTR workshop. Consultants also developed some recommendations. These recommendations build from WAVE's existing and ongoing work, and will be further reviewed by partners at the WAVE all-partner workshop in 2019. The consultant team believe the following priority recommendations are:

1. That WAVE resources additional shared spaces for women to engage in learning, networking and solidarity, including conflict resolution between women leaders and organisations.

2. That WAVE has resources to be able to react – a contingency fund for communications and advocacy around emerging opportunities. This includes funding per country for flexible, agile initiatives (untied funding) and new and emerging issues.

3. That WAVE expands support to partners to strengthen their skills and capacities in areas that help them strengthen women's movements – particularly FPAR, mobilising, organising, activism, advocacy, and increasing consciousness about the root causes of structural inequalities.

Image: Members of United Sisterhood sorting their data at the Cambodia MTR Workshop

4. That WAVE further supports joint advocacy and campaigns with a shared purpose, and grounded in a sound evidence base.

5. That IWDA and WAVE partners develop Partnership Practice Guidelines and document roles and responsibilities to guide IWDA program managers on how to establish and maintain feminist partnerships according to mutually agreed values by IWDA and partners, and embed learnings from previous applications of partnership principles. This should not become prescriptive.

6. That all WAVE partners consider adapting the WAVE Theory of Change with a clearer program goal of strengthening women's movements to create and sustain structural change, and that the Theory of Change and women's movements are informed by a shared analysis of the root causes of structural inequalities in Asia-Pacific and a shared political agenda, and that actions are organised accordingly.

WAVE

Ministry of Foreign Affairs of the
Netherlands