WAVE
WOMEN'S ACTION FOR
VOICE & EMPOWERMENT

WAVE MID-TERM REFLECTION

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PARTNERS OF THE WAVE PROGRAM

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This report was compiled on the lands of Aboriginal groups throughout Australia, and the authors pay their respects to elders past, present and emerging. We acknowledge that sovereignty has never been ceded.

The WAVE Mid-Term Reflection Final Report is accompanied by:

• WAVE Mid-Term Reflection Annexes to Final Report (Table of Recommendations; Country Narrative Reports for Cambodia, IWDA, Myanmar, Papua New Guinea, Solomon Islands and Timor-Leste)
• WAVE Mid-Term Reflection Methodology
• WAVE Mid-Term Reflection Stakeholder Analysis
• WAVE Mid-Term Reflection Desk Review

ACKNOWLEDGEMENTS

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.

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

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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.

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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

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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.

INTRODUCTION

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- 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 a partner level, national level and across the whole program, and what are WAVE's future priorities?

INTRODUCTION CONT.

This Final Report discusses the MTR process, findings and recommendations. It is organised as follows:

Methodology: This chapter discusses Feminist Participatory Action Research (FPAR), Appreciative Inquiry and the methodology that was co-designed and implemented by WAVE partners to undertake the MTR.

WAVE as a transformational program: This chapter shares evidence of changes that have occurred in six WAVE countries due to the WAVE program, and how these changes are occurring.

Challenges in achieving transformation: This chapter shares co-researchers' perspectives of various challenges in achieving transformation through WAVE.

Solidarity: Partnerships between WAVE partners and IWDA: This chapter shares co-researchers' perspectives of the partnerships between WAVE partners and IWDA.

Experiences of FPAR and the MTR: This chapter shares co-researchers' observations of their experiences of using FPAR through the WAVE MTR, and reflections on the MTR itself.

Discussion: Women's movements as the foundation of transformative, sustainable change: This chapter analyses how WAVE is strengthening women's movements to create change.

Recommendations: This chapter compiles the recommendations that are provided throughout the report.

Conclusion: This chapter concludes the MTR report, including key learnings and limitations of the MTR.

Image: Papua New Guinea WAVE partners with Dr Naomi Joy Godden.

ABOUT THIS REPORT

The WAVE MTR, and its design, data gathering, analysis and reporting, is co-owned by all WAVE partners (including IWDA) and community members who engaged in the process, with the support of the consultant team. Reflecting FPAR as a methodological process of transformation, the terminology of "co-researchers" is used in this report to describe MTR participants. This recognises that the MTR was conducted in partnership with WAVE partners and communities, and co-researchers collectively engaged in ongoing cycles of planning, acting, observing and reflecting to undertake this MTR on the WAVE program.

Due to limitations in resources and time, it was not possible for all co-researchers to undertake collective meta-analysis of all data across the six countries and author this report collectively, although preferred under FPAR. This report is written by a team of consultants, informed by extensive data gathering and analysis conducted by WAVE partners and IWDA. The report provides observations and overarching analysis of the participatory design, data gathering and analysis that was conducted in partnership with the 16 WAVE partners, IWDA and community members, and their interpretations. Reflecting the FPAR process, this report tries to honour and maintain the language of co-researchers. The consultants have also tried to refrain from further interpreting co-researchers' data and analysis as presented in their Country Narrative Reports (as shared in Annexes to this report).

This report clearly indicates who informed, voiced or observed the statements that are communicated in the report, whether WAVE partners, IWDA or consultants. Although the consultants have tried to uphold the principles of FPAR in writing this report and honour co-researchers' knowledge generated through this process, it is acknowledged that this report does not necessarily represent a consensus position on the WAVE program and the MTR. The report was shared with all co-researchers for their confirmation prior to publication, but this process is somewhat limited due to time constraints. IWDA intends to hold a WAVE all-partner workshop in 2019, during which WAVE partners and MTR co-researchers will further review the MTR findings, recommendation and outcomes, and integrate actions into their planning.

As a further comment, this report presents co-researcher statements, perspectives and opinions in present tense to demonstrate that FPAR is a fluid and evolving process, and to promote openness to opportunities. The report also refers to individual WAVE organisations in the plural (e.g. "Amara report…") to reinforce that organisations are collectives of diverse women, and the organisations may not have a fixed position.

Annexed to this report are MTR Narrative Reports for each country, which provide collective data and analysis, and photos and videos from the MTR processes that informed this report.
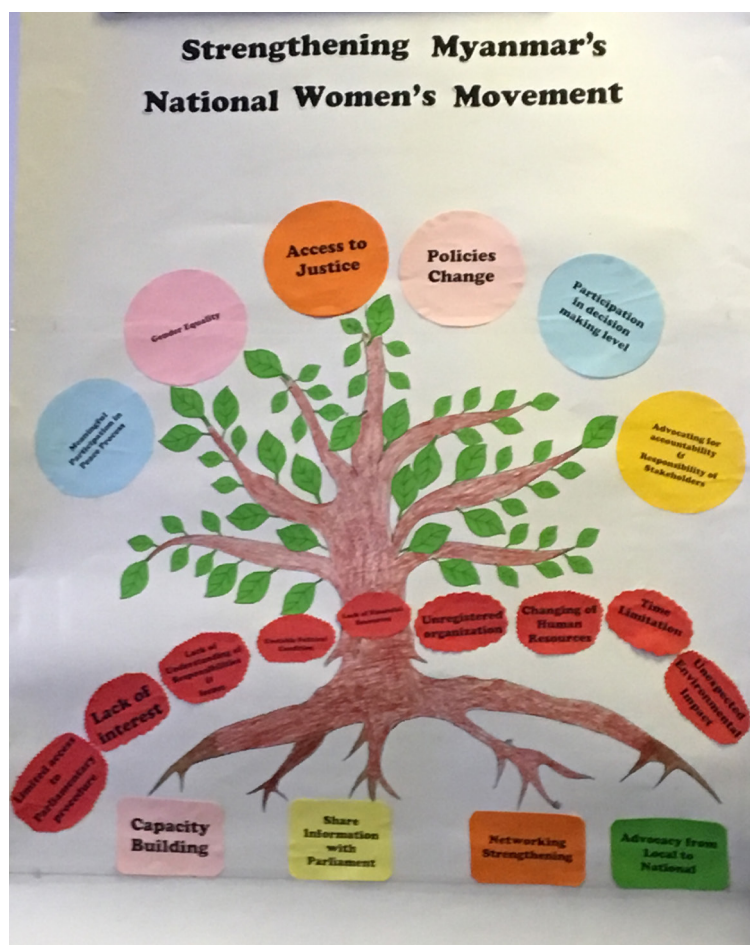

Image: Women's League of Burma's reflection on their WAVE Journey

METHODOLOGY

This chapter discusses the MTR methodology, co-researchers, and ethics considerations.

FEMINIST PARTICIPATORY ACTION RESEARCH

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. A values-based methodology, FPAR involves an organic cyclical process of democratic decision-making using inclusive participatory methods for women to generate knowledge and take action for structural change. FPAR honours the expertise of participants (WAVE partner organisations; community members, including older and younger women; IWDA) as co-researchers who share power through democratic inquiry.

FPAR co-researchers engage in a learning-focused process of collaborative planning, designing, data gathering, analysis and reflection. Co-researchers are empowered to genuinely explore and jointly co-create knowledge to inform actions. In the MTR, Appreciative Inquiry was overlaid to highlight current successes and achievements. Appreciative Inquiry ascertains the current situation and each partners' and communities' strengths through focusing on opportunities. Co-researchers actively identify changes and recommendations to improve the program, articulate priority areas, and identify actionable ideas.

The MTR FPAR methodology followed cycles of planning, action, observing and reflecting, as depicted in the image:

Design MTR with partners and IWDA and document review: Consultants had several discussions with each partner and WAVE staff about the MTR scope, possible questions, methods, and ethics considerations, and consultants also reviewed WAVE documentation. This informed a methodology which was confirmed by partners and IWDA.

Pre-workshop data collection and Deep Dives: Partners conducted participatory data gathering with communities about WAVE strengths, challenges and recommendations. More comprehensive data gathering (Deeper Inquiries) occurred in communities with GADC (Cambodia), TWO (Myanmar) and advocacy reflection with Timor-Leste partners.

Action + Reflection:
Design of MTR with partners and IWDA;
Document review

Action + Reflection:
Pre-workshop data collection

Action + Reflection:
MTR workshops

Action + Reflection:
Country reports

Action + Reflection:
Meta analysis with IWDA

Action + Reflection:
Final report

Action + Reflection:
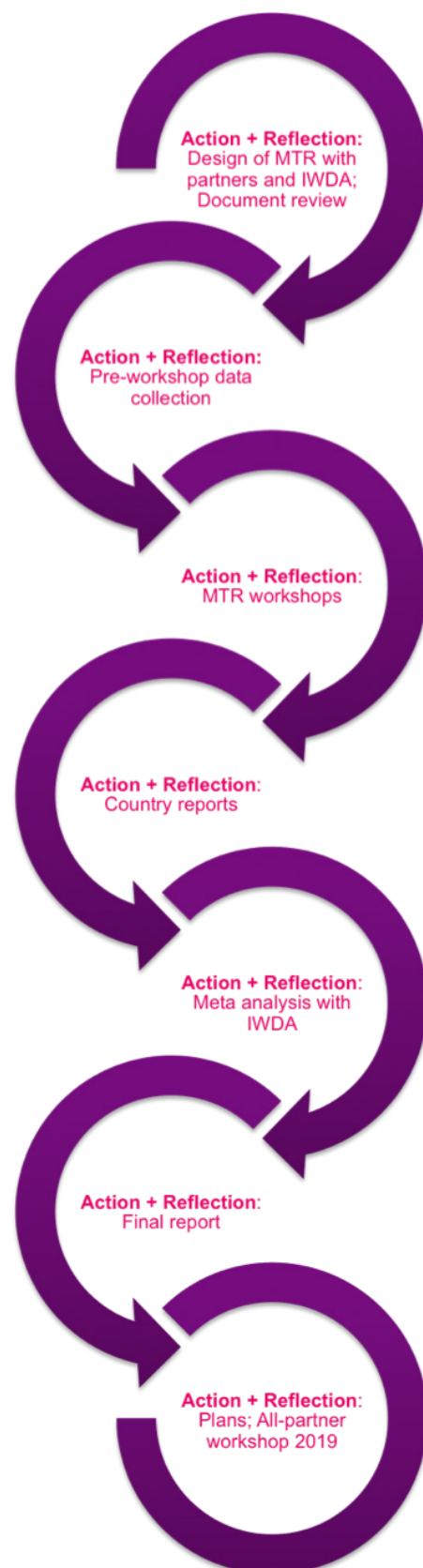Plans; All-partner workshop 2019

Image: Spirals of action and reflection of FPAR process in WAVE MTR.

METHODOLOGY CONT.

MTR Workshops: Three-day MTR workshops were held with WAVE partners in Cambodia, Myanmar, Papua New Guinea and Solomon Islands. IWDA held two MTR workshops. The Timor-Leste workshop will be held in early 2019. MTR workshops involved participatory activities to reflect on partners' WAVE journeys; transformational changes; interconnections of the WAVE pillars to strengthen women's movements; partnerships; actions moving forward; and FPAR reflections. During the workshops, co-researchers analysed data from communities to inform discussions.

Country Narrative Reports: Consultants compiled the MTR data and analysis 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 of MTR data, which helps inform this report.

Final report: Consultants conducted further analysis of the MTR data through the Gender At Work framework and other frameworks of feminist movement-building, and compiled the MTR findings into this report. The report was confirmed with co-researchers and IWDA.

Joint and individual plans and all-partner workshop: The MTR findings will inform future WAVE activities and actions, and will be reviewed by WAVE partners at the WAVE all-partner workshop in 2019.

Embedded throughout the MTR FPAR cycles of planning, acting, observing and reflecting were creative research methods including performative methods such as role-play, dance and music; visual and arts-based methods such as drawing, photos and videos; narrative methods such as story-telling and poetry; and Participatory Rural Appraisal methods such as mapping and ranking. Where possible, co-researchers were actively engaged in decision-making about the MTR process, analysis and findings, in a deliberate process to share power.

CO-RESEARCHERS (SAMPLE)

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.

TABLE 1: CO-RESEARCHERS (SAMPLE)

ACTIVITY AND COUNTRY	WOMEN	MEN	TOTAL
Deeper Inquiries (Deep Dives)			
Cambodia (GADC)	23	13	**36**
Myanmar (TWO)	17	4	**21**
Timor-Leste	9	5	**14**
MTR Workshops			
Cambodia	16	3	**19**
IWDA	16	0	**16**
Myanmar	21	1	**22**
Papua New Guinea	9	2	**11**
Solomon Islands	21	0	**21**
TOTAL	**132**	**28**	**160**

*Please note, this table includes co-researchers from partner organisations, community members involved in the Deep Dives, and IWDA staff. Consultants and translators are not included. The Deeper Inquiry figures include people who participated in the Deeper Inquiry FPAR training and the data collection, but they do not include partner staff that are counted in the MTR workshops. Six IWDA attended MTR workshops across Cambodia, Myanmar and Solomon Islands, and five of the six are not counted in their country totals as they are counted in the IWDA MTR workshop.

METHODOLOGY CONT.

ETHICS AND SAFETY

The MTR process strongly emphasised cultural safety of co-researchers and had a comprehensive research ethics process. During the MTR design, co-researchers identified strategies to ensure cultural safety, and identified ethics risks and strategies to manage those risks. Consultants compiled this information into country-specific ethics applications for the IWDA Ethics Committee. MTR ethics strategies included:

- Cooperative MTR design to ensure methods are safe and to manage MTR workload;

- Managing security issues for co-researchers and consultants to gather data and attend workshops;

- Upholding Free, Prior, Informed and Continuing Consent during community pre-data workshop collection, in Deep Dives, in MTR workshops and in confirming the content of all MTR reports (Formal consent processes included participant information forms, written and verbal consent processes, and media consent forms);

- When commencing MTR workshops, collectively identifying strategies and norms for a safe space;

- Regular FPAR reflections during the MTR workshops to reflect on process, power and safety;

- Use of multiple translators in workshops;

- Secure storage of raw data;

- Being prepared to provide access to support for people who are triggered by discussions;

- Risk management of de-identified reporting to address security concerns for co-researchers;

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 involved in meta-analysis of the data and findings across the six WAVE countries. As such, IWDA staff participated in a one-day workshop to engage in meta-analysis of findings from the five countries. Consultants conducted further meta-analysis to finalise this report, guided by the Gender at Work framework and theories of movement-building.

Gender at Work (2018) is a gender analysis framework that "highlights the interrelationship between gender equality, organisational change and institutions or 'rules of the game' held in place by power dynamics within communities". Gender at Work is influential in IWDA's strategic approach and practice.

METHODOLOGY CONT.

The Gender At Work website (2018) describes the four quadrants of the Framework:

"The top two quadrants are related to the individual. On the right are changes in noticeable individual conditions, e.g., increased resources, voice, freedom from violence, access to health and education. On the left, individual consciousness and capability – knowledge, skills, political consciousness, and commitment to change toward equality.

The bottom two clusters are related to the systemic. The cluster on the right refers to formal rules as laid down in constitutions, laws, and policies. The cluster on the left is the set of informal discriminatory norms and deep structures, including those that maintain inequality in everyday practices."
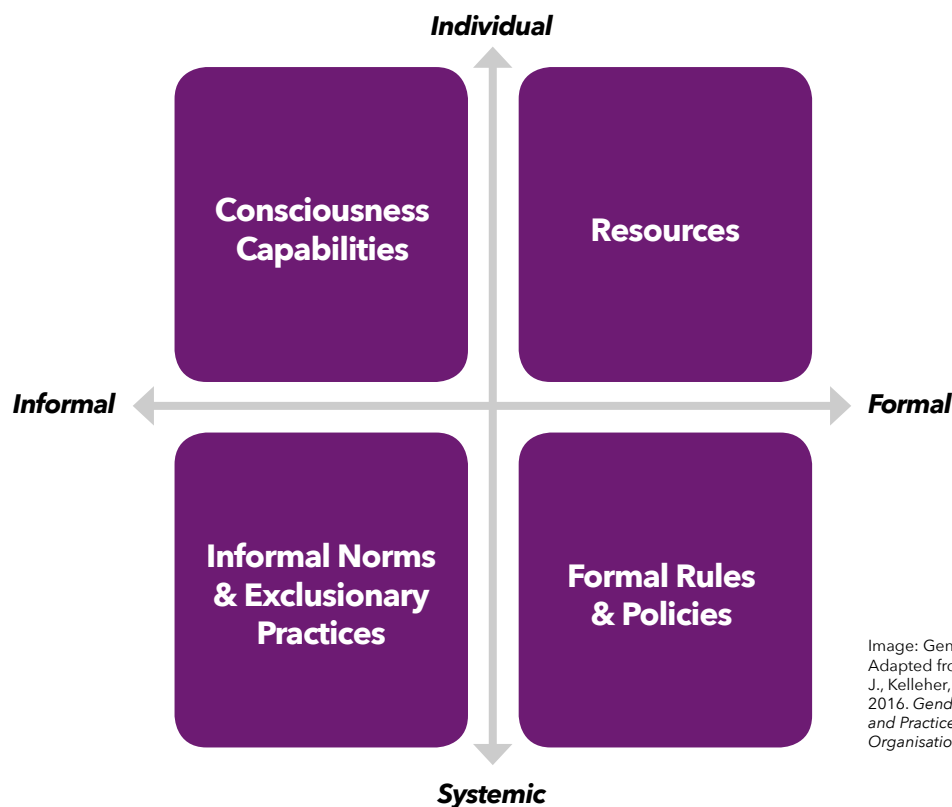
Image: Gender at Work Framework. Adapted from Rao, A., Sandler, J., Kelleher, D. & Miller, C. 2016. *Gender at Work: Theory and Practice for 21st Century Organisations.* Routledge, Oxon

The MTR meta-analysis is also informed by influential frameworks of feminist movement-building. A very helpful framework is the theory of change of the Asia Pacific Forum on Women, Law and Development (APWLD) (2018), a leading movement-building organisation in the Asia-Pacific region.

APWLD believe that "advances in women's rights are achieved and sustained when autonomous feminist movements exist and have an enabling environment to work".

APWLD propose that movements require four key aspects to prosper: strong capacities; knowledge, tools and resources; advocacy spaces and opportunities; and institutional space and alliances, coalitions and networks that amplify common demands. Movements should also be grounded in a culture of solidarity and accountability.
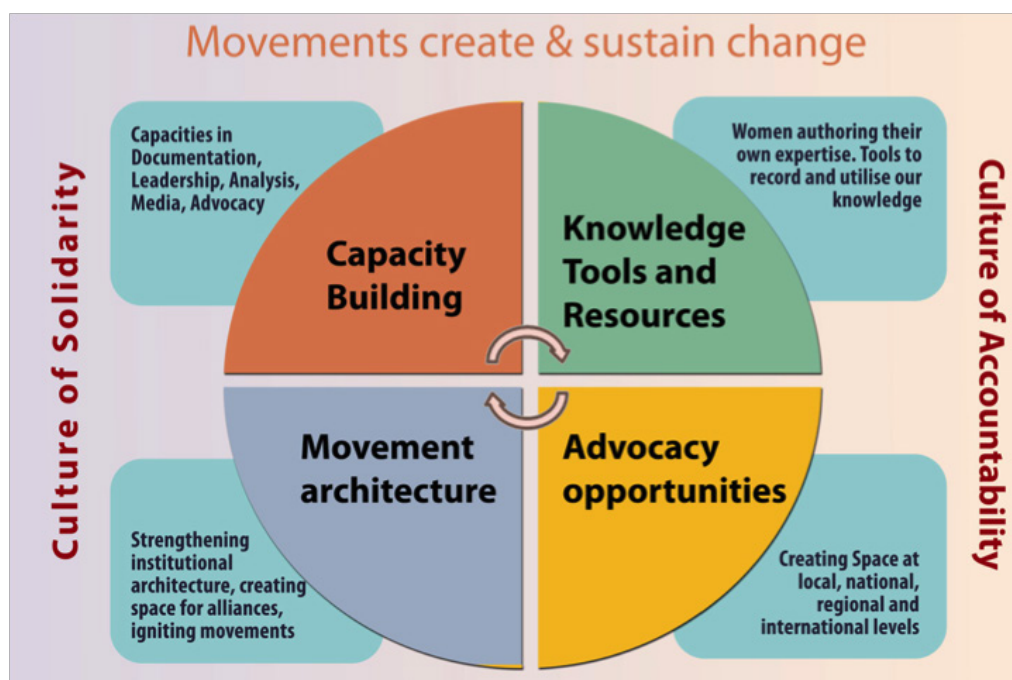
Image: APWLD Domains of change for movement building. APWLD 2018, *Theory of Change* [online], available from: www.apwld.org

Another useful perspective on feminist movement-building is Srilatha Batliwala's extensive work on Building Women's Movements and Organisations. Batliwala (2012 pp. 21-22) argues that strong and sustainable feminist movements need the following elements:

- Consciousness raising and awareness-building informs a gendered analysis of structural oppression;

- Building a mass base – mobilising aware, conscious women into collectives or groups;

- An organised constituency base engaged in collective action;

- A clearly crafted political agenda developed through bottom-up democratic processes, informed and framed by a Theory of Change that incorporates both gender and social transformation;

- A spiral of mobilisation, organisation, building a theory of change, common political agenda, action strategies, assessment and evaluation, critical reflection, and re-grouping;

- Building a new kind of knowledge, and a new politics of knowledge building;

- Concern with changes in informal and formal levels and contexts;

- Focus on transforming their own practice of power, and building new models of power and leadership within their own structures and processes;

- Virtual organising.

Informed by Batliwala's work, the Global Fund for Women (GFW) (2018) also identifies characteristics of strong movements for progressive social change: strong grassroots base; strong leadership pipeline; strong alliances; collective political agenda; use of multiple strategies; support infrastructure; and, strong collective capacity to ensure safety and security of human rights defenders.

The feminist knowledge of APWLD, Batliwala and GFW has framed the MTR meta-analysis of how WAVE is strengthening women's movements in the Asia-Pacific.

More information about the WAVE MTR methodology is available in the companion report, **WAVE Mid-Term Reflection Methodology** and accompanying reports **WAVE Mid-Term Reflection Stakeholder Analysis** and **WAVE Mid-Term Reflection Desk Review.**

WAVE AS A TRANSFORMATIONAL PROGRAM

The following four chapters analyse MTR findings from Country Narrative Reports (annexed to this report). The analysis is presented within these themes: WAVE as a transformational program; challenges in achieving transformation; solidarity: partnerships between WAVE partners and IWDA; and experiences of FPAR and the MTR. This chapter analyses transformations in WAVE achievements and how WAVE supports transformation.

This chapter begins by sharing how some MTR co-researchers define "transformation". In PNG, co-researchers explain transformation as impacts or changes in thinking and behaviour, improvements, and "changes for the better". Transformation is "working towards achieving peace and harmony", with shifts in power. Similarly, SI co-researchers understand transformation as "change that has a positive impact on the lives of people". A co-researcher offers the analogy of metamorphosis of a butterfly: "when it changes from a caterpillar to a butterfly it changes forever" – transformative change cannot be reversed. This is not a consensus position on transformation but provides insight into how it is understood by some partners.

In the second IWDA workshop, IWDA staff analysed MTR data from six countries about how WAVE is transformational, and presented two analysis frameworks. The first frames transformation in who WAVE works with, how WAVE works and what WAVE has achieved. The second considers transformation within the Gender at Work framework. Informed by this analysis and our further observations of the data, we identify some key learnings about how WAVE is a transformational program. This chapter is framed by Gender at Work, guiding analysis of evidence of transformation in WAVE, and how transformation occurs.

WHO EXPERIENCES TRANSFORMATION?

MTR evidence suggests a diversity of individuals experienced transformation through the WAVE program. Co-researchers report that WAVE affects women who are young and old (particularly notable in the Pacific due to cultural hierarchies), urban, rural and remote women, women in formal and informal leadership, and women who are vulnerable (such as low income women and women with a disability). WAVE also has a positive impact on people who engage with women, such as husbands, families, and communities, and WAVE interacts with duty bearers – women Members of Parliament (MPs), police, commune councillors, women's ministries, and other government officials. Their experiences of transformation are detailed in this chapter.

CONSCIOUSNESS AND CAPABILITIES

Gender at Work explains Consciousness and Capabilities as informal changes in individual knowledge, skills, political consciousness, and commitment to change towards equality. This includes gender consciousness, and an individual's knowledge, willingness and capability to push for their own and others' rights (Rao et al. 2016). The MTR evidence suggests that WAVE supports transformations in the gender consciousness of women and men through a variety of creative methods.

The MTR found that women engaged with WAVE are increasing their consciousness of gender, and increased commitment to gender equality and working to advance women's rights. For example, women who attended the Solomon Islands National Women's Forum (SINWF) report personal transformation after learning about their rights and responsibilities, the role of duty bearers, and how to take action. SINWF also connects women to policy and legislation, and empowers them to discuss their rights.

There is also evidence of women understanding and standing firm in their rights. Some community women in PNG who participate in WAVE activities say they can "take up spaces in leadership" and "boldly speak on issues affecting women" and directly challenge community structures.

WAVE partners use various methods to support women and men to understand women's human rights, such as women's forums in several countries; gender sensitisation training with non-government organisations (NGOs) (WRAM and other SINWF co-convenors); working with education students; dialogues between men and women leaders to understand women's possibilities, opportunities and equality (Amara); human rights and male advocates training (BWF); documentaries (SWAN); women's community performances about exploitation and feminism to encourage women to participate to create change (US); approaching families to encourage women to nominate as political candidates (Alola); and a Gender Café – a safe space for women to discuss wider issues and collect evidence (GADC). US's effective consciousness-raising approach supports sex workers, garment workers and farmers to conduct research about issues that affect them (e.g. sexual violence, working conditions) and the impacts of globalisation and free trade on women workers. Women learn about structural injustice and mobilise to take action.

A young woman attended the Solomon Islands National Women's Forum in 2016 and learned about the Second Chance Education campaign for schoolgirls who have children. When her sister became pregnant and left school, the young woman successfully advocated to their parents for her sister to return to school. She said, "through the Forum, it built me up to stand for someone".

IWDA staff explain that WAVE brings cross-generational women together to capture and identify priority issues for diverse groups, and learn about their rights, laws and international instruments. By finding common causes, women take action together.

The MTR also produced evidence of transformational changes in men's gender consciousness. BS report that their gender trainings have "enlightened men", and men who have positive realisations on gender equality and women's rights are connected through the "Good Men Network". BS also pursue gender trainings, negotiations and engagement with the provincial government, and report that some duty bearers have also joined the Good Men Network.

BOX 1: GADC'S CONSCIOUSNESS RAISING WITH WOMEN & MEN

In Cambodia, GADC undertook an MTR Deeper Inquiry (Deep Dive) to explore changes in men's attitudes and behaviours from GADC's WAVE program.

Through participatory mapping methods of body maps and community trees, GADC's women's and men's groups documented changes in men through the WAVE program.

Groups report that men have increased understanding of the issues facing women and men, and women's rights. Co-researchers report that some men drink less, spend more quality time with their families, and share domestic labour. Men also articulate enhanced support for women to work outside the home and participate in community activities.

Women observe shifts in men's attitudes towards women, and increased openness to sharing their learning with other men, stopping other men from committing violence against women, and supporting women's leadership.

However, women and men have difficulty adapting to the changing roles, and navigating community peer pressure.

Image: Community tree conducted with a men's group during Cambodia MTR Deeper Inquiry.

In Myanmar, WAVE partners include men in their trainings, because, as one co-researcher states, "if we only focus on women it will be hard for us to reach our goal for equality". In PNG, VfC provide gender-based violence (GBV) awareness and gender programs to men, and monitor their personal commitments to change. VfC's focus group discussions with program participants share positive changes in men's behaviours and attitudes, including less violence against women. A VfC staff member explains, "We cannot force a person to change but we can provide tools so that a person can decide for themselves to change... through the training we are giving them the space and environment to discuss their issues". VfC also supports learning exchanges to enhance individual gender consciousness, such as a learning tour to Bougainville with provincial and district magistrates, police and women's human rights defenders (WHRDs), and two policemen visiting Fiji for regional training on women's issues. BWF also report that male advocates have been sensitised through trainings and participation in BWF activities, and work closely to support women.

RESOURCES

The Gender at Work Framework explains Resources as a formal space of changes in noticeable conditions for individual women, such as increased resources, voice, freedom from violence, and access to health and education. Analysis of MTR data identifies WAVE transformations in women's individual resources in leadership, participation and voice; freedom from violence; stronger women's organisations; and increased voice through media.

LEADERSHIP, PARTICIPATION AND VOICE

Extensive MTR data across the six countries shows significant individual transformation in increased confidence, capacity and skills of women to be leaders and participate, in areas such as community organising and coordination, chairing and minuting meetings, making decisions, public speaking, and speaking on behalf of other women and girls. Leadership training is a key mechanism for supporting individual women to gain resources in leadership, participation, voice and peer support through informal networks. Many WAVE partners provide specialised leadership training programs for women to understand laws, policies, gender and women's issues (such as GBV, feminism and patriarchy), public speaking, organising, resource mobilisation, candidate campaigning, and holding political positions.

In PNG, BWF and WBCA train women to contest for elections, and BWF has a Young Women's Leadership Program (funded by Australian Department of Foreign Affairs with some support from WAVE) that is replicated by VfC and WBCA through WAVE. BWF also provide leadership and governance training to enhance the skills of women leaders. In Myanmar, SWAN have three-week Emerging Women's Leadership training, WIP have a 10-month women's leadership program and Akhaya support women candidates and elected leaders through coaching and mentoring.

Image: A drawing from WBCA staff about WAVE supporting women candidates.

In Cambodia, BS provide leadership training to young women, women in the commune council, women in political leadership, members of local authorities and the Good Men Network. Amara train and support women as candidates for election and supports elected women leaders, and GADC also provide training for women to plan programs once elected. US support women to be elected as union representatives in various industries (e.g. garment factories), and conduct Workers and Farmers' Forums. The SINWF provided Aspiring Women's Candidates Training to 50 women in Honiara. In TL, Alola support young women to be elected as Suku-level leaders, through Citizens Forums; mentoring women; training women in leadership, finance, and administration; supporting candidates with campaigning; media talk shows; and reflections with elected and non-elected women to learn from each other.

Some WAVE partners work with political parties and institutions to support women into leadership positions. Amara advocate for women to be nominated, and support women candidates to campaign and women leaders with training to undertake their roles, such as commune administrative law and budgeting. Similarly, BS persuade political parties to include women candidates, and BS then provide training to women candidates. Alola also approach political parties to include women.

Evidence provided through the MTR suggests that WAVE has supported an increased number of women in decision-making and formal and informal leadership at various levels. Women have been elected to community-level government, such the East Pomio Law and Order Committee (PNG), and commune councils in Cambodia. In Bougainville, women have assumed leadership positions on the District Women's Federation Executive. BWF emphasise the milestone achievement of young women representatives in the BWF Executive Committee and in the district federation structures. Staff explain that this is achieved through mentoring and encouraging older and younger women to work together.

WBCA also report more women leaders in different sectors (Ward Development Committee (15 women); Health (11 women); Education (21 women); Church (20 women)); women leaders participating in decision-making over clan land; and six women will stand for ward member election. In Myanmar, numerous alumni of SWAN's Emerging Women's Leadership training program have achieved leadership positions in their family, village, cultural, civil society, NGOs and other spaces of influence. Furthermore, five alumni of WIP's leadership program became MPs in 2015, and 89% of alumni assumed new leadership roles. One of the elected women that GADC worked with in Cambodia was appointed as Commune Council 2nd Deputy Chief.

BWF report that increased leadership capacity has given women confidence to run in the community government elections and increase their understanding of electoral processes to enable them to vote freely.

Another mechanism for women's transformation in leadership is the provision of ongoing support to women leaders by WAVE partners. BS provide training to women in the commune council and women in political leadership, and monitors the quality of their performance. BS report, "the trainings made [women] understand their duties and roles to be effective once in political position". BS also support women in the commune councils to understand feminism "so they have the confidence to speak up with commune chief". BS urge women political leaders to support local actions to stop corrupt practices of authorities. Similarly, BWF provide ongoing support to 457 women who are elected ward members in the 47 community governments in Bougainville. Alola also provide support to potential women candidates after elections.

FREEDOM FROM VIOLENCE

The MTR evidence suggests that through providing vital services for women, WAVE has improved women's freedom from violence. This is achieved in several ways. BS, VfC and TWO established refuges / safe houses for women, and provide information, training and ongoing support for women survivors to pursue safety and justice. BS also established several networks of community members and service providers to respond to GBV, and BS's gender sensitisation work with women in commune councils has increased leaders' alertness to GBV. TWO provide legal awareness training to women experiencing GBV, and VfC, in partnership with Nazareth Rehabilitation Centre in Bougainville, trained 27 community-based counsellors who support women experiencing trauma to navigate court proceedings and mediation. SWAN also provide health and legal services for Shan people to understand redress mechanisms.

BOX 2: DOMESTIC VIOLENCE IN SHAN STATE

TWO led an MTR Deep Dive in Shan State, Myanmar. A key question during group discussions was "have you ever attended a workshop / training, and if so, what topics?" Co-researchers found the most common workshops they had attended were on domestic violence and human rights.

Identified outcomes included:

- Able to share back knowledge of what they have learnt.

- Can help a friend to solve the problems and give help.

- Have confidence to speak in front of many people, and dare to speak out what they are feeling.

- Persuade another friends to attend the training.

- They can change themselves and others' attitude.

Image: Women's discussion in TWO Deeper Inquiry

STRONGER WOMEN'S ORGANISATIONS

WAVE partners report that they are stronger women's organisations, with increased capacity to deliver and engage, and with stronger systems. WAVE funding is significant; particularly, as TL partners explain, because WAVE funding is longer-term and reflects that IWDA trusts the partners. Some WAVE organisations successfully leveraged WAVE for further funding, such as VfC's funding from the provincial government for its violence against women (VAW) programs. Since receiving WAVE funding, several partners have increased staff numbers, and VfC constructed numerous additional buildings (three offices, two community resource centres, and a conference centre).

US also report that WAVE has enhanced their organisation with a feminist culture of care, strengthening internal institutions so that staff have strong knowledge and can work as a team. GADC echo that they are learning from IWDA's approach about creating a culture of care for staff and building relationships with other stakeholders.

WAVE is also transformational for IWDA, and staff identify evidence of transformation: significant organisational growth as a result of increased funding; incorporating the Gender at Work Framework; permanent contracts for IWDA staff; funding for program coordinators; new systems and processes, such as financial management; processes for joint coordination and better project management; commencing four-year planning with partners; joint work such as Our Voice joint advocacy campaign and research projects; and FOCS. Staff also identify significant transformation in the development of the WAVE Theory of Change to inform WAVE and IWDA's work.

> WAVE has also supported partners to undergo strategic planning, conduct monitoring, evaluation and learning (MEL), enhance organisational systems such as financial management, and strengthen governance.

INCREASED VOICE THROUGH MEDIA

Some WAVE partners have enhanced communications and engagement with media, such as SINWF's partnership with Solomon Islands Broadcasting Commission for gender-focused radio programs. National newspapers also reported women's forums in PNG, Bougainville and SI. Some WAVE partners develop their own media; for example, VfC write regular newsletters and SWAN create and disseminate educational documentaries on gender inequality, which they believe are well-received by the community and men. US also document case studies and stories of change in newsletters, and support workers to write their own articles. US state, "this helps us to advocate, we have the story, we have the movement to help".
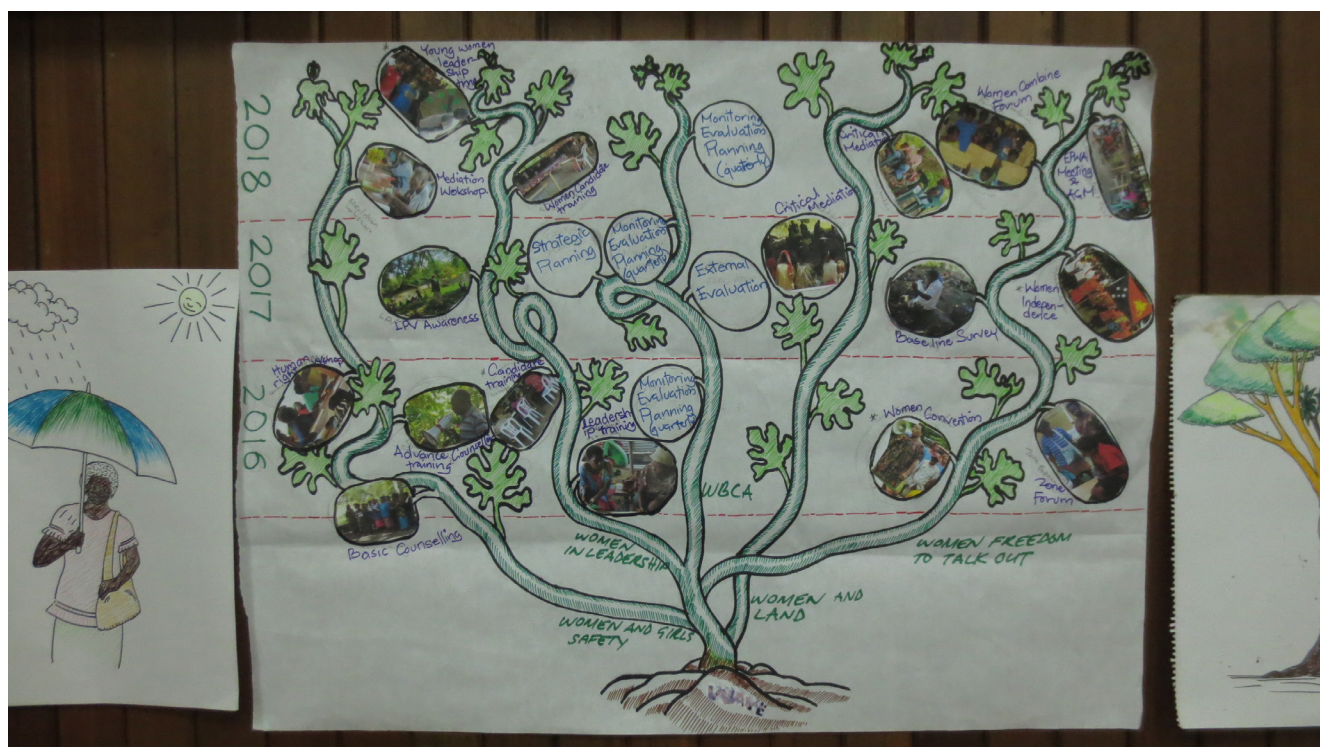

Image: Wide Bay Conservation Association's Reflection on their WAVE Journey

FORMAL RULES & POLICIES

The Gender at Work Framework describes Formal Rules and Policies as a systemic space of changes in formal and visible laws, policies, regulations etc. to require and guide action on gender equality and women's humans right (Rao et al. 2016). MTR evidence shows changes in formal policy and budget transformations; advocacy to influence laws, policies and budgets; and relationships with duty bearers.

FORMAL POLICY AND BUDGET TRANSFORMATIONS

There is evidence of WAVE influencing policy transformations that promote gender justice. WBCA report that the East Pomio Women Association Plan and six Ward Plans have been incorporated into the East Pomio Local Level Government (EPLLG) work plan. Furthermore, for the first time, a woman is on the executive of the EPLLG – "there has been a shift in power". The EPLLG also approved the East Pomio Traditional Land Authority, a formal structure that will protect women's land rights and has a land mediation process. WBCA also drafted a policy to protect women's rights and land, which was adopted by the EPLLG.

Meanwhile, BS and VfC report that their work to eliminate VAW has the attention of policy makers. The Jiwaka provincial government has adapted VfC's VAW response model to set up counselling, safe houses for VAW victims, and Peace Centres in communes, while local by-laws have been developed with VfC to address VAW in Jiwaka. ALFeLa and Alola were also instrumental in the introduction of legislation to prevent trafficking in Timor-Leste in 2016.

There is also some evidence of improved budgets for women and children. For example, local political leaders who participated in Amara's trainings have worked for improved budget allocations for women and children at commune level, and VfC received provincial government funding for its VAW programs.

ADVOCACY TO INFLUENCE LAWS, POLICIES AND BUDGETS

Extensive MTR evidence shows that WAVE partners are actively involved in advocacy to influence laws, policies and budgets. Acknowledging that policy transformation is generally a slow process, WAVE has supported partners and women's movements to strategically plan and undertake advocacy. Examples of advocacy include:

- Akhaya supporting Myanmar MPs across parties to propose laws regarding child rape;

- Advocating for Temporary Special Measures (TSM) in PNG and SI. Notably, WRAM has gained traction with TSM in several provinces, and undertake activities such as TSM training of trainers to the Western Provincial Government;

- VfC is advocating for the Jiwaka Province to implement its GBV Plan;

- BS is engaged in advocacy regarding national development plan, disaster management, and minimum standards for treatment of victims of sexual violence;

- Alola advocates for re-entry education policy for young women who have children, recruiting 30 young women to promote the policy. Older women activists share their knowledge with them;

WAVE also encourages partners to engage in joint advocacy, which builds solidarity and strengthens women's movements.

For example, the SINWF co-convenor group has a Joint Advocacy Action Plan to progress advocacy priorities from the NWF outcome statement. Partners also note that advocacy efforts are supported when WAVE partners are recognised by government and other civil society organisations (CSOs).

Several WAVE partners (WLB, WRAM, BS, RF, US, GADC) use international instruments for advocacy to influence national laws and policy, particularly CEDAW (Convention on the Elimination of all Forms of Discrimination Against Women), the United Nations (UN) Commission on the Status of Women and Universal Periodic Review. For example, WLB promote the CEDAW Alliance agenda and priorities with political parties from grassroots to national levels, and believe the Alliance is "starting to be taken seriously".

An effective process that underpins US's advocacy is collective policy analysis with women sex workers, garment workers and farmers. US and the women analyse issues such as international trade, investment, privatisation and their relationship to women's livelihoods, and labour laws, healthcare laws and national budgets and how they affect women. This informs local, national and regional level advocacy.

BOX 3: JOINT ADVOCACY IN TIMOR-LESTE

The MTR Deeper Inquiry workshop with WAVE partners in TL involved campaign presentations, discussions, and collective analysis to reflect on joint advocacy. Partners identify that successful approaches to joint advocacy include: identifying issues; gathering data, evidence and information (research and media monitoring); collaboration and reaching out to networks; gaining public trust and recognition; gaining the trust and support of donors; staff training; and developing good organisational structures.

Image: : Fishbone mapping in TL MTR Deeper Inquiry to reflect on joint advocacy. See TL report for explanation

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RELATIONSHIPS WITH DUTY BEARERS

Co-researchers suggest that successful policy advocacy requires relationships with political parties and politicians, who then may voice women's issues. WLB report their active engagement and advocacy of the CEDAW Alliance agenda with political parties and parliamentarians. WBCA have also built strong relationships with various duty bearers at local and provincial levels and US organise forums where women speak with policy-makers. WRAM also report increased engagement with women MPs, who attended the SINWF in 2017, and engaging with the Western Provincial Government and two other provinces to implement TSM. A notable achievement is VfC's "critical" relationship with local police to support women survivors of GBV. A local policewoman attended the PNG MTR National Reflection Workshop, and said:

> *"In 2016, the police started working closely with VfC. We see that normally survivors came to us and they didn't have money for fuel etc. to help with their complaint. We go see VfC to work together. They assist us with paralegal trainings, with fuel and give advice to get the husband to the court. We send them and they do affidavits. They get men to the court and they seek justice. The outcomes, they feel happy about the organisation (VfC) and when working with them it was really good. They give us some of the capacity building we do not normally get. It really pushed us and we really know how to work in terms of court papers etc., it really helps us." (PNG co-researcher)*

SOCIAL NORMS & DEEP STRUCTURES

The Gender at Work Framework describes Social Norms and Structures as systemic and informal spaces of patriarchy, discriminatory norms, gendered power hierarchies, traditional gender roles and institutional power (Rao et al. 2016). This is considered the most difficult area to transform, but the most necessary. Structural transformation is also very difficult to measure. Rao et al. (2016) argue that collective power through mobilised movements is vital to transform discriminatory norms. WAVE MTR data suggest some evidence of change in social norms and deep structures, and actions being taken for structural transformation, discussed in the following themes: participation of women from disadvantaged groups; changing perceptions of women in leadership; reclaiming feminist knowledge; solidarity; mobilising, groups and networks; and challenging discriminatory norms through collective power.

PARTICIPATION OF WOMEN FROM DISADVANTAGED BACKGROUNDS

MTR evidence suggests that, particularly in PNG, SI and Cambodia (US), WAVE engages women who are often marginalised from women's movements, such as women who live in rural and remote areas, are young, receive a low income, are sex workers, or have a disability. This reflects a structural shift in power and discriminatory norms. A community woman in Bougainville states that BWF reach very rural areas and support women to understand other stakeholders such as the World Bank.

An effective process that underpins US's advocacy is collective policy analysis with women WAVE supported five young, rural and remote women to attend the 2018 UN Commission on the Status of Women, bringing new voices to international spaces.

CHANGING PERCEPTIONS OF WOMEN IN LEADERSHIP

Another area of transformation of social norms is increased acceptance of women as leaders. Through BS and GADC training programs, staff report that men recognise the value of women in leadership and increasingly share domestic labour to support women to participate. A woman in WBCA's program also says she is now more confident as a leader. Community members seek her advice and support, and she shares her knowledge to strengthen communities. She is building the women's movement by mobilising, educating and advocating, and challenging community structures. SWAN's interviews with women leaders suggest support from villagers and the community was paramount to their success. An interviewee says, "They trusted my abilities and commitment. My father supports my work in the community. I support myself as well".

RECLAIMING FEMINIST KNOWLEDGE

Some WAVE partners actively support women to reclaim their knowledge and document women's experiences. This is embedded in the WAVE Theory of Change as the fourth pillar - Research, Evidence and Learning. US, for example, apply FPAR throughout their work, supporting women to conduct research to understand and document exploitation in their lives, and use a structural analysis of the evidence to mobilise people with similar grievances to advocate for justice. Several partners undertake joint WAVE research on sexual violence (Cambodia), Public Perceptions of Women in Leadership, and Women's Leadership Pathways. BWF also conduct extensive outreach consultation and needs assessments in the districts to inform their work and know other stakeholders. TL partners monitor news and social media to identify trends and issues, and collect evidence to inform advocacy.

VfC has also developed and disseminated tools and resources through WAVE, such as GBV education toolkit and peace building tools.

SOLIDARITY

WAVE enables a key area of transformation regarding social norms and deep structures: increased solidarity between women at local, national, regional and international levels. Enhanced solidarity supports women's movements to build trust, mobilise, be strategic, and take action to change structures of injustice. WAVE partners strengthen solidarity through mechanisms such as exchanges, mentoring, and convenings.

MTR evidence suggests that **exchanges** can enhance individual skills and leadership, increase gender consciousness, and strengthen women's solidarity. For example, TWO host exchange workshops with women living in poor rural conditions who experience discrimination. The workshops create a safe space for women to voice the challenges in their daily lives, and women develop "trusting relationships to build their confidence as they share their stories of domestic violence". Similarly, IWDA has connected with other peers internationally doing similar work.

Mentoring programs have also demonstrated their effectiveness in strengthening solidarity as women support other women in their personal transformation. Akhaya report its successful exchange program with Australian women MPs mentoring women MPs from Myanmar, which strengthened political connections and solidarity. BWF report increased confidence and capability for young women through mentoring, and WRAM's mentoring program connects young and older women.

"Before joining the mentoring program I'm confused and in my own space, I do not associate with other people because I'm shy. But after the mentor throws out rope to me giving answers to questions I have doubts about, I'm now confident with my other programs and with associating with other people." (WRAM mentee)

Convenings are powerful tools for building consciousness, solidarity, and planning strategic advocacy. Co-researchers suggest that meetings of all WAVE partners strengthen solidarity. IWDA staff describe the WAVE Inception Workshop in 2016 "a significant, transformative moment". Similarly, the all-partner workshop held in Myanmar in 2017 "allowed our partners to see those connections in an empowering way. There was joint understanding and a joint dynamism to start taking things forward". Some WAVE partners also report successful gatherings of women at national and local levels. Through WAVE, BWF has held three regional forums, and its first ever Congress in 2018, which included young women. BWF staff report that mature women are mentoring young women whilst collaborating on these forums. VfC held the first Jiwaka Women's Forum in 2017, which developed an impressive Outcome Statement.

The first ever SI National Women's Forum and Young Women's Pre-Forum were held in 2016. The SINWF brings together women from various organisations and communities, with active participation of young and older women. Despite issues monitoring impacts of the Forum, co-convenors identify transformations for women including women's voices in the media (radio, print), networks and partnerships developed with women's organisations, capacity building and increased consciousness, and increased confidence and empowerment. SINWF demonstrates how convening can support solidarity and movements. An IWDA staff member explains, "convening and different working groups maintain motivation but they also create momentum and a sense of urgency, particularly in cases of violence against women or issues or situations that have been in place for some time. It's a renewal of that importance and a sense of urgency".

Solidarity is also evident in women supporting other organisations, and supporting other women. BWF report their successful unification ceremony with National Council of Women in June 2018, while US support other women's organisations to incorporate sexual violence into their agendas. IWDA staff refer to the example of the election of a SI woman MP, and "various women's groups congratulating her in a very public way and offering solidarity and support in the national newspaper".

> Convenings allow women to recognise and celebrate their success. IWDA staff feel this is important for WHRDs who are often unsupported in their own context, and believe that convening is only possible with a commitment to long-term partnership.

MOBILISING, GROUPS AND NETWORKS

There is also evidence in WAVE of women mobilising to change social norms and deep structures through women's groups and networks at local, national, regional and international levels. WAVE supports women to experience feminist spaces, increase their capacity, respond to local needs, collectively advocate, engage in activism and be involved in politics. Through WAVE, several partners actively support women's groups to form, organise and function.

Similarly, GADC's women's groups report that in their group they are freed from hierarchical power dynamics and they can speak freely. BS support women and men to strengthen their capacity "so that they are able to voice community needs", and connect them to networks (such as Peace Network) to help each other. IWDA staff also identify that women's groups and networks support WHRDs to come together in solidarity with a common cause, often in complex contexts, to build personal support and share challenges. Working groups for joint WAVE campaigns, including the International Frameworks Working Group and Our Voice campaign, are described by IWDA as examples of solidarity and movement-building.

CHALLENGING DISCRIMINATORY NORMS THROUGH COLLECTIVE POWER

MTR evidence suggests that some WAVE partners support women to use their collective power to engage in public actions to challenge discriminatory norms and demand women's rights. Akhaya hosted an International Women's Day talk show for women MPs to discuss women's rights in their constituencies, and WBCA supported the first ever celebration of women and independence, where women participated in drama, a string band, and debates. SI co-convenors have conducted collective activism including 16 Days of Justice for Elsie (a rape survivor), an anti-corruption march, and taking part in the Voices Against Violence campaign with other diverse organisations. US mobilise women to join demonstrations and worker's forums. These actions demonstrate collective action in solidarity.

A community interviewee says that through WAVE, BWF have empowered women to restrengthen the 13 District Women's Federations across the Bougainville, which undertake programs and advocacy for women's rights. From BWF's initial outreach consultations in one district alone, 23 community-based women's groups were formed. Members participated in BWF trainings and groups are now more organised, mobilised and engaged in fundraising. PNG partners identify a strengthened network, and women can host meetings, and share knowledge and information. They believe WAVE created an inclusive space for women and young women for peace building.

SUMMARY: HOW DOES WAVE SUPPORT TRANSFORMATIONAL CHANGE?

In their MTR meta-analysis workshop, IWDA staff identified a number of interconnected processes that cut across the four pillars of the WAVE Theory of Change to support transformational change. These are:

- Feminist consciousness-raising and understanding women's rights;

- Ability to adjust to changing contexts;

- Using communication and multi-media approaches to change attitudes;

- Partner capacity and confidence building and supporting women to feel valid in what they are doing;

- Joint and individual advocacy, including using international instruments (CEDAW) for advocacy;

- Generating knowledge for action;

- Creating spaces for women to meet, talk and learn;

- Women supporting women;

- Networking.

Strategies and recommendations to further strengthen this work are shared throughout the rest of this report.

CHALLENGES IN ACHIEVING TRANSFORMATION

This chapter analyses the challenges identified by WAVE partners and their communities in achieving transformational change through WAVE. Challenges are grouped in themes of restrictive civil and political spaces; challenging contexts; men as gatekeepers; cultural challenges; resources and capacity; lack of solidarity; and communication.

RESTRICTIVE CIVIL AND POLITICAL SPACES

Co-researchers share that a key challenge in creating change is restrictive civil and political spaces. This varies for each country. Cambodia has a shrinking democracy and free media. A partner explains that when the opposition party, Cambodia National Rescue Party (CNRP), was dissolved in late 2017, all trained women leaders representing CNRP lost their positions. Another partner highlights pressures on women in Cambodia: increased poverty; political pressure; changes are fast and require quick responses; lack of human resources; privatisation of services making them costly; capitalism and corporate power; cultural barriers for women; debt; migration; communication problems; militarisation; and, decreasing spaces for activists.

Myanmar experiences ongoing conflict, with a restrictive civil and democratic space. Partners identify the ongoing armed conflict as a key issue, particularly organisations that predominantly work in Shan state. They note the conflict had resulted in increased violence against women and children (from armed groups and within families); trafficking of women and children; disability among community members due to mines and armed violence; internally displaced persons; inability to work on their farms and increased number of poor people with low incomes; drug trafficking and growing drug use by young people; reduced health access for people in Shan state; poor and unreliable communication; and dangerous transport networks in remote areas of the state. One partner highlights security concerns for women staff, which restricts their movements. Other challenges affecting the WAVE program include unstable political conditions and changes in political and parliamentary systems, and political parties trying to restrict women MP mentees. Partners also identify a lack of political will from leaders to understand and engage in women's rights. Partners have limited access to MPs and parliamentary procedures (and schedules) to engage and advocate for women's rights.

> In Cambodia, rigid policies and laws restrict people's rights, repress actions, and limit freedom of assembly.

In **Papua New Guinea**, partners have challenges accessing government and MPs. There are a lack of political spaces for women's issues: "Men don't want to give this space". One partner shares difficulties engaging with government about VAW because it is not seen as a big issue. Another partner experiences difficulties with perceptions amongst the community and authorities that they are "anti-development", while the organisation is promoting transparency and holding duty bearers to account. PNG partners are also challenged by lengthy waits to engage with government for advocacy, gaining government support, and seeking justice for crimes against women. PNG partners also identify issues of drugs and alcohol amongst young people; violence against women as a norm; the patriarchal context; illiteracy; and government corruption and bribery. One partner shares serious security issues for staff, survivors and WHRDs.

In **Solomon Islands**, there is also a lack of government interest in women's issues. A young woman says, "it is very hard to approach men leaders and talk with them face to face to talk about what women think and a vision for women". A WAVE partner notes that the SI government does not prioritise the Labour Law Review, and did not receive the SINWF recommendations. After strong engagement regarding TSM in Western Province, the change in government halted all progress. Activists want to support duty bearers to understand gender policies, but co-convenors believe most MPs feel threatened by the benefits of knowing and acting on women's issues, so they block change. Partners feel that MPs do not understand their role as a leader, and that government, civil society and villages don't know issues such as CEDAW and TSM.

"We also have our rough moments – a survivor was stabbed in the office, a staff member was stabbed, and at election time three WHRDs were assaulted for advocating for free and fair elections. We get phone assaults, verbal assaults, we need to be cautious about what we are doing." (PNG WAVE partner)

The **Timor-Leste** MTR Deep Dive did not focus on contextual challenges but some issues were raised. Partners say their main challenge is dealing with the patriarchal society. A partner reports challenges in gaining support and action of government and ministries. Additionally, media is not sensitive to gender.

CHALLENGING CONTEXTS

Some contextual challenges for WAVE partners to conduct their work include poor quality infrastructure (roads, power), transport and accessibility (roads, rough seas and flooding during rainy season), and communication difficulties with poor Internet and phone in remote areas (particularly Myanmar, PNG and SI). PNG and SI partners also report a lack of government service delivery and core infrastructure, and poor access to provincial government services and WAVE partners due to distance and difficult conditions, which affect advocacy opportunities. In Myanmar, people in Shan state lack access to Myanmar media due to language barriers - Shan language needs translating in Myanmar as "we are not allowed to learn our own Shan literature" and not all Shan people speak Burmese.

Myanmar roads can be dangerous for staff travelling to internally displaced persons' camp areas where there is conflict, due to the risk of bombs and mines.

MEN AS GATEKEEPERS

All WAVE partners experience challenges with patriarchal contexts and attitudes. BS report that a community mindset of inequality between women and men exists, and "women are looked down (on) when they are only seen as housewives, their voices are pressed down". Partners note men's resistance to gender equality, women's rights and empowerment. VfC experience resentment from men, Myanmar partners see poor engagement of men in WAVE activities, and WRAM has difficulties convincing men to come on board.

MTR evidence shows a common issue of men acting as gatekeepers to women's participation. Husbands can be a significant challenge. Cambodian partners report that women candidates must balance work and home and gain support from their husbands. This is exacerbated by traditional gender roles and women's reliance on their husband's income. GADC report familial tensions when women work and are unable to do housework. Similarly, PNG partners share that men frequently stop women attending trainings as women are expected to take care of their family and domestic responsibilities.

Other men in the community are also barriers to women's participation. Cambodian partners say that men warn women candidates they will lose their husbands if they neglect them and do too much work outside the home. In Myanmar, the party demands that women return to work during their training, and family members also demand that women go home to care for their children. Similarly, women in VfC programs are often unsupported by men or the community, and the church opposes GBV counselling for their members. Partners identify that participating in trainings can expose women to increased risk.

Additionally, co-researchers share that authorities frequently block women's participation. In Cambodia, local authorities resist appointing women as leaders, and if a woman is appointed she may be from outside the area, lack voting rights, and cannot influence the commune council. In SI, co-researchers share that MPs and leaders do not inform women who want to join politics about good governance, advocacy and delivery of messages. WBCA also reports a lack of government support for women and youth programs and capacity building for leaders.

Finally, co-researchers report that patriarchal attitudes regarding violence against women are a significant barrier to change. VfC's research found widespread acceptance of domestic violence in communities and amongst decision-makers: "The system doesn't see violence as an issue. Some of the big men we are working with themselves are polygamists and themselves are wife beaters… they are not getting this". VfC experience significant challenges demanding the implementation of the provincial government GBV plan. VfC also report that it is unsafe for women to discuss women's issues and raise awareness in the community. When WHRDs want to gather women they must cater for men or women won't attend, and then women don't want to take action. VfC are very cautious, as "it is difficult working with the attitude of our male folks". VfC also highlight the long court process for VAW survivors, and issues of corruption (such as perpetrators bribing the court). PNG partners explain that human rights are not understood by everyone.

"We are in a context where it's more a male dominated society, so a lot of the work that you do, you're trying to convince men to come on board. And we have male leaders who are making decisions for us. And so, when we're doing our work, we need to think, we need to plan, and we always need to go that extra mile to convince our men and our various different stakeholders that we need to work with." (WRAM)

In Myanmar, although women are encouraged to join the Ta'ang National Party executive committee, they are not supported to actively participate. Partners report that senior male leaders do not understand why women call for gender quotas. Women face pressure as leaders and can feel discouraged by patriarchy, but a co-researcher states, "we don't give up even when we struggle to be optimistic".

CULTURAL CHALLENGES

Several WAVE partners identify cultural challenges in their work. Myanmar partners say that traditional norms, beliefs, and power structures deny women their rights, and women face pressure when engaging in leadership spaces. This raises security concerns for staff and community members. Similarly, PNG partners identify cultural barriers to change, particularly in the highlands. Their statements included, "Men don't realise the importance of women" and "Many are still in the darkness and practicing morals that are inherited from our traditional customs". VfC report cultural barriers to eliminating VAW, such as communities not seeing men's neglect of women as an issue. Women's social obligations, including unpaid labour, "take time and resources away" from their roles as leaders and put pressure on women's savings. PNG partners identify different worldviews between organisations, communities and governments, and transformative language may not be culturally accessible. A WRAM co-researcher highlights cultural challenges for SI young women to safely participate in women's spaces and communicate with older women, and advocate sharing power.

RESOURCES AND CAPACITY

MTR evidence suggests that WAVE partner organisations, women in their communities, and movements experience significant challenges with a lack of resources (funding and human resources) to implement their work. Partners discuss resource gaps including lack of staff to implement projects and work with governments, lack of professional skills and training, insufficient staff capacity and knowledge in research and MEL, lack of facilities (e.g. offices and meeting places) to conduct activities, lack of technology such as laptops and internet, and limited funds for transport. Attending extra IWDA workshops and projects can be difficult if partner budgets are not adjusted. Lack of long-term donors also threaten the sustainability of partners, and organisations often need to compete for funding, which impedes solidarity.

Co-researchers also mention some technical capacity gaps, including research, MEL, generating knowledge and collecting data to inform their work; report writing; and partners analysing risks for themselves, their institutions and their target group especially with the current political shifts (GADC). Capacity gaps for some partners relate to movements, include sustaining networks; managing relationships with MPs; governance and leadership in community partners; and undertaking outreach.

IWDA is considered a rare donor because it provides five years of funding. Two WAVE partners identify concerns about lack of trust from other donors.

WBCA report that women who attend a single training program are often not confident to implement their new knowledge and skills, although women who regularly participate do have confidence. This is echoed in SI. The SINWF co-convenors identify a significant gap in measuring and monitoring the impact and ongoing work from the Forums, and do not know what rural women do with their new skills/knowledge.

MTR evidence also suggests that women in communities experience financial barriers to participation. US and TWO highlight difficulties engaging women in workshops, meetings and movement organising due to livelihood commitments. US share that women garment workers work long hours and have minimal time for their personal lives and families, and "When people are over-worked, they don't have time to think of the community". They say it is difficult to develop women leaders, especially when women have migratory livelihoods.

BWF also report that some women who participate in projects request allowances that can't be provided, and women may speak negatively about BWF. However, BWF also encourage women to find creative ways to subsidise travel costs. Women candidates also often lack financial resources for election campaigns, although we note that some WAVE partners financially support women's campaigns.

Image: A drawing by WBCA staff of cassava root with rocks (community leaders and others) that stop the cassava's growth. This represents the lack of implementation of skills and training.

CHALLENGES IN ACHIEVING TRANSFORMATION
CONT.

LACK OF SOLIDARITY

Although solidarity between women and movements has emerged as a strength of the WAVE program, MTR evidence shows that several partners also experience challenges in achieving transformational change due to a lack of solidarity between women, within their communities, movements, and with women MPs and other leaders. Some partners experience resistance from other women.

Some partners and community women report community distrust, negative comments from other leaders, and high community expectations. WBCA state, "WBCA is seen as blocking development but we see ourselves as checks and balances; to make sure development suits our livelihoods at home". SINWF co-researchers believe businesswomen do not connect women's issues to policy, legislation and advocacy, e.g. labour laws. Lack of solidarity may be partly informed by a lack of understanding of rights, and women's level of education. SINWF co-researchers feel their movements do not include male champions.

Some partners also report challenges with women following through on their commitments or training. For example, women MPs in Myanmar do not always pass on the lessons from the training to others, nor do they continue to advocate for and support other women beyond the training. WAVE partners want further support for MPs to advocate for women's rights within their parties. Similarly, SINWF co-convenors share that women who attend trainings don't always pass on messages correctly to local women's groups.

Across several partners, some women do not take ownership of their roles and responsibilities. Fragmentations, divisions and weak relationships between women's organisations also obstruct solidarity. SI co-researchers discussed women's organisations being "territorial about our business, and what I should be doing another sister organisation or sister shouldn't be doing", and organisations need time to navigate these tensions.

"Sometimes there is no solidarity amongst some women towards women's organisations and WHRDs who are really passionate and know the issues. This is especially hard to do advocacy with rural women… We have to understand they often come from polygamous relationships… and have family responsibilities and they cannot afford to waste time… they have families depending on them…We have to think in a more strategic way for how we can push just to be heard… Some women don't take ownership, they don't see this [polygamy, VAW] as a problem, they are accepting it as normal, it's dangerous."
(VfC co-researcher)

Image: IWDA MTR workshop participants discuss the WAVE journey.

"…Sometimes the time that it takes to get people on board frustrates you, it makes you feel like you're losing time, and time is precious, because there's a girl child who's been raped, there's a woman who has died, and your issues are not being brought out into the space that they should be brought out into, and these are all the things you need to talk about with your…leaders" (WRAM).

SINWF co-convenors share the challenges of women's organisations forming an alliance for collaborative work. Co-convenors signed a Memorandum of Understanding (MOU), but have difficulties understanding the MOU as partners and committing to working together. They developed a Joint Advocacy Action Plan (JAAP), and experience several difficulties applying it:

- Strong commitment to the JAAP.

- Monitoring the JAAP.

- Linking the JAAP to Convenor organisations' plans.

- Sharing power between the co-convenors.

Similarly, TL partners try to connect with similar organisations, but say "this isn't easy because sometimes there's competition for space – for funds, or for the attention of donors or public attention".

COMMUNICATION

Several WAVE partners report communication challenges, including communication breakdown between organisations, between community organisers, with women leaders, constituencies and programs, with community leaders, and between mentors and mentees. SINWF also emphasise difficulties sharing NWF messages with women in rural communities and maintaining connections with women who participate. Co-convenors note that the Vois Blo Meri newspaper had stopped.

SUMMARY AND RECOMMENDATIONS: CHALLENGES IN THE WAVE PROGRAM

The MTR highlights numerous key challenges for partners and communities in achieving their WAVE objectives. In some WAVE countries, restrictive civil and political spaces includes limited freedoms for civil society organisations and media, security risks that restrict movement, unstable political conditions and attacks on women 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, isolation from government services, and safety risks. Patriarchal contexts and attitudes are extremely difficult, with resistance to gender equality and women's rights, men as gatekeepers to women's participation and leadership, and widespread acceptance of VAW. Cultural challenges such as traditional norms, beliefs, and power structures can deny women their rights, and social obligations put pressure on women. There is a lack of resources (funding and human resources), and partners self-report capacity gaps. Several partners experience a lack of solidarity, with resistance from some women, negative comments and community distrust, and some women do not take ownership of roles and responsibilities.

Co-researchers propose a number of strategies to address these challenges.

STRATEGIES TO WORK WITH MEN

Some co-researchers suggest that WAVE partners need to expand their work with men as advocates, in awareness raising, and recognising men's participation and support, through:

- Working with men to understand women's rights and the purpose of women's movements (SINWF);

- Including men in gender awareness trainings (Myanmar partners, Cambodia partners, SI);

- Expanding BS's Good Men Network (BS);

- Engaging men in a renewed United Energy for TSM group (WRAM);

- Develop programs and ceremonies to recognise men who have changed, who have become good role models, and/or support women's advancement (BS, SINWF);

Based on these suggestions, IWDA staff made the following recommendation at the second MTR workshop:

Recommendation 1: That WAVE expands its work with communities, families and men for feminist and gender consciousness-raising.

STRATEGIES FOR MEANINGFUL & INCLUSIVE COMMUNITY ENGAGEMENT

Some WAVE partners identify opportunities for more meaningful and inclusive engagement of communities in identifying problems, developing and implementing solutions, and reflecting on learnings. These include:

- To engage women with policy (CEDAW, TSM), develop a meaningful approach that translate issues to local women's experience (human security, health, water, education) (SINWF);

- Engage with communities to discuss problems and solutions (US);

- Apply Feminist Participatory Action Research-Planning (FPAR-P) when planning programs (IWDA);

- Women and communities plan for themselves how to address their issues (PNG partners);

- Host open dialogues and forums to address the cultural barriers to transformation (PNG partners);

- More awareness of WAVE programs in communities where activities are being implemented (PNG partners);

- Work more closely with women in provinces and villages (WRAM);

- Include other organisations as National Women's Forum co-convenors, including women in business and church-based organisations (SINWF);

- Develop strategies to build women's support for a collective movement of solidarity to get issues heard (PNG partners);

- Better engagement of young women and create opportunities for young women to lead, including women with disabilities and rural young women. This includes training young women, providing spaces for young women to take leadership roles, and mentoring young women (SINWF, WRAM);

- Involve all potential women to join rural women's day to promote their talents and local products (Alola);

- Recruit volunteers at the municipal level to observe the election from the preparation until the voting day (Alola).

Acknowledging the diversity of these proposals, the consultants make the following recommendation:

Recommendation 2: That WAVE partners and IWDA continue to develop meaningful and inclusive engagement of communities, particularly women in all their diversities, in program design, implementation and reflection.

STRATEGIES FOR CAPACITY BUILDING AND TRAININGS IN THE 'HOW'

While much of partners' work already involves capacity building, co-researchers suggest some nuanced approaches to capacity building that may assist partners and women's movement to overcome barriers to transformational change. Potential areas for capacity strengthening include:

- Training on data collection and documentation so movements are sustainable (GADC, BS, Amara);

- Developing consistent tools for project management (especially data collection) (GADC);

- Training in advocacy, planning and implementation for women in communities (PNG partners, TL partners);

- Supporting women to understand state responsibilities to uphold rights and services (SINWF);

- Train women to lobby MPs and ministries for law reforms and work in collaboration (SINWF, BWF);

- Train CSO women on FPAR, research, evidence and learning (REL), and the four pillars of the WAVE Theory of Change (SINWF, BWF);

- Strengthen governance of the Provincial Women's Desk - rural provincial participants (SINWF, BWF);

- Capacity building in leadership roles, including media and other organisations (WRAM, BWF);

- Train NWF participants in monitoring to capture progress and changes from the Forum (SINWF, BWF);

- Train more facilitators in rural areas (SINWF) and facilitation skills training for Field Officer and advocacy staff, and create a facilitation guide for facilitator (Alola);

- Train partner organisations to deliver training on domestic violence and leadership (WRAM);

- Introduce e-learning system to RF and Alola in TL (specifically for CEDAW) (RF, Alola);

- Develop English language skills for partners to liaise with donors and connect internationally (TL partners);

- CEDAW training to raise awareness across all groups (women, youth and men) on VAW and political issues (WLB);

- Women's refuge and training offered to women experiencing domestic violence (TWO);

- Training for finance staff and advocacy staff to increase their work performance (RF);

- Life skills Training of the Trainer (TOT) for more advocacy staff (Alola);

- Alcohol and drug training for field officer (Alola);

- Train Alola Field Officer about the skills for identify community needs and report writing skills, and a facilitation guide on identifying community needs (Alola);

- Support for mentoring program for Field Officer so that they can provide better service to the suco beneficiaries (Alola);

- Continue leadership and governance training for women in the districts (BWF);

- Training in media and communication, and using these platforms for advocacy (BWF);

- Training in FPAR, Research and Learning, MEL tools, the four WAVE pillars and the Gender at Work framework (BWF);

- TOT on gender sensitisation training (BWF).

Some partners also highlighted consciousness-raising programs they want to commence or continue:

- Strengthening knowledge about feminism and masculinity (BS) and women's issues (WRAM);

- Teenager workshops about domestic violence, sexual health, leadership and confidence (Myanmar partners);

- Training on women's leadership, human rights, ending GBV, gender equality, and PNG laws (PNG partners);

- Continue to support young women's leadership development (PNG partners);

- Training on drugs and alcohol issues, in partnership with police and health personnel (PNG partners);

- Awareness about WAVE work so women can be involved (WRAM);

- Ensure joint collaboration and scheduling of women's leadership trainings and courses (Myanmar partners).

Based on these proposals, the consultants suggest the following recommendations to strengthen capacity:

Recommendation 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.

Recommendation 4: That WAVE continues to develop policies and action to promote the safety and security of women's human rights defenders.

STRATEGIES TO STRENGTHEN RELATIONSHIPS WITH DUTY BEARERS AND SOCIALISE POLICIES

Many duty bearers do not understand, or are uninterested in, policies and international instruments that uphold women's human rights. Several partners want to enhance their relationships and increase their engagement with duty bearers to socialise and demand gender just policies. Proposed strategies are:

- Partners regularly update themselves on critiques of relevant laws and policies (US);

- Provide training, workshops, negotiations and engage with provincial/national leaders, MPs, community leaders and people of influence to demystify gender and increase understanding of CEDAW, UN conventions, human rights and national/provincial gender policies (SI partners, PNG partners, BS);

- Undertake ongoing advocacy with national leaders (and every level of parties) to hold them accountable to gender policies and support them to implement policies like CEDAW (SI partners, Myanmar partners);

- Regularly inform and engage authorities in planning and implementing WAVE (PNG partners);

- Identify how partners and government can improve CSO access to MPs (Myanmar partners);

- Support women leaders to exercise their rights in decision making (Myanmar partners);

- Better engage women MPs in trainings with flexible timelines and shorter days (Myanmar partners);

- Develop strategies to reach women leaders and groups to support WAVE's work (WRAM, BWF).

Based on these inputs, the consultants make the following recommendation:

Recommendation 5: That WAVE further supports partners to strengthen their skills and capacities in building and maintaining working relationships with duty bearers.

SOLIDARITY: PARTNERSHIPS BETWEEN WAVE PARTNERS AND IWDA

Solidarity between WAVE partners and IWDA is fundamental to the success of WAVE. As discussed in earlier sections, WAVE partners strongly express their desire for solidarity with each other and with IWDA. This chapter analyses MTR evidence regarding partnerships between WAVE partners and IWDA.

MTR co-researchers all reflected on the relationship between WAVE partners and IWDA. At IWDA's second workshop, staff engaged in meta-analysis of the partnerships data from each country workshop. Consultants then conducted further meta-analysis of the data. There are several key themes across the partnerships data, informed by the IWDA analysis: the tensions between IWDA as a partner and IWDA as a donor; power; and a collaborative space. IWDA staff also identify that each theme has positive and negative experiences for different WAVE partners, and raise a question of consistency in IWDA implementing its values. An IWDA staff member states, "things are easier when there is a shared alignment to WAVE vision, feminist values or values of the different organisations".

TENSIONS BETWEEN IWDA AS A PARTNER AND IWDA AS A DONOR

WAVE has 16 partners, five country contexts and many different programmatic approaches and women's movements. Understandably, there is a diversity of opinions and experiences regarding the relationships with IWDA as a partner and a donor.

IWDA AS A PARTNER

Extensive MTR data celebrates IWDA as a WAVE partner, identifying IWDA's participatory and flexible approach, long-term commitment, and shared vision and mission. WAVE partners recognise IWDA as a feminist organisation with feminist values, and several state that IWDA are different from other donors, with a culture of trust, mutual learning, and reflexive of power. For the most part, partners consider that IWDA have a supportive and responsive communication approach.

Working relationships between WAVE partners and IWDA are generally warm and trusting; although we note that this is not a universal experience. Some partners feel that IWDA listen and understand the demands on partners and their contexts, but others feel that IWDA do not sufficiently engage with them to support their work and address their concerns. Turnover of IWDA staff is a challenge for some partners (such as interrupting the flow of relationships and work), but not others. Some partners appreciate IWDA monitoring visits, while others want IWDA to also visit their communities to understand their work and support them. One partner feels that IWDA recognise individual concerns, while another partner expresses that IWDA did not honour their specific issues regarding remuneration. There are differing views around the role of IWDA, and IWDA staff question whether partnership reviews and assessments would be an appropriate methodology to collect this information.

> "IWDA often think of our safety and we feel 'warm' working with them which means we do our work more effectively" (GADC).

IWDA AS A DONOR

MTR data suggests that IWDA provide important funding to WAVE partners, but some partners 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. Some partners identify frustrations at expectations to participate in extra WAVE activities without additional budget, and one partner strongly articulates challenges with negotiating fair remuneration for their work to "get all these deliverables for you". However, there is also a sense that IWDA understand and acknowledge these challenges.

In project management, partners identify some challenges including difficulties navigating imposed structures and systems (such as financial systems) and turnover of IWDA staff. Sometimes partners and IWDA successfully engage in joint decision-making, and there is also scope to strengthen this, such as partners having more influence over the engagement of consultants. Partners have differing expectations of IWDA's engagement. Partners also have mixed experiences of communication with IWDA, at times needing more clarity and consistency in communication and an appreciation of partners' contexts, while others are mainly positive in their perspectives that IWDA are supportive and responsive. Some co-researchers identify that IWDA need to acknowledge partners' existing policies and practices, while others felt that IWDA allow for flexibility and acknowledge existing processes in partner organisations. It is generally felt that IWDA support partners to find long-term funding and prepare exit strategies.

POWER

MTR evidence suggests that the tensions between IWDA's dual identities as a donor and a partner greatly influence power dynamics between WAVE partners and IWDA. In some cases, power is deliberately shared when doing work together, engaging in networks and exchanges, cooperatively navigating budget changes and with partners having ownership of their funding. In other instances, partners identify a power imbalance in decision-making. For example, in one context, partners explain that they want to participate in the recruitment and selection of consultants so that they can control their workloads but they don't want to manage the consultant. IWDA also indicate that it can be difficult to understand exactly what areas of WAVE partners want control over and what adds to partner's workload that partners would be happy to have managed by IWDA. Working to imposed deadlines is also challenging. The MTR data suggest that sometimes there is mutual ownership and other times there is not. There is sometimes a difference between IWDA's views of what is important to partners, and what partners say is important to them.

SUPPORTING WAVE PARTNERS

Extensive data show that IWDA are supporting WAVE partner organisations. Capacity building is a key focus, including supporting technical capacity (e.g. finance, tools, research and MEL) and strategic capacity (e.g. designing programs, advocacy). IWDA also assist partners to engage in MEL and research to gather evidence to inform funding, support and successful advocacy outcomes.

IWDA staff feel that some partners do not want increased power in the WAVE program, but partners express that they do want increased decision-making powers that relate to the practicalities of their work.

Capacity building is generally partner-led and based on partners' diverse needs, although co-researchers feel that sometimes it is imposed by IWDA (such as financial and reporting systems). In their analysis of the MTR data, IWDA identify an "infinity loop" of positive and negative aspects in what IWDA offers and what partners want. For example, they identified consistency regarding finance, FOCS, and research, but partners also want salary support, core funding, and more flexible funding. IWDA staff also observe differences between IWDA providing "constructive support" to partners and "interruptive support" to meet IWDA demands.

COLLABORATIVE SPACES AND MOVEMENTS

ALFela highlight the organisational support from IWDA, particularly the uncomplicated budget system. A co-researcher states, "IWDA never say no for us when we proposed new budget item, they really support us". WAVE Narrative Reports are comprehensive, but ALFeLa feel that IWDA always reminds partners a few days/weeks before the due date for the report – "This gives us time to prepare good report. The quarterly report makes it easy for us because by the time we prepare for the six month and final report is not complicated".

WAVE partners express a significant desire for spaces for collaboration and supporting women's movements. Partners appreciate IWDA's initiative in convening shared spaces for cross-country and cross-partner exchanges to nurture mutual learning. One partner explains that these spaces enable partners to collectively develop a strong voice for national advocacy, and enable policy change. Another partner feels that IWDA give helpful feedback and provides opportunities to reflect. Some partners connect to a shared WAVE identity while others want more platforms for collaboration (such as an online platform and t-shirts).

SUMMARY AND RECOMMENDATIONS: PARTNERSHIPS BETWEEN WAVE PARTNERS AND IWDA

In summarising the partnerships data, IWDA staff identify some key trends: that donor demands exist, but in most countries, healthy feminist relationships help to manage the demands; and power relations are complex and nuanced, and while partners express that they want more power, they are also concerned about significant workloads associated with increased decision-making and responsibilities. There is scope for IWDA and partners to reflect on areas where they would like to share power. Some partners also want to understand the challenges that IWDA face in the WAVE journey.

IWDA staff feel that WAVE is an example of how IWDA can support women's movements.

STRATEGIES TO STRENGTHEN WAVE PROGRAM MANAGEMENT

Co-researchers highlighted some suggestions to strengthen WAVE Program Management, including:

- Revise and simplify IWDA approaches to forms and templates – "one size doesn't fit all". Just focus on what's needed/prioritise (IWDA);

- Build into program design flexibility and contextual specifics including the form of support (i.e. joint actions/resources) and how IWDA's three goals interact in WAVE. [No to log frames] (IWDA);

- Integrate programs more cohesively (GADC);

- Extended timeframe for reporting, as quarterly reporting is too short (PNG partners);

- Develop an IWDA policy for employing local, in-country consultants with remuneration rates that reflect the Australian Aid Remuneration Framework (IWDA staff member);

- Review partnership processes to ensure they adhere to principles of respect and equality (IWDA staff member);

- Improve database to provide comprehensive data to IWDA (RF);

- Continue with quarterly reporting (Alola, ALFeLa);

Based on these suggestions, IWDA staff at the second workshop proposed a number of recommendations to enhance WAVE partnerships and program management.

Recommendation 6: That IWDA revises and simplifies its forms and templates with flexibility for individual partners, and a narrowed focus on essential information.

Recommendation 7: That WAVE program design is flexible and contextually specific, including the form of support provided to partners (i.e. joint actions/resources) and how IWDA's three goals interact in WAVE. This includes no log frames.

Recommendation 8: 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 application of partnership principles. This should not become prescriptive.

Recommendation 9: The WAVE includes an independent or mutual and co-designed annual reflection process and annual partner survey in the Partnership Review process.

EXPERIENCES OF FPAR AND THE MTR

This chapter discusses co-researchers' experiences of FPAR and the WAVE MTR.

The MTR applied a Feminist Participatory Action Research (FPAR) methodology, whereby WAVE partners (including IWDA) and communities were actively involved in designing the process, gathering and analysing data, reflecting on the findings and proposing actions. Everyone who participated in the MTR was a co-researcher and has ownership of the process and outcomes through collaborative decision-making. Co-researchers used creative and participatory methods to share and explore their experiences of WAVE, develop next steps and strengthen solidarity as a women's movement. FPAR was a fairly new approach for IWDA and most partners, although it reflects current practice of various partners and aspects of IWDA.

Feedback from MTR workshops was that co-researchers overwhelmingly enjoyed learning about FPAR and hope to integrate the methodology into their work.
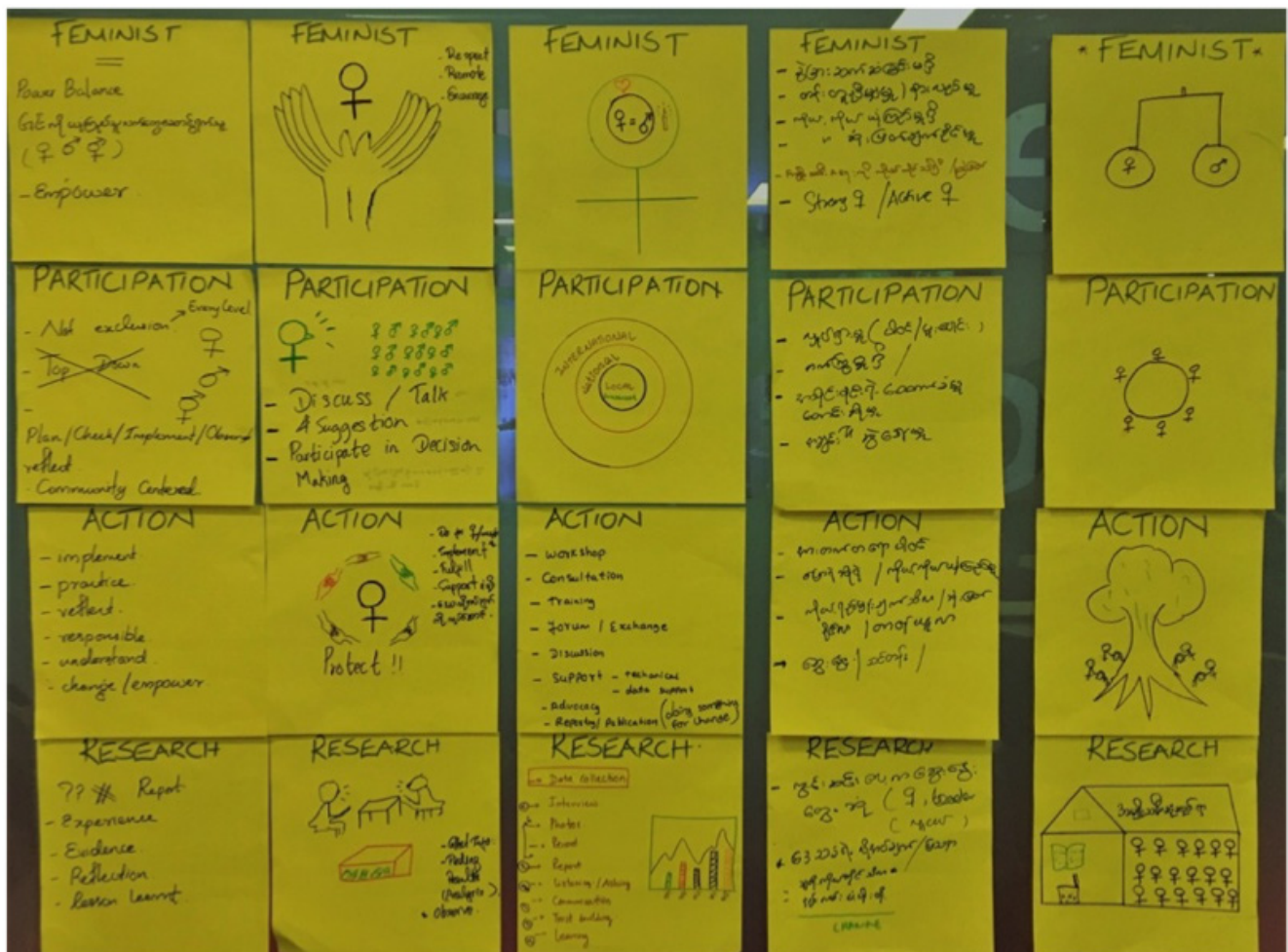

Image: Myanmar WAVE partners' understanding of Feminist Participatory Action Research

Throughout the MTR, co-researchers engaged in ongoing reflection on the FPAR process, and this data was analysed at the IWDA second workshop. IWDA co-researchers depicted MTR experiences of FPAR in the image of a four-layered cake, supported by additional elements. Each element of the FPAR cake is as follows:

Research: FPAR is seen as accessible, and builds confidence. It demystifies data and supports analysis, and enables self-reflection within the process. Going into the project some people had concerns about how different representatives could participate, but MTR evidence suggests that co-researchers feel they could contribute and they would like to take FPAR further. It is clear that co-researchers feel comfortable with data analysis – "this is something we could do throughout all our programs", and there is more confidence to take the skills and experiences of the FPAR process back to their work. One co-researcher declares, "I am a certified researcher".

Action: The FPAR process provides a co-learning space around feminism, WAVE and the process of change. It supports collaboration and embraces group wisdom. Co-researchers express a lot of appreciation of sharing amongst the organisations and a desire for more. FPAR and the MTR enabled co-researchers to look beyond now to the future and apply FPAR.

Participatory: FPAR is seen as democratic and a space of dialogue that embraces diversity and different perspectives. Co-researchers express feeling comfortable and that all views were accepted. The MTR was interactive and inclusive, although some co-researchers acknowledge that English was the dominant language and this was a barrier to some people.

Feminist: FPAR and the MTR nurtured solidarity, and women were empowered by the process. Through joint decision-making, power was shared. Partners express that they acknowledged and appreciated the meaning of feminism.

Time and language: Co-researchers acknowledge that FPAR requires time for data collection, and in the MTR not all data could be analysed. Some feel they did not have enough time to contribute to the workshops agendas. Co-researchers wanted more time for the process.

Trust in the process: FPAR and the MTR demand and demonstrate value. Some co-researchers did not feel very confident at the beginning but by the end there is a competence and a feeling of satisfaction.
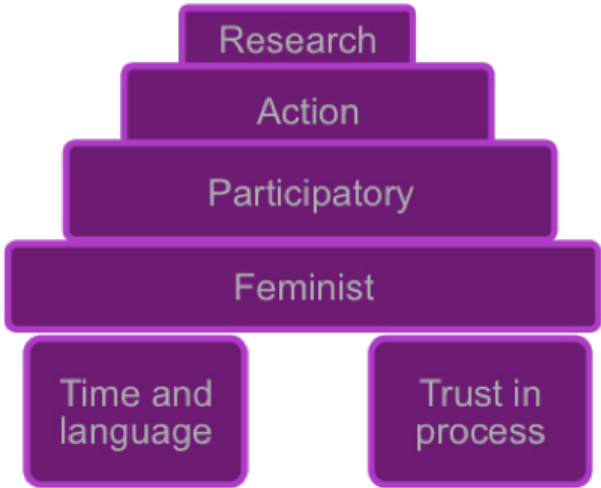

Image: FPAR Cake

SUMMARY AND RECOMMENDATIONS: FEMINIST PARTICIPATORY ACTION RESEARCH

The MTR demonstrates significant partner energy, interest and alignment with Feminist Participatory Action Research as a process for conducting research, collaboratively taking action, building solidarity and inclusion, and understanding feminism. Overwhelmingly, partners express that they want FPAR to be integrated in WAVE program design and planning, MEL, research, and their program work.

STRATEGIES TO ENHANCE RESEARCH, MONITORING, EVALUATION AND LEARNING

Several partners propose strategies to enhance research, monitoring, evaluation and learning. Some partners (SINWF, GADC, TL) want stronger MEL processes to document, measure and monitor changes in their communities. Proposals include building capacity in research, evidence and learning (REL) and FPAR, research design, desk research and analysis, investing in a REL officer, and using FPAR in the WAVE-related research. Alola propose direct support to a peer organisation (YWMC) to do monitoring and evaluation of CEDAW implementation to contribute ideas to the next CEDAW report, and training in FPAR methodology for Alola staff. Myanmar partners want FPAR to be integrated across the whole WAVE program.

At the second MTR workshop, IWDA staff developed the following recommendations regarding research, monitoring, evaluation and learning:

Recommendation 10: That a future iteration of WAVE has simpler reporting and MEL requirements that better reflect the feminist principles of IWDA and partners, with a MEL approach that priorities reflection and learning over compliance and accountability.

Recommendation 11: That WAVE follow-up on the MTR to use and implement recommendations, and adequately resource this implementation (funds and people).

Recommendation 12: That IWDA and WAVE partners investigate opportunities in collaboration with partners to embed FPAR-P in MEL, research and other activities (e.g. strategic planning), and examine where this is already occurring. This involves reviewing IWDA compliance obligations to avoid over delivering.

Recommendation 13: That future MEL processes involve co-facilitation by local consultants/staff or language speakers to build their capacity.

Image: A Reflection on FPAR from Solomon Islands

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

This chapter discusses the MTR findings and women's movements. It identifies opportunities to strengthen WAVE to support women's movements as the foundation of transformative, sustainable change. The chapter explores "women's movements" and "movement-building"; the interconnections of the WAVE pillars to strengthen women's movements; and strengthening women's movements to create and sustain change.

"WOMEN'S MOVEMENTS" AND "MOVEMENT-BUILDING"

During the participatory design of the MTR, WAVE partners mainly focused on women's movements. MTR workshops specifically examined how the four pillars of WAVE interconnect to strengthen women's movements, networks and partners working strategically together to demand women's rights and transform structures of inequality. The consultants observe that women's movements are fundamental to achieving WAVE outcomes, and this position is upheld by feminist scholars. In their discussion of the Gender at Work Framework, Rao et al. (2016) stress that collective power is fundamental to structural transformation. Batliwala (2012) also argues that movements are an effective way for "stigmatised, marginalised and socially excluded constituencies of women to become visible and have their voices heard", are a training ground for women's political participation, and can create lasting change and large-scale impact that policies and legislation may not be able to achieve. Reflecting this, IWDA's WAVE Theory of Change (2016) cites Weldon and Htun (2012) that women's movements are "more important for change than the wealth of nations, left-wing political parties, or the number of women politicians" in achieving VAW policy change, and strong women's movements and efficient national women's machineries are more important in determining the passage of domestic violence laws than the number of women in politics.

Some MTR co-researchers provide definitions of "women's movements".

SINWF define movements as:

- Women's organisations and groups working together for a common goal;

- Women taking action, building consciousness;

- Demanding women's rights and responsibilities;

- Shared vision;

- Non-discriminatory;

- All forms of identity and inequality – intersectional;

- Aim for change;

- Women's solidarity – coming together, being strong.

WAVE partners in PNG do not readily relate to the term "movements", preferring "networks and partnerships".

"A lot of success comes from working together." (TL WAVE partners)

Myanmar partners frame women's movements in their membership of the CEDAW Alliance (WLB, TWO, WIP) and opportunities for other WAVE partners to strengthen this program. In Cambodia, US describe movements as women activists in grassroots groups collectively engaging in intersectional and structural analysis, and organising around common injustices and issues. Movements also involve working with other partners to collectively advocate as a strong voice. BS and GADC discuss movements as participation and engagement in networks and shared campaigns, and shared tasks (e.g. CEDAW reports).

IWDA staff articulate "movement-building" as recognising shared experiences as women; feeling able to engage collectively, and feeling agency to engage around that common experience; local, or constituency ownership and collective action; and, cross pollination of ideas, strategies, analysis and engagement. In the second MTR workshop, IWDA staff discussed whether WAVE is "building" or "strengthening" women's movements, as women's movements already exist and are active. Reflecting this important observation, this report uses the language of "strengthening" women's movements.

INTERCONNECTIONS OF THE WAVE PILLARS TO STRENGTHEN WOMEN'S MOVEMENTS

The consultants observe extensive evidence across the six WAVE countries that transformative, sustainable change is reliant on strong, autonomous and organised women's movements. The four pillars of the WAVE Theory of Change interconnect in multiple ways for women's movements to create change. These pillars are:

- **Pillar 1:** Individual women's leadership influences political, economic and social decisions;

- **Pillar 2:** Power holders and institutions are responsive to and accountable for women's rights and status;

- **Pillar 3:** A vital, visible and vocal women's movement aggregates and amplifies women's power and priorities;

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

Below are short examples from each WAVE partner about how they believe they are strengthening women's movements to create change, described with the four WAVE pillars.

In CAMBODIA, US work with women (Pillar 3) to document their experiences of inequality and injustice (Pillar 4). Individual women strengthen their leadership skills (Pillar 1) and with strong individuals and leaders, networking and movement-building occurs (Pillar 3). Women collectively use research evidence to link their conditions with policies, and advocate for women's issues and changes in economic and political systems (Pillar 1, 2, 3, 4). GADC work with women and men to identify, understand, and document their needs (Pillar 1, 4). Women and men receive training to address their needs (Pillar 1). Women and men mobilise in communities as networks (Pillar 3) to advocate to institutions (Pillar 2). GADC collect further evidence for advocacy (Pillar 2, 4) and build further individual capacity with progress from that advocacy (Pillar 1). BS support the development of women for leadership positions (Pillar 1) and then mobilise women to voice their issues and find solutions for themselves (Pillar 3). Mobilised women advocate for policy change (Pillar 2) using evidence and analysis from their research (Pillar 4). Amara support women to develop leadership skills and campaign for elections (Pillar 1). Women leaders participate in research to inform communities and authorities (Pillar 2, 4). Elected women leaders lobby officials/ authorities/political parties to include women (Pillar 1, 2). Developing women's leadership supports women and men to understand each other (Pillar 3) and explore women's economic opportunities.

MYANMAR partners work with women (especially young women) to increase their skills and confidence in leadership (Pillar 1) and influence political, economic and social norms (Pillar 2). Through increasing knowledge and raising awareness, partners encourage women leaders to champion women's rights in political and governance systems at local to national level (Pillar 2). One partner (WLB) engage in the CEDAW Alliance to monitor and report on government performance and obligations on women's rights (Pillar 2). Other partners are members of this alliance (Pillar 3), and all partners directly or indirectly engage and collaborate with women's movements (Pillar 3). All partners engage with evaluations and research (Pillar 4), with mixed experiences about using evidence to inform programming and advocacy (Pillar 2).

In PAPUA NEW GUINEA, BWF educate women (Pillar 1) about the peace process, disposal of arms and related policies (Pillar 2). Women bring these issues to the government through marches and events such as 16 Days of Activism (Pillar 3). BWF build relationships with the government and have representation on government committees (such as education, peace, health, law and justice) for women to collectively advocate for issues that affect women, girls and communities and support improved policies (Pillar 2 and 3). VfC conduct research with women about violence (Pillar 4) and bring women together to discuss GBV (Pillar 3) and educate women about GBV (Pillar 1). Women develop a GBV plan based on their research (Pillar 2, 4). VfC brings women together to plan their advocacy and how they will engage with government (Pillar 3). They then present the plan to the government (Pillar 2). WBCA build relationships with women (Pillar 3) and provide training for women (Pillar 1). During workshops, WBCA document women's experiences (Pillar 4). WBCA build relationships with authorities and meets government representatives to pressure them to work with WBCA (Pillar 2, 3), sharing evidence of women's experiences (Pillar 4). Women march and present petitions to demand policy change (Pillar 3).

Through the SOLOMON ISLANDS National Women's Forum, mentoring and other training programs, diverse women (young, old, rural, urban, women in business, women with disabilities) are aware of their rights (Pillar 1) and that their citizenship is linked to the responsibility of the State (Pillar 1, 2). The Forum also recognise women's work in community committees (Pillar 3). Working with individual women connects them to policy and legislative frameworks that impact their rights (Pillar 2) and women understand their rights as citizens to hold duty bearers to account (Pillar 1, 3). The SINWF develop a joint statement that is harmonising (Pillar 2, 3, 4). Women attendees strengthen their women's groups with new ideas, organise together, and involve other sectors to join the movement and advocacy (Pillar 3), and there is inclusion and space for young women to exercise leadership (Pillar 1). Co-convenors advocate collectively, informed by the Forum statement (Pillar 2, 3), and women are linked to the Round House for advocacy (Pillar 2).

The Deep Dive advocacy workshop with TIMOR-LESTE partners did not provide sufficient information to show how WAVE programs are strengthening women's movements across the four pillars. However, the report provides some insight. Alola support women with training, mentoring and campaigning to nominate for elections (Pillar 1) and approach political parties to include women in their election campaigns (Pillar 1, 2). In reflection sessions, elected and non-elected women share their experiences and learn from each other (Pillar 3, 4). Alola also support older activists to support younger activists (Pillar 1, 3), and younger activists promote re-entry education policy (Pillar 2, 3). ALFeLA collect data and monitor news media to understand women's experiences (Pillar 4) and build community support (Pillar 2, 3). RF analyse data from NGOs and governments (Pillar 4) to prepare the CEDAW shadow report (Pillar 2). RF support women to access training (Pillar 1) to present the shadow report in Geneva (Pillar 2). The three partners mobilise people from household to international levels (Pillar 3), using evidence to gain support (Pillar 3, 4).

IWDA provide WAVE partners with technical advice, mentoring, coaching and tools, questioning and offering ideas (Pillar 1). IWDA create spaces for women to come together (Pillar 3) and "question the status quo" (Pillar 1). IWDA provide moral support to partners and help facilitate relationships, opportunities, broker trust, connections and relationships within and beyond WAVE and encourage communication (Pillar 3). Through all-partner reflections, IWDA support partners to share learnings and stories of change (Pillar 4) to inform and develop joint priorities (Pillar 3) and Joint Action Plans (Pillar 2, 3).

STRENGTHENING WOMEN'S MOVEMENTS TO CREATE AND SUSTAIN CHANGE

The evidence in the above case examples demonstrates that WAVE partners already focus their work on women's capacity, knowledge, advocacy and alliances to strengthen women's movements. The consultants believe that the WAVE Theory of Change can be enhanced to better inform and enable partners to strengthen women's movements to create and sustain structural change. The following section discusses evidence of interconnections between the four WAVE pillars and how WAVE strengthens women's movements to create and sustain change. The analysis is framed by existing feminist knowledge about women's movement as discussed in the methodology chapter, drawing from APWLD's (2018) approach to movement-building and Batliwala's (2012) and GFW's (2018) perspectives of successful women's movements. The discussion also draws from analysis by IWDA staff to highlight current work, and suggest opportunities to strengthen WAVE with more focus on women's movements and shared, structural analysis.

CONSCIOUSNESS RAISING AND CAPACITY BUILDING — UNDERSTANDING WOMEN'S RIGHTS AND GAINING SKILLS

APWLD (2018) suggest that capacity building to strengthen movements involves capacities in documentation, leadership, analysis, media and advocacy. Batliwala (2012) also stresses the importance of consciousness-raising to inform a gendered analysis of structural oppression, while GFW (2018) emphasise the need for a strong leadership pipeline, strong support infrastructure, and strong collective capacity to ensure safety and security of human rights defenders.

WAVE's work with individuals strongly emphasises capacity building of women, women leaders, other community members (including men) and duty bearers. Consultants' analysis of MTR data is that partners tend to focus on women's leadership skills, with some focus on women's consciousness-raising and analysis of rights and patriarchy, some focus on advocacy skills and place less emphasis on community organising and media skills. Some WAVE partners also up-skill women to provide services to other women experiencing violence. US share the importance of consciousness-raising:

> **"Changing the mindsets of women takes a long time as they are not exempt from the patriarchal mindset that is predominant in the Cambodian society. So even if government and some other institutions claim there is increased number of women in leadership positions, this will not make any difference if their mindsets are not changed. They would only be instrumental in maintaining or even reinforcing patriarchy. It is the organising process of activism that makes women change their mindsets." (US)**

Partners see capacity building as a key foundation for strengthening women's movements and taking action. In their analysis of MTR data, IWDA staff found that individual-level capacity building and relationship building is informing and driving action at the collective level by women mobilising for change. Indeed, leadership and mentoring programs across WAVE support women to increase their confidence, knowledge and skills to overcome fears and engage in leadership and advocacy. Extensive MTR evidence, as discussed earlier, shows that women are then more likely to nominate, campaign, and be elected.

MTR data suggests that partner organisations that work with candidates can struggle to effectively engage with women's movements to support candidates during elections, and, once women are elected, to support leaders in decision-making, advocate for leaders to progress gender justice policy, and hold all leaders to account.

The consultants' observations are that while individual women gain knowledge and skills in leadership, governance and rights, there is a need for further

In patriarchal contexts, organised women's movements are required to support candidates to be elected, to gain and maintain power, and to hold women leaders to account.

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.

BUILDING NEW KNOWLEDGE, TOOLS AND RESOURCES

To strengthen women's movements to create and sustain change, APWLD (2018) argue that women must author their own expertise, and develop and disseminate tools to record and utilise their knowledge. Batliwala (2012) also advocates for movements to build new knowledge. Some WAVE partners actively engage in feminist data gathering and documentation to inform the design, advocacy and actions of women's movements, and research evidence is frequently an advocacy tool.

Given the complex contexts of WAVE partners' work and security concerns, consultants identify the need for WAVE to further support partners and movements to promote the safety and security of women's human rights defenders.

US have a particularly robust grassroots approach to generating knowledge to inform and strengthen women's movements. Garment workers and sex workers research issues such as healthcare and working conditions, and their structural roots (e.g. globalisation), for women to understand their situations and systemic inequalities, and share learnings with other women. This knowledge informs mobilising women to recognise their rights, strategise and take action, as "common issues help the women to unite". US uses creative, participatory and accessible methods such as art, performance, dance, music and stories to generate and share women's knowledge, and mobilise and organise women. A similar approach is undertaken by VfC, whereby their research on violence informed trainings with women, collective development of a GBV plan, and mobilising women to advocate for the plan's implementation. In these cases, research and evidence are fully integrated and owned by women's movements as they take action. Joint research across WAVE partners that is currently underway will also be integrated into WAVE to strengthen movements.

For some other WAVE partners, it is observed that the relationship between research and action is not well understood. There is an opportunity for WAVE to be strengthened in this area, specifically by supporting partners to practically understand how evidence and documenting women's experiences and knowledge can directly inform women's movements, programs and policy advocacy, and how movements can undertake research to reflect on effective strategies to demand change. Consultants believe that WAVE research projects currently underway can strengthen women's leadership in women's movements, with collective planning, implementation, observing and reflection of strategies for WAVE partners and movements. The planned WAVE movement-building research is also a powerful opportunity to engage in cyclical processes to design, test and reflect on strategies to strengthen women's movements.

Reflecting Batliwala's (2012) suggestion that movements engage in spirals of action and reflection, the consultants believe that FPAR is a powerful methodology for women's movements to generate knowledge for action, and encourage WAVE to mainstream this methodology, and its values and principles, across its work and in future movement-building research and actions.

ADVOCACY OPPORTUNITIES FOR CHANGE AT MULTIPLE LEVELS AND CONTEXTS

APWLD stress that to strengthen women's movements, women need spaces for advocacy at local, national, regional and international levels. GFW (2018) also emphasise movements using multiple strategies to bring about change, while Batliwala (2012) explains that movements must work towards changes in informal and formal levels and contexts.

WAVE involves significant local-level advocacy, with many partners and movements working with local and provincial governments for improved policy. There is also some evidence of national-level advocacy, such as working with MPs for policy reforms, and marches and petitions to demand government action. Regional-level advocacy is evident in cross-partner campaigns (e.g. Our Voice) and the CEDAW Alliance. At the international level, some partners engage in CEDAW reporting through the International Frameworks Working Group, and the UN Commission on the Status of Women.

There is MTR evidence of a systematic, deliberate approach by partners to engage in and connect all four levels of advocacy. One example is CEDAW shadow reporting. Several WAVE partners research, document and promote a CEDAW shadow report (WLB, RF, WRAM and BS) and attend CEDAW Committee processes (RF). CEDAW shadow reporting connects national and international advocacy, and can also strengthen alliances and advocacy between WAVE partners. The consultants acknowledge that WAVE supports women to participate in the UN Commission on the Status of Women, and identify further opportunities for WAVE to build on CEDAW monitoring and reporting processes to engage women, particularly grassroots women, in regional and international advocacy opportunities to hold national governments to account; for example, monitoring other international instruments such as the Sustainable Development Goals and the Paris climate agreement.

The MTR evidence also demonstrates how advocacy opportunities are vital to strengthen women's movements. In their analysis of MTR data, IWDA staff identify two ways that advocacy strengthens women's movements. Firstly, WAVE advocacy involves processes of solidarity, connectedness and respect; exemplified in joint advocacy and movements working with women MPs (e.g. Akhaya, SWAN, WRAM). Secondly, formal legal and political advocacy can deliver 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.

However, women must collectively understand their rights to underpin and inform effective advocacy. As Batliwala (2012) maintains, gender consciousness-raising is imperative, and consultants believe that this should involve a deep and shared understanding of the root causes of structural inequalities to effectively target collective advocacy.

US believe that strong women's movements can engage decision makers in improving policies that are supportive of women.

BUILDING A MASS BASE, ALLIANCES AND MOVEMENT ARCHITECTURE

In order to strengthen women's movements to create and sustain change, Batliwala (2012) and GFW (2018) emphasise building a strong, grassroots mass base. APWLD (2018) also highlight strengthening institutional architecture, creating space for alliances, and igniting movements. Certainly, WAVE has strengthened partner organisations in areas such as funding, skill-development, capacity building, and relationship brokering.

WAVE partners have also strengthened other CSOs, such as BWF, supporting Bougainville women's groups, and US, supporting garment workers to build their unions. WAVE also creates spaces for alliances and collaboration, within and between countries. In PNG, for example, BWF's Young Women's Leadership Program nurtures and collaborates with similar programs in Jiwaka (VfC) and East Pomio (WBCA), supporting an alliance and solidarity in regard to engaging young women.

BOX 4: SOLOMON ISLANDS NATIONAL WOMEN'S FORUM

A key example of WAVE strengthening movement architecture is the Solomon Islands National Women's Forum (SINWF) Co-convenors group, which comprises six women's organisations with a signed MOU working collaboratively to organise the Forums and act on Forum recommendations. After the first Forum in 2016, the co-convenors met monthly, have developed a Joint Advocacy Action Plan, and met with SI's only woman MP. A second NWF was held in 2017, a TSM Working Group has been formed, and co-convenors participate in the Voices against Violence movement. The group regularly meets to develop and monitor its joint work.

During the SI MTR workshop, co-convenors reflected on solidarity within the SINWF and women's movement, and identified significant challenges with divisions and silos.

Women recognise that "the work doesn't stop when a woman is elected, it's what happens after that, which is challenging". Co-researchers feel that power in the movement is currently unequally shared, with lack of recognition and a top-down approach. Co-researchers then envisioned how they would like to experience solidarity and power sharing in SINWF and the women's movement. Their joyful alternative was individuals coming together as one, believing in each other, and taking action with a collective plan. Women would share power at all levels (individual, household, work and community) through a bottom-up approach, with inclusive leadership of sharing and mentoring between older and younger women, a consciousness and analysis of power and privilege, and understanding women they work with. Women would be bold and speak assertively without being harmful, and step together into new opportunities.

Co-convenors developed several strategies to shift their movement to their preferred form. To build solidarity: regularly engaging with rural forum attendees; training CSOs in FPAR and the WAVE four pillars; self-enrichment retreat for women activists; and events to celebrate the movement. To share power: forum convenors collectively revisiting organisational mandates and strategic plan; seminars to reflect on power and leadership; exchanging gifts; and mentoring younger women to take leadership roles.

The story of SINWF demonstrates challenges for women's movements in a post-conflict context. It also highlights that the architecture of a women's movement is much more than MOUs, regular convenings and joint plans - women's movements also require relationships, trust, and deep solidarity. This story also shares the thirst and widespread hope of SI women activists for a stronger, more vibrant, strategic and autonomous women's movement informed by a shared structural analysis and consciousness.
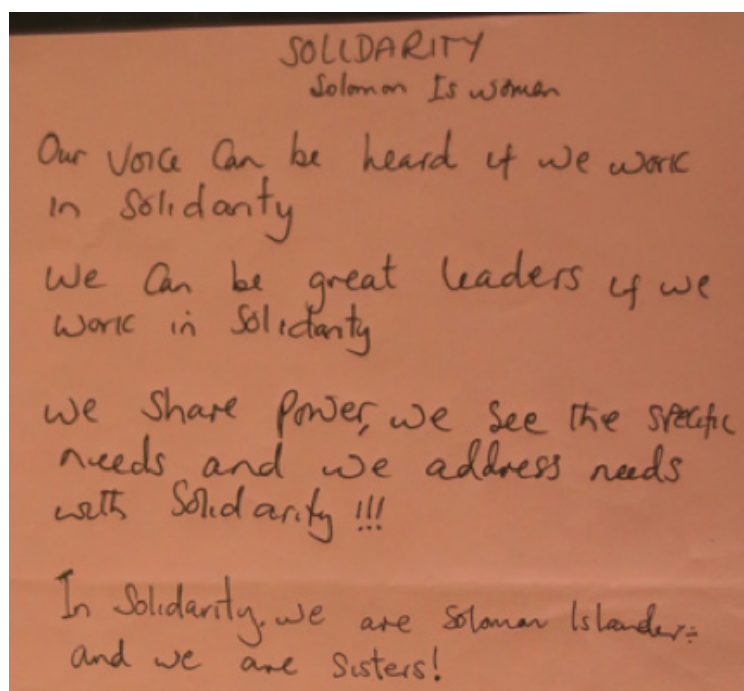

Image: Poem from SI co-researchers

As PNG partners indicate, each WAVE partner works in different contexts, and approaches need to be tailored to their communities. There is scope for WAVE to be more focused and deliberate in supporting and strengthening the architecture of women's movements. Consultants identify a key opportunity for WAVE partners to use FPAR to engage in cycles of planning, implementing, observing and reflecting on strategies to strengthen women's movements. This would powerfully embed a "learning by doing" approach that is grounded in evidence and owned by women. Myanmar partners express that change is painful, and women's movements must learn and adapt to change and discomfort. Strategic FPAR can support WAVE partners in their reflexive, values-based practice in a transformative and ever-changing space.

SOLIDARITY

APWLD (2018) suggest that in order to create change, women's movements require a culture of solidarity, which can also encompass Batliwala's (2012) call for women's movements to transform their own practice of power. As articulated in previous chapters, there is significant evidence that WAVE has strengthened solidarity between women, organisations, and movements, with enhanced spaces to connect, develop relationships, a recognition of women's work, and a growing shared identity. The MTR evidence also shows the efforts of WAVE partners to be inclusive of women, men and non-binary people in all their diversities.

A helpful case study for solidarity is the design of the WAVE program itself. The MTR findings suggest WAVE supports solidarity between WAVE partners - within and across the six countries – and solidarity is evidenced in joint spaces and joint work. For example, these short videos are tableaus of how PNG partners experience solidarity with each other (Group 1 tableau and Group 2 tableau). Joint spaces include the annual WAVE all-partner meetings, visits with IWDA in-country or in Melbourne, shared forums, and learning spaces such as BWF and VfC's partnership through the Young Women's Leadership Program. Examples of joint work between WAVE partners includes campaigns (e.g. Our Voice and International Women's Day); joint research projects; piloting IWDA's FOCS modules; and the development of sub-strategies. In some countries, partners engage in joint advocacy. For example, Cambodian WAVE partners collaborate to meet with government agencies and UN bodies, write open statements and organise public events. TL partners have joint advocacy, and report that they work well together and respect each other. Some WAVE partners have formalised networks, such as Gender and Development Network (Cambodia).

> Partners recognise that power sharing across all stakeholders is vital for transformational change for movements. Partners also recognise that a lack of solidarity is a significant impediment to transformational change. It is suggested that strengthening women's movements should be the key focus of WAVE.

There are, of course, challenges with WAVE partners working together in solidarity. Location, distance and communication are common barriers, and lack of resources (financial and people) and lack of time also impede solidarity and collaboration. In a shrinking resource space, partners compete with each other for funding. At a more nuanced level, Cambodian partners describe challenges including lack of ownership of roles and responsibilities, poor information sharing, and different interests and conflict of ideas between partners. Organisations can also be siloed with lack of authority to share information with each other, and inconsistent participation in meetings. IWDA staff explain that it has taken some time for WAVE partners to work together, but feel that there is currently momentum. Staff also acknowledge, "there is a lot of pressure on everyone because a lot is happening at once". One partner feels that WAVE partners usually come together for an IWDA agenda, which restricts opportunities for partners to share and engage freely.

ACCOUNTABILITY

APWLD (2018) assert that for women's movements to create change, they need a culture of accountability. The MTR findings suggest that the governance of WAVE partners and other CSOs is improving through training, strategic planning, and processes to monitor and evaluate the effectiveness and impact of their work. This MTR is an example of feminist accountability. In some spaces, women's forums develop and publish outcome statements, which become the basis of advocacy (documented in JAAPs). Other partners demand that MPs, including women MPs, are accountable to their communities and movements.

Every co-researcher strongly emphasises their hope for enhanced solidarity within their organisations, communities, countries, and across the region. Solidarity was the most commonly discussed theme in the MTR, and the most significant MTR learning is the importance of continued nurturing and strengthening of solidarity.

The consultants identify some areas of accountability that could be strengthened. There is evidence across WAVE partners of stress, high workloads and risk of burnout, and self-care of women and movements is crucial. This may be supported with simplified reporting and communication processes between WAVE partners and IWDA, and enhanced resourcing. Furthermore, consultants recognise that most partners engage in strategies to strengthen women's movements, and suggest that WAVE partners need evidence that these are the most effective strategies. The WAVE movement-building research is an opportunity to enhance this aspect of accountability.

Finally, consultants reinforce the need for WAVE to be informed by a deep, shared analysis of the root causes structural inequality, and target activities accordingly. Through a shared political agenda, WAVE partners can be accountable to each other and to their movements.

SHARED POLITICAL AGENDA AND STRUCTURAL ANALYSIS

Batliwala (2012) and GFW (2018) stress that successful women's movements require a collective political agenda that is developed through bottom-up democratic processes, framed by a Theory of Change that incorporates both gender and social transformation. Such a political agenda is informed by a shared analysis of the root causes of structural inequality and injustice.

For women's movements, "structural analysis" involves understanding the root structures or systems that cause and uphold inequalities and injustices for women which need to be transformed. For example, WAVE partners identify a variety of pervasive issues for women in Asia-Pacific, including the shrinking democratic space, poor access to basic human rights, women's disproportionate unpaid care work burden, low representation of women in leadership, increasing poverty rates that disproportionately impact women and girls, climate change, and extreme rates of violence against women. During the MTR, various partners identified that this patriarchal context is grounded on and upheld by global structural forces such as neoliberal capitalism and globalisation (e.g. US in Cambodia), militarism (e.g. Myanmar partners), and fundamentalisms (political, social, religious, cultural and racial discriminatory beliefs) (e.g. PNG and SI partners). Consultants feel that a shared understanding of the issues that uphold patriarchy would significantly enhance the alliance of IWDA, WAVE partners and their communities to strategically strengthen women's movements and take action to create structural change.

The 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.

Influenced by movement-building theories, it is suggested that the WAVE program and Theory of Change is strengthened with a deep, shared analysis of the root causes of structural inequality that need to be transformed and a shared political agenda – and that this analysis is developed and informed by Asia-Pacific women. The consultants believe that IWDA, the WAVE program, WAVE partners, and associated women's movements will be strengthened with a shared structural lens and critique that is political, bold and strong, and that clearly identifies the systems and structures that require transformation.

A shared structural analysis will enable women's movements to focus on structures that need to be transformed to benefit women. US explain this well: "We work to fight the system that creates harm to us – globalisation. If we don't respond to the root cause, we become ineffective". Consultants believe WAVE can become an adaptive program with increased flexibility to support women's movements at local, national, regional and global levels to engage in cycles of planning, acting, observing and reflecting as they develop and test strategies to change these structures and ensure their individual and collective rights. In short, consultants suggest that WAVE and its Theory of Change is reframed with four pillars (capacities, advocacy, alliances and CSOs, and knowledge and evidence) that work towards the goal of "strong women's movements create transformative and sustainable change towards gender equality". This Theory of Change would be informed by a shared analysis of the structural causes of gender injustice and a shared political agenda.

> A shared understanding of the root causes of structures of inequality, and embedding this analysis throughout the WAVE Theory of Change, will significantly enhance the strategic work of partners and focus the mobilising energy of women.

The consultants observe numerous examples of how WAVE is already working in solidarity with women with a structural analysis to support their agendas for building movements for structural transformation. US, WRAM and RF report that IWDA is flexible with funding allocations and support them to change their budgets according to real time needs, with a relationship of trust. WAVE supports WRAM and the SINWF to organise and mobilise as a unified women's movement with regular convenings, joint advocacy and media programs. The MTR workshops in Cambodia, Myanmar and PNG included unstructured, private spaces for partners to collectively reflect on their experiences of working in partnership with IWDA, suggesting IWDA's openness and willingness to listen. As a result of the MTR workshop, Myanmar partners plan to be jointly involved in the CEDAW Alliance.

Overwhelmingly, suggestions provided by partners and IWDA staff to improve the program focus on supporting solidarity between women, between WAVE organisations, between women's movements, and between IWDA and partners. Partners' enthusiasm for FPAR shows a strong desire for autonomous decision-making, deliberative sharing of power, and a collective process of planning, acting, observing and reflecting to gather evidence and undertake their work in complex contexts. The MTR learnings suggest enormous opportunities for WAVE to progress towards a strategic approach to strengthen vibrant women's movements.

WAVE THEORY OF CHANGE

Based on the above observations of WAVE and the MTR evidence, there are opportunities to evolve and adapt the WAVE Theory of Change to better meet the needs of partners, women's movements and the WAVE program. The goal of WAVE is "women lead transformative, sustainable change towards gender equality, enabled by strategic feminist engagement". This implies that the four WAVE pillars support women to lead this change. Throughout the MTR, co-researchers consistently affirm that they want strengthened solidarity, shared spaces, alliances, and shared action - in other words, they want vibrant, autonomous and strategic women's movements to bring about change.

It is suggested that the goal of WAVE is amended to encapsulate movements as the key process for women to create transformative, sustainable change, and that the WAVE Theory of Change can be adapted with strengthening women's movements as the strategic purpose and process of the whole program. Currently, women's movements are depicted as one of four pillars. This has implications for partners in effectively creating structural change, as some evidence indicates that the current approach of WAVE can restrict work related to women's movements to specific activities rather than the general thrust of the program. For example, in Myanmar, partners are successfully supporting women into positions of leadership, but struggle to maintain women in those positions or support them to effectively implement transformational policies. In PNG and SI, some partners are actively engaged with parliamentarians to progress policy developments, but face significant obstacles when governments change or MPs are uninterested. In Cambodia, partners provide training for women leaders, but when political parties are dissolved women must be reinstated by changing to the ruling party. An enhanced WAVE emphasis on women's movements would see these actions as movement strategies undertaken by an organised constituency engaged in collective action (see Batliwala 2012).

If WAVE partners accept that structural transformation is reliant on vibrant, autonomous women's movements, then it is suggested that the WAVE Theory of Change is adapted to mainstream strengthening women's movements across 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 to 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.

SUMMARY AND RECOMMENDATIONS: WOMEN'S MOVEMENTS

This section shared how the four pillars of the WAVE Theory of Change interconnect to strengthen women's movements to create and sustain change. Examples of these interconnections are: research can inform advocacy and action; women develop leadership skills to claim political spaces and organise women's movements; organisations build relationships with duty bearers for women to collectively advocate; women understand their rights and mobilise to demand action; partners monitor media to understand women's experiences and inform movements; and partners write CEDAW shadow reports, build community consciousness and provide evidence for women's movements to demand transformative policy.

Framed by theories of feminist movements (APWLD 2018; Batliwala 2012; GFW 2018), consultants identify various opportunities for how WAVE can strategically strengthen women's movements. It is suggested that the WAVE goal and Theory of Change encapsulate movements as the strategic purpose and process for women to create transformative, sustainable change, underpinned by a shared analysis of the root causes of patriarchy in Asia-Pacific, articulating the structural targets for women's movements who want transformational change, and developing a shared political agenda.

WAVE partners, IWDA staff and the consultants identify numerous strategies to strengthen women's movements through WAVE.

STRATEGIES TO ENABLE ADDITIONAL SHARED SPACES FOR WOMEN TO COME TOGETHER

The documented successes of WAVE demonstrate that collective spaces for women to convene, connect, network, share learnings and celebrate are crucial for transformational change. Underpinning these shared spaces are relationships of trust between WAVE partners and their partners, stakeholders, other sectors, and groups at community, district, national and regional levels. US suggest that relationships can be built through "engaging in their activities and inviting them to our activities".

- Co-researchers suggest additional various approaches to enable shared spaces:

- Peer-to-peer small groups for discussion, reflection and brainstorming activities (US, GADC);

- Identify clearer roles for different stakeholders (BS);

- Continue to work with individuals and connect them so they can learn from each other (US);

- Engage with the CEDAW Alliance Network for partnerships and collaborations (Myanmar partners);

- Hold feminist seminars to reflect on power, leadership and taking action (SINWF);

- Hold trainings/forums/retreats for self-enrichment for women activists (SINWF);

- Networking and communication through existing organisational networks (SINWF);

- Celebration for women's solidarity (SINWF);

- Provide ongoing capacity building, exposure, learning, and sharing through women's forums (PNG partners) and continue with annual National Women's Forums (SINWF);

- Pacific and Asia WAVE partners share learnings in getting women into political spaces (PNG partners);

- Continue Citizen Forum activity to reduce cultural barriers that prevent women from participating in politics (TL partners)

Based on these findings, IWDA staff at the second MTR workshop proposed the following recommendations:

Recommendation 14: That WAVE resources additional shared spaces for women to engage in learning, networking and solidarity, including conflict resolution between women leaders and organisations.

Recommendation 15: That WAVE resources more structured and consistent convenings.

STRATEGIES TO STRENGTHEN SOLIDARITY BETWEEN WAVE PARTNERS

Through the MTR, all WAVE partners identify a very strong desire to strengthen solidarity with each other, with strong trusting relationships, and strategic, joint priorities and actions, proposing strategies such as:

- Develop two advocacy projects (strengthening the CEDAW Alliance and developing the Gender Quota Alliance) to influence the 2020 elections (Myanmar partners);

- Build strong networks and partnerships for a stronger, shared movement and working relations after WAVE. A key strategy is sharing technical skills, tools, knowledge and successes through "cross-partner training", and more interaction and openness across the movement (PNG partners);

- More opportunities and time together for reflection, sharing and learning from each other (TL partners);

- Six-monthly all-partner meetings, exchange visits, and regular meetings (e.g. quarterly) to share each other's work and learn together and build joint campaigns (Cambodia partners);

- Fund working in partnership, with joint meetings and online communication platforms (Cambodia partners);

- Include community members (with translators) in WAVE partner meetings (Cambodia partners).

Based on these suggestions, consultants propose the following recommendation:

Recommendation 16: That WAVE explores additional opportunities to support partners within and between countries to create feminist spaces to engage in sharing, learning and reflection, including partners providing training to each other.

STRATEGIES TO ADEQUATELY RESOURCE WOMEN'S MOVEMENTS

Most, if not all, WAVE partners experience financial pressures in implementing their work to achieve transformational change in their communities. A key strategy to overcome this challenge is to adequately resource women's movements. This includes funds for the following components:

- Sufficient funds to employ staff to properly implement the partner's work (GADC, PNG partners);

- Sustain the work of women volunteers (PNG partners) and interns (US);

- Strengthen the SINWF by revisiting Forum recommendations and taking action, revisiting the co-convenor structure, strategic plan, shared mandates, and convenor responsibilities (SINWF);

- Resources to overcome geographical conditions, including alternative plans, vehicles/boats, and equipping local people with skills to deliver trainings (PNG partners);

- IWDA to partner with The Asia Foundation (TAF) to jointly fund an adviser (ALFela);

- Recruit an advisor to support RF and a staff member to manage the capacity building program (RF);

- Recruit a staff member to focus on managing and writing reports for suco village election, parliament election and municipal election for decentralisation (Alola);

- An office car (RF), motorbike, fuel and maintenance for field officer (Alola);

- Laptop and printer for beneficiary sucos (Alola) and laptop, internet and office for field officer (Alola);

- Funding for unelected potential women leaders to run their election campaigns (Alola).

Several partners also propose more funding to sustain the livelihoods of women. This includes economic support to women to participate and develop vocational skills (BS), and income for women active in the movement (PNG partners) and supporting economic activity for unelected potential women leaders to support each other (Alola). Some PNG co-researchers proposed engaging through volunteerism women who already have income to support themselves – however, we note that this approach is exclusionary.

Informed by this data, IWDA staff at the second MTR workshop proposed the following recommendation:

Recommendation 17: 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.

STRATEGIES FOR JOINT ADVOCACY AND CAMPAIGNING

Several WAVE countries have joint advocacy plans, and discussions during MTR workshops highlight other opportunities for joint advocacy to overcome challenges and strengthen WAVE. Suggested actions:

- Joint advocacy for CEDAW reporting and international and national policy (SINWF, Myanmar partners, PNG partners);

- Urge women MPs to run for 2020 elections (Myanmar partners);

- Joint advocacy in the lead up to elections (Myanmar partners, PNG partners);

- Support Alola to work together with other stakeholders to review draft decentralisation law to present to the Parliament (Alola);

- Create manual for advocacy (Alola, RF).

Myanmar partners feel the 2020 national election is a key moment for advocacy, lobbying and technical support for female candidates, and identify two joint advocacy opportunities: the CEDAW Alliance (workshops and advocacy to raise grassroots awareness of rights violations) and Gender Quota Alliance (advocacy and research to increase participation of Shan women politicians). MTR workshops discussed other themes for possible joint advocacy including prevention of violence against women law (Myanmar partners), 'Child Abandonment Movement' (Myanmar partners), advocating for "good traditions and traditional values to be maintained and do away with any that discriminate women/girls and youth and hold back families and community development" (PNG partners), and village by-laws to control drugs and alcohol consumption (PNG partners).

Informed by this data, IWDA staff at the second MTR workshop proposed the following recommendation:

Recommendation 18: That WAVE further supports joint advocacy and campaigns with a shared purpose, and grounded in a sound evidence base.

STRATEGIES TO IMPROVE COMMUNICATIONS AND SHARE LESSONS LEARNED

Many WAVE partners experience communication difficulties with poor technology and lack of community communication. Proposals to enhance communications within women's movements and within WAVE are:

• Produce advocacy outputs such as social media, videos, lobbying tools (US);

• WAVE partners be more active in an online community (Amara);

• Resource strategic, well-planned communication across multiple channels (IWDA);

• Develop a mechanism for SINWF to communicate with rural and urban participants, providing updates, challenges and information (SINWF);

• Get communications technology – digital devices (SINWF);

• Establish a village library with books and drawings on women's rights and gender equality (BS);

• Partners train each other in effective tools and approaches in building movements (PNG partners);

• More support in writing online articles and using media and communication for advocacy (BWF).

Based on these inputs, consultants propose the following recommendations:

Recommendation 19: That WAVE continues to develop shared platforms for partners to communicate, share lessons learned and support each other.

Recommendation 20: That partners are adequately resourced for technologies (e.g. high speed internet) to communicate with each other, communities and IWDA.

STRATEGIES TO STRENGTHEN THE WAVE THEORY OF CHANGE

As discussed throughout this chapter, the consultants suggest that WAVE and its Theory of Change are reframed with four pillars (capacities, advocacy, alliances and CSOs, and knowledge and evidence) that work towards the goal of women's movements creating transformative and sustainable change towards gender equality, and that the Theory of Change is underpinned by a shared structural analysis and political agenda.

Consultants make the following recommendation:

Recommendation 21: That all WAVE partners consider adapting the WAVE Theory of Change with a clearer program goal to strengthen 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.

RECOMMENDATIONS

This chapter reiterates the key MTR recommendations, based on co-researchers' many proposals for how challenges to transformational change can be overcome and how WAVE can be strengthened.

The MTR recommendations for overcoming challenges and strengthening WAVE overwhelmingly reflect the goal of strong women's movements, through shared spaces, convenings, cross-partner training, resources for movements, consciousness-raising, capacity building, relationships with duty bearers, joint advocacy, resources for communication technologies and platforms, FPAR-P for program design, implementation and MEL, partnership guidelines, and 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 of the root causes of gender injustice. The recommendations related to the whole WAVE program are listed below. Annex 1 provides a table of recommendations as proposed by WAVE partners, structured by partner, country and whole of WAVE.

The recommendations proposed in this report, and this chapter, are drawn from the analysis and proposals provided by co-researchers in the national reflection workshops. They are developed by IWDA staff during their second MTR workshop to conduct meta-analysis of the MTR data, and by consultants during the final meta-analysis for the MTR. WAVE partners will review these recommendations at the WAVE all-partner workshop in 2019.

WORK WITH MEN

Recommendation developed by IWDA staff:

Recommendation 1: That WAVE expands its work with communities, families and men for feminist and gender consciousness-raising.

MEANINGFUL AND INCLUSIVE COMMUNITY ENGAGEMENT

Recommendation developed by consultants:

Recommendation 2: That WAVE partners and IWDA continue to develop meaningful and inclusive engagement of communities, particularly women in all their diversities, in program design, implementation and reflection.

CAPACITY BUILDINGS AND TRAININGS IN THE 'HOW'

Recommendations developed by consultants:

Recommendation 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.

Recommendation 4: That WAVE continues to develop policies and action to promote the safety and security of women's human rights defenders.

STRENGTHEN RELATIONSHIPS WITH DUTY BEARERS AND SOCIALISE POLICIES

Recommendations developed by consultants:

Recommendation 5: That WAVE further supports partners to strengthen their skills and capacities in building and maintaining working relationships with duty bearers.

WAVE PROGRAM MANAGEMENT

Recommendations developed by IWDA staff:

Recommendation 6: That IWDA revises and simplifies its forms and templates with flexibility for individual partners, and a narrowed focus on essential information.

Recommendation 7: That WAVE program design is flexible and contextually specific, including the form of support provided to partners (i.e. joint actions/resources) and how IWDA's three goals interact in WAVE. This includes no log frames.

Recommendation 8: 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 application of partnership principles. This should not become prescriptive.

Recommendation 9: The WAVE includes an independent or mutual and co-designed annual reflection process and annual partner survey in the Partnership Review process.

RESEARCH, MONITORING, EVALUATION AND LEARNING

Recommendations developed by IWDA staff:

Recommendation 10: That a future iteration of WAVE has simpler reporting and MEL requirements that better reflect the feminist principles of IWDA and partners, with a MEL approach that priorities reflection and learning over compliance and accountability.

Recommendation 11: That WAVE follows up on the MTR to use and implement recommendations, and adequately resource this implementation (funds and people).

Recommendation 12: That IWDA and WAVE partners investigate opportunities in collaboration with partners to embed FPAR-P in MEL, research and other activities (e.g. strategic planning), and examine where this is already occurring. This involves reviewing IWDA compliance obligations to avoid over delivering.

Recommendation 13: That future MEL processes involve co-facilitation by local consultants/staff or language speakers to build their capacity.

ENABLE ADDITIONAL SHARED SPACES FOR WOMEN TO COME TOGETHER

Recommendations developed by IWDA staff:

Recommendation 14: That WAVE resources additional shared spaces for women to engage in learning, networking and solidarity, including conflict resolution between women leaders and organisations.

Recommendation 15: That WAVE resources more structured and consistent convenings.

STRENGTHEN SOLIDARITY BETWEEN WAVE PARTNERS

Recommendations developed by consultants:

Recommendation 16: That WAVE explores additional opportunities to support partners within and between countries to create feminist spaces to engage in sharing, learning and reflection, including partners providing training to each other.

ADEQUATELY RESOURCE WOMEN'S MOVEMENTS

Recommendations developed by IWDA staff:

Recommendation 17: 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.

JOINT ADVOCACY AND CAMPAIGNING

Recommendations developed by IWDA staff:

Recommendation 18: That WAVE further supports joint advocacy and campaigns with a shared purpose, and grounded in a sound evidence base.

IMPROVE COMMUNICATIONS AND SHARE LESSONS LEARNED

Recommendations developed by consultants:

Recommendation 19: That WAVE continues to develop shared platforms for partners to communicate, share lessons learned and support each other.

Recommendation 20: That partners are adequately resourced for technologies (e.g. high speed internet) to communicate with each other, communities and IWDA.

WAVE THEORY OF CHANGE

Recommendation developed by consultants:

Recommendation 21: That all WAVE partners consider adapting the WAVE Theory of Change with a clearer program goal to strengthen 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.

CONCLUSION

This chapter concludes the WAVE MTR report, reflecting on the MTR outcomes, limitations, and strengthening women's movements for transformational change.

OUTCOMES OF THE WAVE MTR

The expected outcomes of the WAVE MTR were as follows:

- 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.
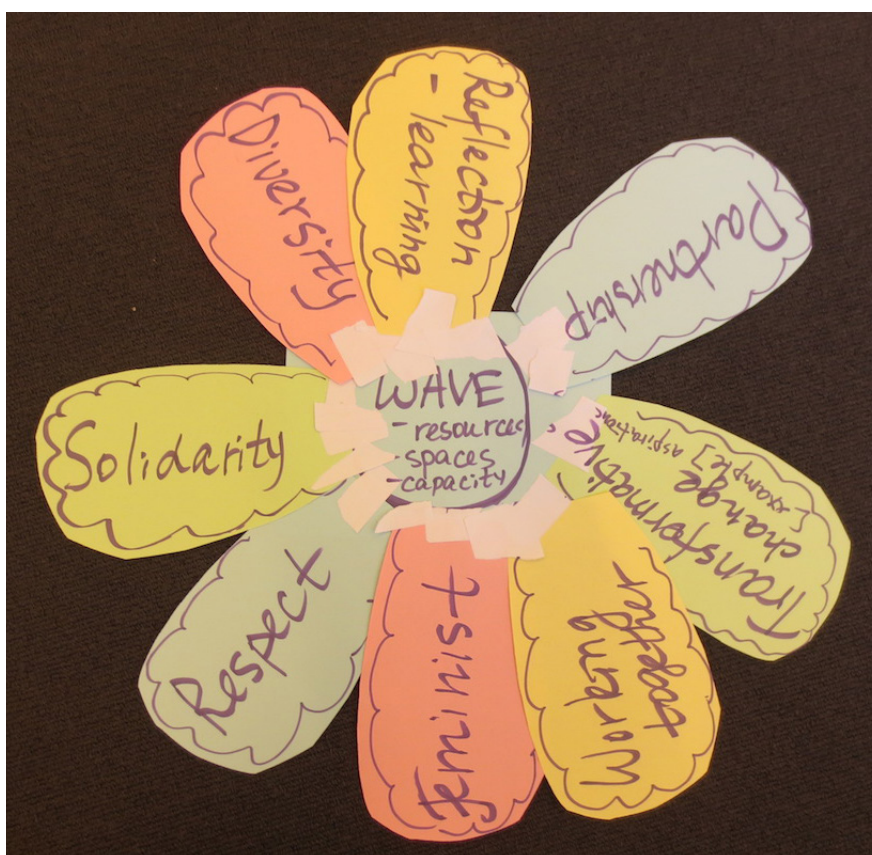

Image: IWDA staff member summary of learnings about WAVE through the MTR

This WAVE MTR report has shared the methodology, findings and recommendations of the Mid-Term Reflection of the WAVE program. Through exploring WAVE as a transformational program, and how WAVE is strengthening women's movements, the MTR has provided a better understanding of the interconnections of the four pillars of the WAVE Theory of Change. Co-researchers identify that individual gender-consciousness, upskilling and leadership combined with an evidence base of women's experiences, stronger women's organisations, and opportunities for women to convene, support women to organise, mobilise and collectively advocate for change at local, national, regional and international levels.

Changes such as progress on TSM in Solomon Islands and momentum around leadership quotas for women in various countries are grounded in the work and commitment of women's movements.

With a rich analysis of challenges that WAVE partners experience, and reflecting on partnerships between WAVE partners and IWDA, co-researchers have informed extensive recommendations to enhance the WAVE program. These recommendations reinforce the key message from co-researchers that strong, organised, autonomous women's movements are vital for transformational change. Co-researchers suggest recommendations such as enhanced spaces and resources for women to convene, build relationships, strengthen their capacity and advocate collectively, and strengthened program management through further integration of FPAR in planning, program design, implementation and MEL, and undertaking partnership reviews.

Through deep engagement and commitment to FPAR through the MTR, co-researchers report that data has been demystified and they have gained skills in learning and reflection. Some skills include participatory methods for data gathering and collective analysis, practical processes to shift power in knowledge generation, and co-learning about feminism. Co-researchers also suggest that the MTR process has supported WAVE partners to understand each other and strengthen relationships, and in several countries partners have identified further opportunities for collaborative work such as strategic advocacy.

Consultants observe that the cyclical FPAR process of planning, acting, observing and reflecting on WAVE has supported co-researchers to enhance their knowledge to review the WAVE Theory of Change and their implementation plans. Several partners have already adapted their implementation plans informed on the MTR findings. Based on meta-analysis of the MTR evidence, it is also proposed that the WAVE Theory of Change is adapted to enhance WAVE's focus on strengthening women's movements with a shared structural analysis of the root causes of gender injustice. WAVE partners will consider these suggestions at the all-partner meeting in 2019.

LIMITATIONS OF THE WAVE MTR

There are some limitations with the MTR. Timor-Leste partners have their National Reflection Workshop in early 2019, and their contribution to the MTR 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 MTR workshops, and the MTR findings are strongly based on experiences of communities.

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. Additionally, unexplained and negative changes from beneficiary experiences have not been significantly captured. This is a useful learning for future WAVE MEL processes, particularly the importance of explicit MEL questions and methods to support the gathering and analysis of cross-cutting evidence.

Despite extensive time committed to developing and reviewing the MTR ethics process through the IWDA research ethics committee, there were some difficulties in applying the process through the MTR. The MTR participant information forms and consent forms were based on the IWDA template, and were lengthy, complicated and some perceived them as intimidating. IWDA staff report that during the Cambodia Deeper Inquiry, the written consent process caused some tension with community members and was not conducive to building an open and sharing environment. In Myanmar, a miscommunication between consultants and IWDA staff 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.

Importantly, 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. Furthermore, 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.

Written consent processes are complex in multi-lingual FPAR in politically sensitive environments, and there are opportunities to strengthen IWDA's research ethics process to enhance appropriateness for each context and co-researcher.

STRENGTHENING WOMEN'S MOVEMENTS FOR TRANSFORMATIONAL CHANGE

The WAVE Mid-Term Reflection was a transformative experience for the WAVE program, partners, communities, IWDA and the consultants. Using an FPAR methodology, co-researchers have undertaken an ambitious, democratic and participatory project to reflect on the WAVE program. The evidence and findings overwhelmingly show that the key focus of partners and IWDA staff for WAVE is strengthening women's movements to create transformative and sustainable change.

This message is best encapsulated in a role-play from PNG partners, as presented at the conclusion of their MTR workshop (see online video here). Women (representing WAVE partners including IWDA) were on the WAVE fishing boat, casting fishing lines (networking and advocacy) to catch fish (different women leaders and stakeholders) to join the boat to reach their destination of solidarity. Fish bait was effective strategies to strengthen women's movements, and the boat was steered by young women. After stakeholders were successfully reeled onto the boat, everyone sang a rousing song for women, and then shouted a final statement: "In solidarity we stand!" A co-researcher explains: "There is so much benefit in solidarity and working together… we know how difficult the issues we are working on (are), very complex – so it needs a collective effort, it is a long term approach. Through solidarity we enrich each other, support each other, renew our energy again".

> The MTR confirms that success across all the areas of the WAVE Theory of Change, and indeed IWDA's strategic vision, is dependent on the strength and effectiveness of organised, autonomous women's movements.

The MTR clearly demonstrates that solidarity is the most important aspect of WAVE. In conclusion, the consultant team identifies six priority recommendations of the WAVE MTR, which emphasise solidarity:

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

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.

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, advocacy, and increasing consciousness about the root causes of structural inequalities.

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

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 application of partnership principles. This should not become prescriptive.

That all WAVE partners consider adapting the WAVE Theory of Change with a clearer program goal to strengthen 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.

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