

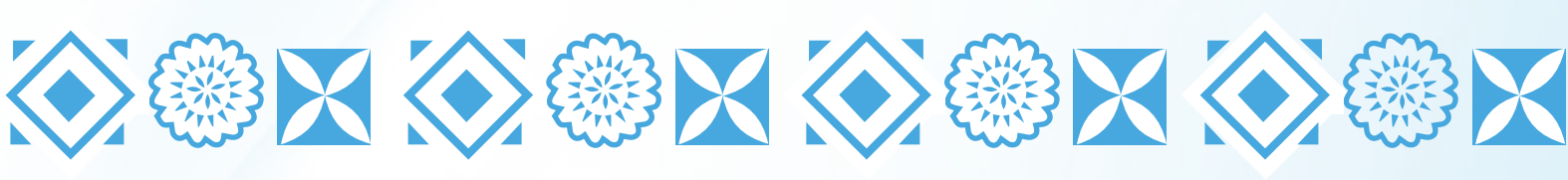
# Fiji Police Force Support Project

## Annual Report

### 2022

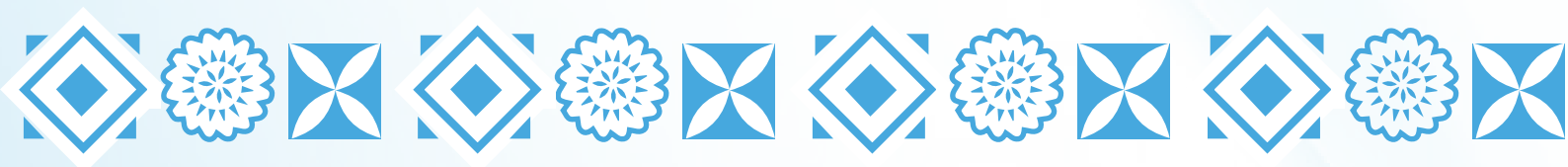






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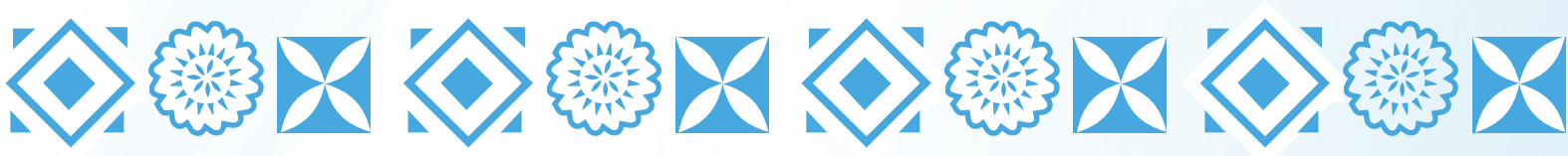
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# Acronyms

<b>CID</b>	Criminal Investigations Department
<b>CROP</b>	Council of Regional Organisations in the Pacific
<b>DPP</b>	Department of Public Prosecution
<b>FPF</b>	Fiji Police Force
<b>HRADC</b>	Human Rights and Anti-Discrimination Commission
<b>LAC</b>	Legal Aid Commission
<b>MSP</b>	Medical Services Pacific
<b>MFAT</b>	New Zealand Ministry of Foreign Affairs and Trade
<b>MOHMS</b>	Ministry of Health and Medical Services
<b>OHCHR</b>	Office of the High Commissioner for Human Rights
<b>ODPP</b>	Office of the Director of Public Prosecutions
<b>SDGs</b>	Sustainable Development Goals
<b>SOP</b>	Standard Operating Procedures
<b>UNCAT</b>	United Nations Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
<b>UNDP</b>	United Nations Development Programme
<b>SGBV</b>	Sexual and Gender-based Violence
<b>SOU</b>	Sexual Offences Unit
<b>VRI</b>	Video Recorded Interview



## Executive Summary

The Fiji Police Force Support Project (hereafter, the FPF project) demonstrated significant progress in strengthening the foundations of justice through the enhancement of **human rights, first hour procedure, access to justice and overall policing of sexual and gender-based violence.**

2022 was exceptional, with the project embarking on its first remote island human rights training in Rotuma, Kadavu, and Ovalau with **100 police officers and Government representatives** partaking in the workshops. Understanding the challenges of operating in remote island locations was respected to develop targeted approaches to policing in some of the remotest police posts in Fiji. This enabled the project to adopt a multi-sectorial approach that looked at harnessing the views of the community whilst also strengthening approaches of Police that serve Fiji's rural communities.

Remarkably, the FPF project also mobilised a gathering of **405 women and youth** from across Fiji's expansive geographic archipelagic landscape. This pioneering initiative encapsulated the challenges and solutions of policing Sexual and Gender-based Violence (SGBV) crimes against women and children in the furthest ends of Fiji.

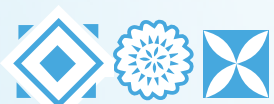
Strategic partnerships blossomed in 2022 as the United Nations Development Programme (UNDP) Pacific Office and Medical Services Pacific (MSP) teamed up to provide a safety net of counselling and medical services to **over 200 children and women survivors** of sexual violence. The continuance of these basic services coupled with the harnessing of key ties with Government and Non-Government stakeholders contributes to the smoothing of pathways under Fiji's National Service Delivery Protocol.

Pushing technological boundaries is another hallmark feature undertaken by UNDP as the project embarks on a digital trail that seeks to advance

ICT capacities and capabilities within the Fiji Police Force (FPF) to **enhance the credibility of evidence, increase efficiency in investigative questioning** and build a system that safeguards the rights and welfare of detainees and police officers. This all-inclusive vision is to ensure that all **30 Video Recorded Interview machines** are connected to an innovative ICT database and case management system and used effectively by stakeholders operating in the criminal justice ecosystem.

Influencing cultural and institutional change in a male-dominated institution can be a momentous task. With strategic guidance from the **Fiji Police Women's Advisory Network**, the FPF project contributed to increasing the representation of female officers to a little over **20 percent**. This is the sustainable long-standing change that can meaningfully contribute to the **empowerment of women** serving on the front lines of Fiji's communities. The completion of the project's inaugural Baseline Assessment in conjunction with FPF and the Legal Aid Commission (LAC) took a deep dive into the extent to which the **UN Convention against Torture and Cruel, Inhuman or Degrading Treatment** is respected during the most vulnerable periods of policing for a detained suspect. It is a courageous form of self-assessment that lifts the lid on basic human rights compliance through Fiji.

Substantially, the project delivery in 2022 can be described as ambitious, brave and successful with the FPF project successfully strengthening coordination amongst justice stakeholders in the form of Fiji Police Force, LAC, Department of Public Prosecution (DPP) and Fiji Judiciary. Sharpening strategic partnerships with these stakeholders for the benefit of rule of law and access to justice for ordinary Fijians is a milestone achievement that will continue in 2023.





**405** women across the remote islands of Rotuma, Kadavu and Ovalau participated in **community consultations on SGBV**



**249**

survivors of **SGBV** received **counseling support** and **209** survivors accessed their **medical care post-rape clinic**



**US\$100,000+** of ICT support provided to the FPF

**644**

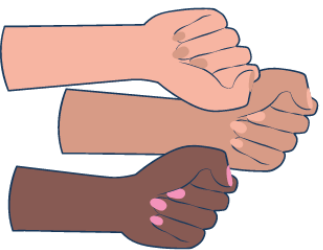
uses of **VRI machines** in the process of investigations, with **10** new machines installed across **5** stations

**1,065**

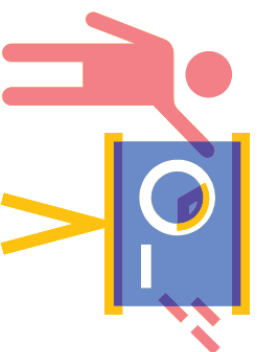
police officers, alongside

**428**

community members, received **psychological support**



**191** (including **61** women) FPF recruits received **human rights training**



**44**

police officers increased their understanding about **SGBV** and procedures for interviewing survivors



**100+**

officers from remote islands accessed **gender and human rights training**



# 1. Introduction

## 1.1. Socio-economic Background

Fiji was – as the advertising campaign shared around the world stated – ‘open for happiness’ in 2022 as the nation opened its borders to visitors after being constrained by the restricted travel following the lockdowns of COVID-19.

2022 saw the return of police officers to official duties and original postings after serving on the frontlines of the pandemic, working tirelessly to keep the public safe and enforce measures aimed at preventing the spread of the virus.

The Fijian economy and its people are rebounding from the economic tremors of the pandemic through the re-emergence of the tourism, communications and agricultural sector and through financial support to small and medium-sized enterprises (SMEs) to help them weather the economic impact of the pandemic. The better-than-expected rebound in the Fijian economy has also been largely underpinned by higher visitor arrivals, recovery in employment and continuous growth in inward remittances throughout the year.

Aspirations for transformation and innovation are at the heart of Fiji’s planning in the future with emerging trends related to digital transformation, the blue economy and business process outsourcing are promising accelerators for Fiji in achieving inclusive growth and the 2030 Agenda.

Pacific leaders gathered in 2022 to discuss pressing issues such as climate change, sustainable development, regional security and climate justice. Leaders also considered ways to strengthen regional cooperation and solidarity to address these challenges, and agreed to several initiatives aimed at promoting economic growth, environmental sustainability, and human wellbeing in the Pacific region. UNDP continues its commitment to meet these areas of priority by forging strong partnerships with the Council of Regional Organisations in the Pacific (CROP), civil society organisations, Non-Government Organisations and Government partners to develop targeted approaches that speak to the needs of Pacifica people.

The Government of Fiji signed the United Nations Cooperation Framework 2023 – 2027, which commits the UN to addressing Fiji’s development priorities and needs for the next five years and beyond. Interestingly, the assistance extended across various sectors, including human rights and rule of law. The FPF project is rooted in these pillars and will continue to work collaboratively with justice stakeholders to strengthen access to justice for all Fijians.

The People’s Alliance became the second largest party following the 2022 election forming a coalition government with the Social Democratic Liberal Party (SODELPA) and the National Federation Party (NFP).

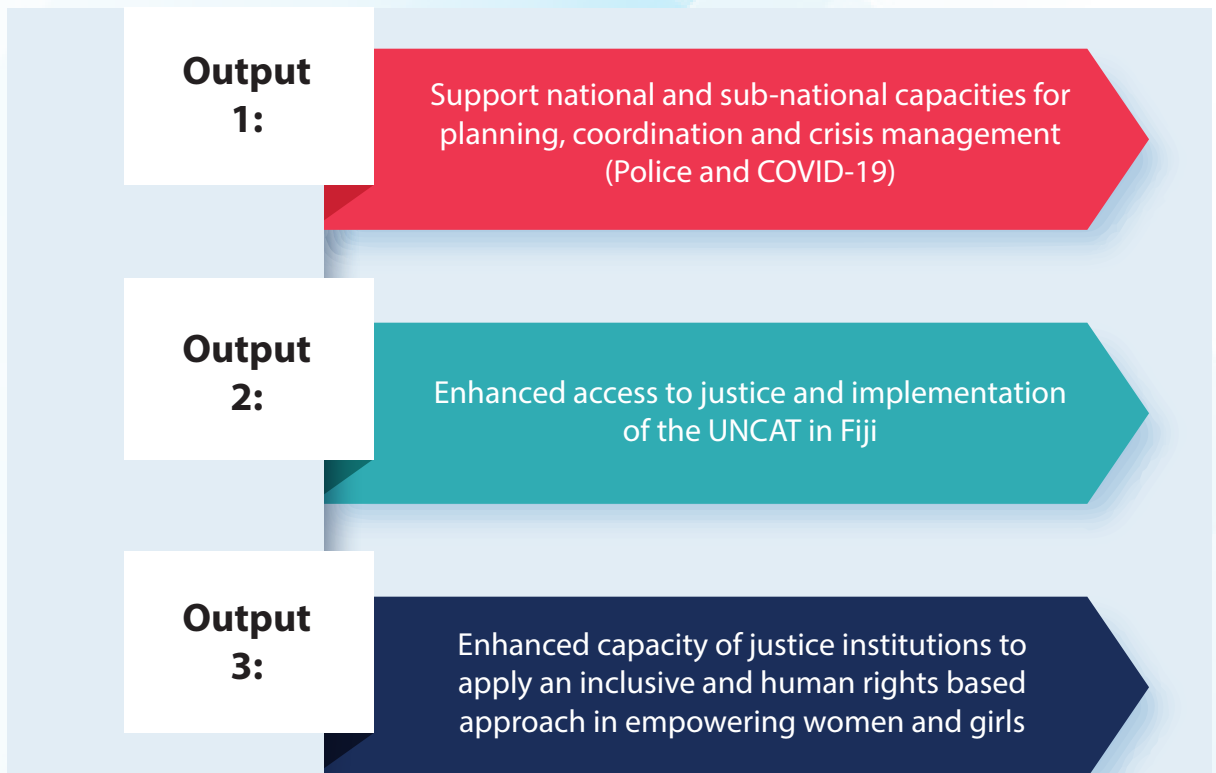


## 1.2. Project Objectives and Outputs

This FPF project seeks to enhance early access to justice for victims or crime witnesses, arrested or persons detained in police custody, and access to justice for survivors of sexual and gender-based violence. The project will support the criminal justice stakeholders of Fiji and in particular, the Fiji Police Force, to provide effective and efficient services in compliance with UN human rights standards and to proactively engage with communities to address their needs.

The FPF project is organised under three outputs aimed at strengthening the medium-long term capacity of the FPF, strengthening the collaboration and mutual accountability of the justice stakeholders and improving outreach and citizen engagement.

As such, all support feeds into the overall intended outcome of the FPF project, namely, that early access to justice, rights and services in the Fiji criminal justice system are enhanced for suspects and victims and particularly for vulnerable groups.








## 2. Results and Achievements

### Output 1

#### Improving Response Capacity of Police

With UNDP support, **1,065** police officers and **428** community members in the Southern, Western, Central and Northern Divisions across Fiji received psychological support and family orientated outreach programmes from MSP and the FPF Psychologist.

 **1,065**  
officers

 from **5** police stations  
and **5** police posts

 **428**  
community  
members

received **psychological support**  
and **family orientated outreach**  
programmes



The five missions that were launched by MSP, through support from the FPF project, focused on areas such as mental wellness, resilience and self-care, recognising early warning systems, behavioural health, alcohol abuse, counselling for finances and family along with peer support programs within the disciplined forces. Additionally, the missions advocated for police officers and their families to recognise the importance of self-care and information regarding access to existing safeguarding networks made available through the project's intervention.

Even the most resilient police officers can be impacted by stress and trauma related to their work, as well as other life challenges. In partnership with industry experts, such as MSP, the FPF project contributed to boosting awareness of mental health in policing.

The ground-breaking initiative launched by UNDP and MSP recognises that continued training and education on topics such as stress management and self-care are understood to be effective mechanisms of strengthening mental health and breaking the stigma surrounding police officers being vulnerable enough to seek psychological support.





### **Working in Times of Crisis and Stressful Situations**

With UNDP technical support, the FPF piloted online courses for **10 appointed senior officers** to inform future online training to be provided to all officers who attend the Fiji Police Academy, as well as being made available for all existing officers within the force.

The pilot session covered four key topics:

**1. Creating Safe Scene Training** – a dedicated training course that was designed to help first responders understand more about mental health, mental illness, and substance use disorders so they can better assess risks and apply the safest strategies for taking care of themselves and the individuals they are called to serve.

**2. Psychological First Aid** – a specialised course that provided perspectives on injuries and trauma that are beyond those physical in nature.

**3. Understanding and Managing the Stresses of Police Work** - described strategies officers can use to manage stress, giving themselves much needed breaks from the stress response, empowering officers with a greater sense of control over how their bodies react to stress.

**4. Shield of Resilience Training Course** - suggested ways to develop and build resiliency and offered tips on where and how to seek help if it is needed.



### Strengthening Crisis Response for the Fiji Police Force

With UNDP financial and procurement support, the Police Special Response Unit in Nasinu installed a new 250 KVA generator valued at approximately **US\$100,000**, enabling the FPF to remain fully operational and connected during extreme weather events.

UNDP's contribution seeks to strengthen FPF's response and reaction in the heart of any climate change induced events. This support encourages timely assistance to vulnerable communities that require emergency support.

*The table below illustrates the progress/result made for each indicator under Output 1.*

	Baseline 2020	Annual Target 2022	Result 2022
<b>1.1. Number of police officers equipped with personal protection equipment</b>	0	Achieved in 2021	Achieved in 2021
<b>1.2. Number of police officers accessing counselling (Disaggregated by gender)</b>	0	Achieved in 2021	Total: 1,110 (Female: 534)
<b>1.3. Number of police officers trained in emergency response techniques (Disaggregated by gender)</b>	0	0	Total: 23 <sup>1</sup> (Female: 7)

## Output 2

### High Level Annual Planning for Policing and Access to Justice

UNDP's support encouraged a collaborative approach for targeted delivery that satisfies the needs of justice stakeholders. The FPF project coordinated a high-level planning meeting that was opened by the Hon. Chief Justice of Fiji, Mr. Kamal Kumar. The high-level discussions involved senior officers of the FPF along with stakeholders from Fiji Judiciary, LAC, HRADC, New Zealand Police other UN agencies.

With UNDP support, police officers from the Criminal Investigations Department (CID), Community Policing, Fiji Police Academy, Legal Department and Corporate Services joined the high-level discussions to share experiences and perspectives on developing targeted approaches that relate to areas that require support. Enabling such high-level

discussions allowed various institutions and departments to synergize annual work plans, understand key project outputs and create a coordinated pathway for smooth delivery.

### Remote Island Training

Through a series of training in remote islands, namely Ovalau, Rotuma and Kadavu, the FPF project contributed to increasing various stakeholders' understanding of human rights and gender, bringing together about **100** (**44** in Ovalau, **20** in Rotuma, and **36** in Kadavu) police officers, government officials and civil society representatives, of which **42** were women (**12** in Ovalau, **four** in Rotuma, and **26** in Kadavu).

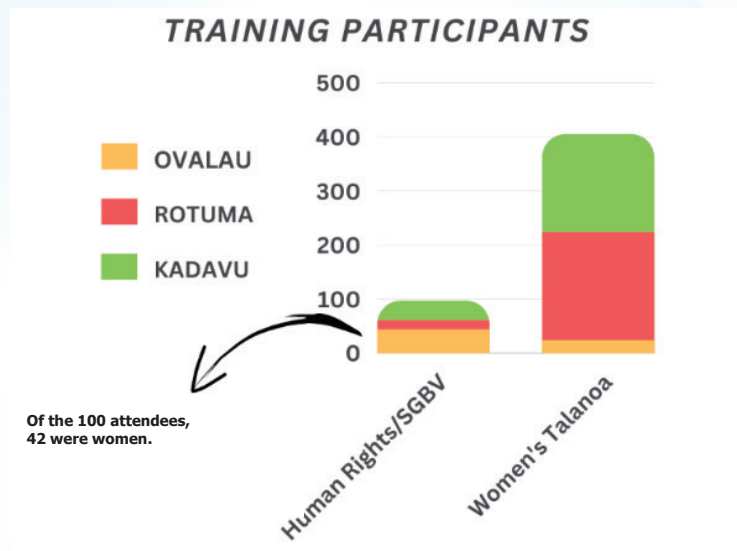
UNDP's remote island interventions enabled many police officers with the most remote posts in Fiji to access quality gender and human rights based training. Most police officers had never received a similar kind of training in their police career





before undertaking this training. The vast majority of trainings for police officers are conducted on the mainland of Viti Levu and Vanua Levu and it is extremely rare to have trainings brought to the doorsteps of officers and Government officials serving in remote island locations due to logistical complexities for travel and accommodation. The project's contribution saw that this approach was changed by visiting police officers in the remote island communities they serve.

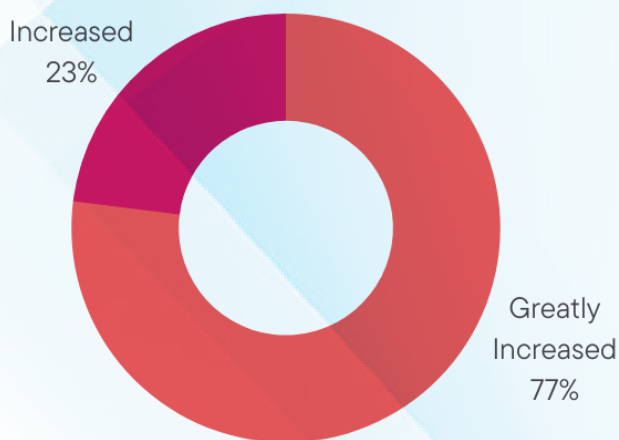
Overall, the FPF project advocated for sharpening human rights-based techniques in policing in remote island communities. The first component of the training concentrated on the benefits of community policing, policing with a human touch, rights of suspects whilst in custody, use of force and better understanding the interactions of handling persons with disability in policing. The second component of the human rights training concentrated on the processes that need to be followed for reporting and handling all matters related to gender-based violence.



These eye-opening trainings helped the participants increase their understanding about human rights-related subjects, which serves as a good first step of the FPF project's capacity building support. A brief feedback survey conducted in Kadavu at the end of two-day human rights/SGBV training in September 2022

or increased). Participants mentioned 'Human Rights' and 'Referral Pathways' as the biggest learning from this training. Meanwhile, the survey indicates that many participants want to learn more about Laws/ Regulations/ Acts in relation to human rights and violation, LGBTQ's Rights, and Child's Rights.

## UNDERSTANDING OF HUMAN RIGHTS IN GENERAL



showed positive, immediate results of these capacity building activities. Among **22** participants of this brief survey in Kadavu (of which 18 have never had a similar kind of human rights training in their professional career before), 20 persons self-reported that this two-day human rights training was relevant to and helpful for their work. In particular, all 22 participants claimed that they greatly increased (77 percent of the participants) or increased (23 percent) their basic understanding about 'Human Rights' as a result of this training.

The survey also indicates an increase of their understanding about 'Women's Rights' (91 percent of participants self-reporting to have greatly increased or increased) and 'How to deal with SGBV, Domestic Violence, and Child Abuse incidents' (82 percent of the participants self-reporting to have greatly increased

### Human Rights Training for new recruits

In 2022, with UNDP support, **191 (of which 61 were women) recruits of the FPF** received specialised human rights training from the LAC and the Office of the High Commission on Human Rights (OHCHR) to enhance their knowledge on various aspects of human rights such as prohibition against torture, anti-discrimination, first hour procedure, rights of a person detained, accused or arrested, and safeguarding the rights of survivors of SGBV.

To enhance capacity building, LAC and UNDP effectively utilised drama role play as an innovative learning tool to demonstrate the legal interpretations for use of force, torture and intimidation of a suspect whilst in Police custody.







No of VRIs installed	Police Station	Division
2	CID, HQ	Central
2	Valelevu	Central
2	Nausori	Eastern
2	Lautoka	Western
2	Labasa	Northern

### Video Recorded Interviews

With UNDP support, it is the first time that FPF started using Video Recorded Interview (VRI) machines for interviewing to ensure more transparent and accountable investigative procedures.

In 2022, the VRI machines were used **644** times in total with detainees and/or suspects in the process of investigations, with the FPF's installation of **10 VRI machines** in five **police stations** through UNDP procurement and technical support.

The FPF project also facilitated the full refurbishment of the **10** VRI Interview Rooms in Viti Levu and Vanua Levu to ensure that the VRI machines are accommodated in a professional policing environment that is conducive to hosting the latest technology for policing.

In addition, the project is further supporting the procurement and installation of **22** VRI machines for the FPF in targeted police stations throughout Fiji.

The FPF project currently oversees the installation and operationalisation of VRI machines in eight of the following police stations across Viti Levu: Rakiraki, Tavua, Ba, Lautoka, Namaka, Nadi, Sigatoka, and Korovou.

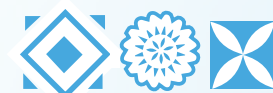
VRI machines will support effective and transparent criminal procedures based on international human rights standards. The equipment enables police officers to record interviews and monitor what takes place in interview rooms. It allows officers to operate both remotely and in the interview room and keep records on the server for a defined period.



### VRI Trainings

With UNDP technical support, over **50** CID officers learned how to use the devices for investigative policing purposes through specialised VRI trainings. These police officers now have better understanding

about the advantages of utilising VRI, operational use and function and its effectiveness to serving as a tool for transparency and justice.



### VRI in action for criminal case

VRI recorded interview was adduced as evidence in *State v Rahman [2021] FJHC 287* in a criminal case pertaining to the possession of 39 bars of cocaine. It was noted that Corporal Dutt had conducted the second interview with the accused under caution and that the recording was submitted by prosecution as Exhibit 24 with the full transcript.

The judgment briefly observes the demeanour and composure of the Accused during the second interview, and it signifies how important VRI interviews are to the successful prosecution of criminal cases. The accused was found guilty.

This case hallmarks the significance of utilizing VRI and digital evidence for successful prosecution in Fiji.

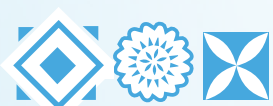


### Boosting Information and Communications Technology (ICT) Capabilities

In 2022, the FPF project contributed to strengthening the FPF's ICT capacities for better delivery of police services through the provision of ICT equipment worth more than **US\$100,000**, including desktops and laptop computers, interactive screens, printers, projectors, and tablets.

Each ICT equipment brings/has brought the following benefits for the operations of the FPF.

ICT Equipment	Benefits/ Impacts
<b>Interactive Screens</b>	<ul style="list-style-type: none"> <li>Allow for the facilitation of online meetings and trainings for officers outside the central division.</li> </ul>
<b>Laptops</b>	<ul style="list-style-type: none"> <li>Supporting sexual offence unit officers with remote connectivity and timely investigation when visiting survivors of SGBV.</li> </ul>
<b>Projectors</b>	<ul style="list-style-type: none"> <li>Used during community policing exercise for presentations to communities.</li> <li>Building on community policing and strengthening public trust.</li> </ul>
<b>DVD Drives</b>	<ul style="list-style-type: none"> <li>Supporting CID officers with the use and facilitation of video recorded interviews.</li> </ul>
<b>Desktops</b>	<ul style="list-style-type: none"> <li>Allowing transcribers to transcribe video recorded interviews in a timely manner for the judicious prosecution of cases.</li> </ul>
<b>Printers</b>	<ul style="list-style-type: none"> <li>Supporting transcribers that will be responsible for transcribing interviews conducted by way of VRI.</li> <li>Supporting sexual offence unit to have a dedicated printer that will be used to copy sensitive material.</li> </ul>



## Baseline Survey

With support of UNDP, FPF and LAC carried out a baseline survey on how suspects fared during their initial period of detention, and whether efforts by the FPF and LAC to combat any possible excesses under the First Hour Procedure were contributing to combating torture and cruel, inhuman and degrading treatment.

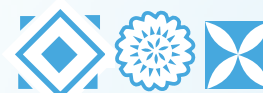
This survey, which underlines the openness of the FPF and LAC, was intended to establish a baseline to measure the extent to which these two institutions, through their partnership with UNDP and via their own endeavours, will succeed in improving their track records in this area.

This first-ever baseline survey of early access to justice provided a set of data for the national government to strengthen its efforts to improve the way in which FPF and LAC work on the prevention of torture and early access to justice.

A selection of key findings are as follows:

- ▶ LAC lawyers were notified in the first hour after the arrest in only 42.9 percent of cases;
- ▶ Only 20.5 percent of suspects consulted a lawyer;
- ▶ Only 30.5 percent of LAC lawyers claimed they had visited their client within the first hour after their arrest;
- ▶ Medical examinations were conducted in only 13.9 percent of cases, according to the FPF;
- ▶ Lawyers were almost never present at the caution interview;
- ▶ 72.7 percent of suspects provided a confession – an altogether too high a ratio, that might be an indicator that suspects might be suffering from mistreatment in custody;
- ▶ Up to 7.5 percent of detainees complained of ill-treatment;
- ▶ Just over half of all suspects were notified of their rights.

Indicator	Baseline	Annual Target	Result
	2020	2022	2022
2.1. Number of police officers and justice stakeholders trained in use of force, prohibition of torture, human rights-based practices, first hour procedures, video recorded interviews and investigative interviewing <i>(Disaggregated by gender, age and geographical remoteness)</i>	200	180	Total: 289 (Female: 91 Youth: 17 Remote 3)
2.2. Number of interview rooms equipped and applying first hour procedures, video recorded interviews and investigative interviewing	2	4	10
2.3. Number of times that the Video Recorded Interview Machines have been used effectively with detainees and/or suspects in the process of investigations	TBC	150	644
2.4. Percentage of suspects and detainees that communicated or received access to a lawyer during the first hour of arrest	30.5% (2021)	30.5%	30.5%
2.5. Number of police officers and justice stakeholders who have sufficient level of understanding about protecting the rights of vulnerable groups and respecting the rights of persons with disabilities and LGBTQ to enhance service delivery and access to justice. <i>(Disaggregated by gender and age)</i>	N/A	30	Total: 289 (Female: 91 Youth: 17)





## Output 3

### Women's Community Consultations

By hosting community consultations, the FPF project contributed to strengthening knowledge and unpacking perspectives of how issues such as SGBV, domestic violence, and child abuse are dealt with in Ovalau, Kadavu and Rotuma, bringing together **405 women (24 in Ovalau, 200 in Rotuma, and 181 in Kadavu)**.

For example, according to the feedback survey conducted at the end of women's community consultation in Kadavu in September 2022, **49** out of 54 women who participated in the feedback survey felt that the women's community consultations were very helpful to increase their understanding about the subject matters. **48 women participants (89 percent)** self-reported that training on Domestic Violence was very helpful, and **49 women (91 percent)** also considered training on Sexual Offences very helpful.

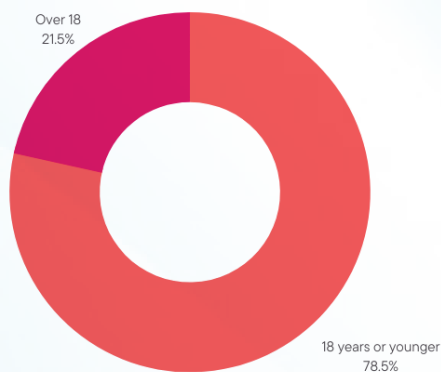
Overall, the project's women's consultation enabled participation on discussions around sustainable community-based solutions to tackling



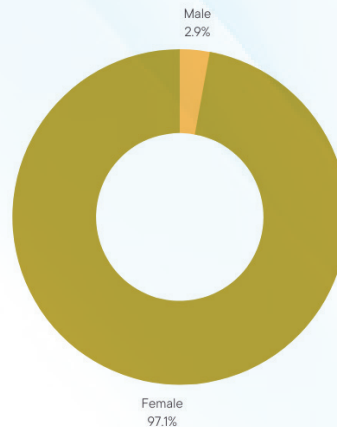
crime, whilst respecting the connections between rule of law, traditional norms and religion.

These remote locations are surrounded by white sandy beaches, palm trees and crystal-clear blue waters but this beauty is also its Achilles heel, as survivors often find it extremely difficult to connect with law enforcement with no cellular or Internet connectivity. The sheer number of participants that jumped on boats to join the women's community discussions is a strong demonstration of the willingness that exists within these communities to share their views on how access to justice can improve for survivors who need immediate support.

### SOU CASES - BY AGE



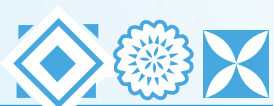
### SOU CASES - BY GENDER



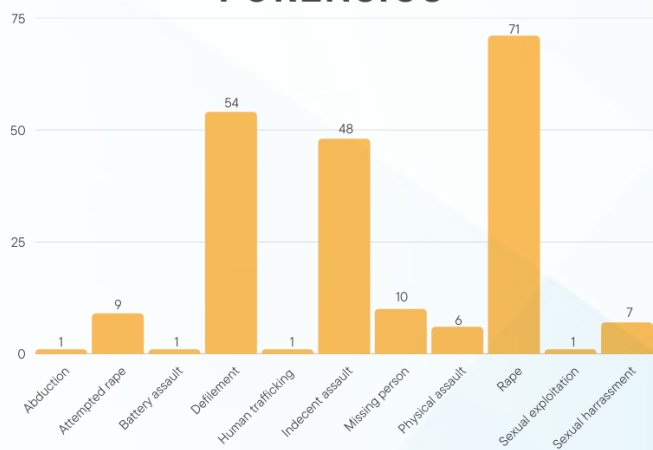
### Post Care Support for Survivors of Sexual and Gender-Based Violence

With UNDP support, a total of **249 survivors of SGBV** received counselling support from MSP and **209 survivors** accessed MSP's medical care post rape clinic.

In partnership with MSP, the FPF project also strengthened the provision of support for survivors of SGBV, with activities throughout 2022 seeing MSP work with communities on awareness and education of both SGBV and child abuse related topics and concerns.



## SOU CASES FOR MEDICAL FORENSICS



### Validating Mapping of SGBV Process

The FPF project spearheaded a two-day sexual offence mapping exercise with FPF, Ministry of Health and Medical Services (MOHMS), Ministry of Women, Children and Poverty Alleviation and MSP, presenting a nine-step visual map of the process that survivors of SGBV go through from their first point of contact with police until their case is presented in Court.

This is a key milestone achievement for UNDP and FPF that resulted in the presentation of a nine-step visual map of the process that demonstrate the processes and procedures to be followed when encountering survivors of SGBV.

In addition, the mapping exercise also provided an opportunity to engage with participants on enhancing policing towards the prevention of violence against women and girls, and to provide strategic feedback towards the national action plan to eliminate gender-based violence.

### SGBV Pilot Training

A UNDP-led SGBV pilot training brought together **44** officers stationed across the FPF and increased their understanding about SGBV, including the processes and procedures for interviewing survivors of SGBV.

According to the pre and post knowledge tests conducted for all **44** participants, 64 percent (28 participants) of the total participants demonstrated a sufficient level of understanding of SGBV at its conclusion, while only 11 percent (five participants) had the same level

of knowledge about SGBV before undertaking the training. Across a series of knowledge tests conducted throughout the pilot workshop, the average score of these tests increased by 33 percent.

Through this training, the FPF project focused on the reduction of stress and overall time required for survivors to access justice as well as a strategic approach to strengthening the confidence of survivors to report the violence and, in turn, the filing of their case with police. The workshop covered critical areas that the police must be well versed with to effectively respond and provide assistance to SGBV survivors.

Boosting police capabilities in the area of SGBV interviews is an integral skill developed in the pilot training to safeguard the rights of survivors and ensure access to justice for all is a critical part of this engagement.

### Interviewing Survivors of SGBV on Kadavu

The FPF project facilitated a one-on-one discussion with 10 survivors of SGBV, their families and other key stakeholders to get a better understanding on survivor perception and how services can be improved to boost the practice of a survivor-centred approach.

Through a series of interviews and a survey, the overall service provided by the FPF was perceived as 'good' by all survivors. However, during the interviews respondents also said that officers failed to ask them how they were feeling. Furthermore, 70 percent of SGBV survivors claimed that their needs were not treated as a priority during proceedings, with this reiterating the need for continued support toward strengthening delivery of SGBV related work by the FPF.

This is another landmark contribution that will help the FPF project formulate intelligent approaches to future trainings and workshops which consider the voices of survivors that have been through the process.





### Women Supporting Women – Fiji Police Women’s Advisory Network

The FPF project brought together **15 members** of the Fiji Police Women’s Advisory Network, which was initially created in 2003, from across Fiji, allowing them to meet to discuss and raise concerns, share feedback, and improve awareness as to the important role that women play within the force.

Through UNDP support the Network has been working to contribute to the creation of a Pacific Region workplan. The two-day Network meeting also paved the way for initial discussions on the National Conference for Women in Policing, which will take place in 2023.

### Green Rooms

The FPF project has embarked on a pioneering endeavour to construct and refurbish two **Green Rooms** located at the Totogo Police Station and CID, HQ in the central division. Green Rooms create a safe, friendly and conducive environment for interviewing children and women who are survivors of sexual and gender-based violence. They also contain specialised VRI machines and devices to capture interviews conducted with child survivors and witnesses, allowing

for better collection of quality evidence and the delivery of justice to survivors of SGBV.

The project is strengthening support with the development of the first-ever Standard Operating Procedure (SOP) – Green Rooms. The Green Rooms SOP safeguards the overall wellbeing and best interests of the child, by preventing re-victimisation and promoting respect for human rights, access to justice, fair treatment, non-discrimination, protection of dignity, and confidentiality. The SOP also delivers a survivor-centred approach through ensuring that women and children have access to a safe space and environment that is conducive to investigative statement collection after a traumatic crime. It accounts for the implementation of a ‘no harm’ policy by having statements recorded through audio-visual recording for criminal investigation purposes.

Furthermore, with UNDP’s partnership with MSP, approximately **20 police officers** from Totogo and the FPF’s CID received the two-day capacity building training on Green Rooms and post-rape care from MSP and gained an understanding about the best practice and an overview on the use of Green Rooms.

The table below illustrates the progress/result made for each indicator under Output 3.

Indicator	Baseline	Annual Target	Result
	2020	2022	2022
3.1. Number of reports of SGBV-related cases received by Fiji Police Force <i>(Disaggregated by gender, age, and geographical remoteness)</i>	1,138	1,500	Total: 2,685 (Female: 2,086 Youth: 1,976 Remote: 919)
3.2. Percentage of SGBV survivors who claim that their needs were treated as a priority (based on a survivor-centered approach) during the proceedings	N/A	80%	70% <sup>1</sup>
3.3. Number of policewomen engaged in empowering activities to pursue leadership roles <i>(Disaggregated by geographical remoteness)</i>	0	50	82 (Remote: 0)
3.4. Number of police officers who have sufficient level of understanding about how to handle with SGBV survivors <i>(Disaggregated by gender and geographical remoteness)</i>	11	14	28 (Women: 28 Remote: 6)
3.5. Number of guidelines, SOPs, roadmaps improved and/or created to support early access to justice of women and children victims of SGBV	0	2	3
3.6. Number of SGBV women and children accessing medical and psychological support through UNDP intervention <i>(Disaggregated by age)</i>	0	Total: 50 (Youth: 10)	Total: 458 (Youth: 163)
3.7. Number of women in remote communities who received information on referral pathways and solutions to better access to justice	0	200	405



## 3. Gender and Leave No One Behind

### 3.1 Women's Empowerment and Gender Equality

Gender serves as a lynchpin for all activities that take place via the FPF project. 2022 was momentum for the FPF project to further promote women's empowerment and gender equality across all project's Outputs.

With a newly recruited Gender Specialist on board in 2022, the FPF project has been fully implementing its Gender Action Plan, including a mapping exercise of the SGBV processes, a series of SGBV trainings, and women consultations in remote islands. With the FPF project recently finalising its Gender Action Plan, the Gender Specialist has contributed technical advice and guidance to many of the project's gender-related activities with a primary focus placed toward the Sexual Offences Unit (SOU) for the execution of gender-responsive activities.

Across all outputs, the FPF project has ensured women's representation to strengthen gender equality and women's empowerment not only for SGBV training and women's consultations but also for human rights training and any other project events. This is evident especially in the capacity building events. For example, **42** out of 100 participants were women in human rights training in remote islands, including Ovalau, Rotuma, and Kadavu.

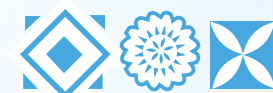
The revised project's results framework incorporates gender responsive indicators and gender disaggregated data, enabling the FPF project to measure its contribution to women's empowerment and gender equality across all project outputs and produce various project

reports with gender specific information. Based on this revised gender-responsive results framework, the project also started to collect gender disaggregated data in pre/post knowledge tests and satisfaction surveys of capacity building events, allowing for detailed gender analysis.

In addition, the FPF project has supported inclusive, gender-balanced data collection and analysis especially with the SOU, and contributed to improving policies within the FPF to ensure that SGBV prevention and response are in line with both project priorities and international standards. These data also serve as an important basis for the FPF project to design and implement a number of gender-related support to the FPF, including the SGBV training.

To facilitate an institutional change and intensify the impacts of UNDP's gender support to the FPF, the project contributed to the establishment of the Fiji Police Women's Advisory Network for a new phase of inclusiveness. This work furthers efforts to ensure that all women in policing will benefit from the network, through provision of technical support toward creating the Women's Network Action Plan 2023-2024 in a two-day meeting with women from all ranks across the force.

In the FPF, there is a need to strengthen representation within decision-making roles, with men continuing to hold higher office roles by and large. At present women represent **23** percent of the total human resource of the FPF. With UNDP's support, the Fiji Police Women's Advisory Network will help remedy such an institutional gender imbalance in the FPF, enabling the organisation to work with women and child survivors of SGBV with greater sensitivity of women police officers.





### 3.2 Leave No One Behind

Leave No One Behind (LNOB) is the central, transformative promise of the 2030 Agenda for Sustainable Development and its SDGs. In line with the UN's LNOB principal, the FPF project has been designed and implemented in an inclusive and participatory manner, addressing the needs of different vulnerable populations. In particular, during 2022, the FPF project extensively engaged the youth and those who were in hard-to-reach areas, in addition to women, across all project's Outputs.

A number of participants in human rights training, SGBV training, and women's community consultations were youth. For example, **48 out of 217 participants** in human rights training and women's community consultations in Kadavu in September 2022 were youth (35 years old or below). In addition, in its remote island training with **100** participants, the FPF project specifically targeted police officers who were posted in geographically remote areas with limited opportunities of professional training in the past.

Furthermore, as part of its mandate the FPF project is directly contributing to the LNOB agenda, aiming to enhance early access to justice, rights and services in the criminal justice system in Fiji for suspects and victims and particularly for vulnerable groups in line with the United Nations Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (UNCAT). With UNDP's support, VRIs are paving the way for more transparent and accountable investigative procedures in accordance with international human rights standard.

Green Rooms are also one of the best examples of where UNDP has been assisting the FPF in applying an inclusive and human-rights based approach to the investigative procedures, enabling the FPF to interview not only adult women but also child survivors and witnesses of the victims.

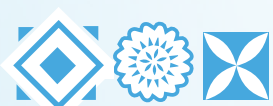
In addition, while the FPF project is yet to provide direct support to all minorities, the protection of rights of persons with disabilities, children and sexual minorities were often raised in UNDP's human rights training and women consultations in remote islands. The FPF project plans to further strengthen its support to various types of vulnerable groups in Fiji in relation to human rights and improved access to justice.

## 4. Lessons Learned

### Project Management and Stakeholder Engagement

► Project implementation and sustainability of the results depend strongly on long-term understanding and strategic vision of the FPF on its development needs and solutions. Many institutional capacities gaps have cross-departmental nature and will require an engagement with many departments and senior managers in FPF, especially, in planning, monitoring and evaluation, human resource management, business process change and in legal matters. More hands-on engagement of various police departments will be required for such coordination. In addition, a clear and evidence-based strategic plan for FPF will provide a solid understanding of the developmental needs and the way forward.

► A stronger coordination with the Police Human Resources Team will help to improve efficiency of the capacity building exercises, and better plan these exercises, ensuring that the key and relevant officers are available and committed to attend project workshops and training. The quality of capacity development exercises is directly dependent on the proper selection of participants for each training and/or workshop.



### **Working with Survivors of SGBV**

- ▶ With police – for the majority of Fiji citizens – being the first point of contact with the formal justice system for survivors of SGBV, the force should be provided with the skills and expertise they need to best deal with survivors. This will need to include supporting FPF officers through capacity development trainings on how to handle gender sensitivities, people living with a disability and other minority groups – including the LGBTQ community.
- ▶ While this project promotes a survivor-centred approach with regards to working with survivors of SGBV, there is no common or unified approach in FPF and in Fiji in terms of service delivery provided for these survivors. The creation of SOPs to help guide key service providers on best practice for a survivor-centred approach is required, moving forward.

### **Communication and ICT**

- ▶ There remains a distinct need to continue efforts to enhance ICT capabilities within the FPF. 2022 saw activities continue regarding the development of these capabilities, however officers require the relevant training in order to move this transformational agenda of modernization forward. Current capacities within the force in regard to ICT remain insufficient, and could be strengthened through the provision of appropriate support and training of a dedicated ICT department and other relevant units within the FPF
- ▶ The collection of digital evidence will continue to be a focus area in 2023. However, without clarity on the legal implications on the use of digital evidence the sustainable use of VRIs, for example, will be difficult to assess in Fiji. The use of VRIs in SGBV and/or child abuse cases also needs to remain a key consideration

for project activities in 2023. SOPs for their use with survivors of SGBV need to be established.

- ▶ The project can further support the FPF in its communications activities, promoting efforts to encourage a proactive rather than reactive approach to communicating with communities. The FPF has a broad cross-section of the population follow its updates via social media, and using these channels to humanise the force, share their stories, and challenge historical perceptions relating to criminal investigations and policing in Fiji would be advantageous for improving community perception.

### **Data**

- ▶ There is a continued need for improved data collection to better inform evidence-based decision making across the FPF. A lack of quality data impacts overall policy development, implementation, and the subsequent monitoring of its effectiveness.
- ▶ Efforts to further data sharing between the FPF and key justice stakeholders should be made a priority. Strengthening the capacity and availability of key stakeholders to meet regularly to discuss current investigations will assist in establishing a clearer picture regarding current case load, particularly in reference to cases relating to SGBV.
- ▶ The establishment of closer ties with local community members would be beneficial in terms of furthering efforts to better understand project effectiveness and implementation on the ground. This project and subsequent planning and implementation of activities would greatly benefit from engaging directly with the end user to gather first-hand data. Having robust, qualitative data from survivors of SGBV, for example, will better improve service delivery.



## 5. Monitoring, Evaluation and Communications

### 5.1 Monitoring & Evaluation

Monitoring and Evaluation (M&E) play a critical role in assuring the quality of the project interventions and results achieved. To ensure accountability and learning of the project, UNDP has been strengthening the M&E function of the FPF project with a new Monitoring, Evaluation and Reporting Specialist recently recruited, aiming to establish robust M&E systems for results measurement and reporting.

The FPF project has recently revised the project's results framework, making it more comprehensive and relevant to the current contexts. The revised results framework also incorporates data disaggregation by different attributes of direct beneficiaries, including women, the youth and geographical remoteness, which enables the project to measure its contribution to gender equality, gender mainstreaming, and the LNOB with detailed data analysis.

The FPF project has also made its results measurement evidence based with the use of various data collection tools. As the project involves various capacity building events across all outputs, the project has taken the initiatives in measuring the change of knowledge level of the participants before and after the training by using pre and post knowledge tests. These output-level results were highlighted in training and workshop reports. The project also plans to see the outcome-level changes taking place on the ground as a result of training through the Focus Group Discussions and Key Informant Interviews in 2023.

Furthermore, the FPF project completed a baseline assessment in 2022 to examine the extent to which the UNCAT is respected in the initial stages of detention of suspects by the FPF. The project continues its follow up Annual Assessment over the subsequent period of 2022 – 2023. The FPF project is also currently commissioning Mid-Term Review (MTR) to assess the progress/achievements so far and identify the gaps/lessons learned for further improvement of the current project and scoping of a possible next phase of the project.

As part of the action research, with assistance from two interns from the University of South Pacific, the FPF project undertook media monitoring to see the changes in public perceptions towards the FPF over time, which highlighted an importance of having a communication and advocacy strategies at the FPF.

### 5.2 Communications

Communications and advocacy are integrated within the full cycle of planning and implementation of the FPF project. UNDP put a stronger focus on effectively showcasing the results brought by the project's interventions, with the use of various communication tools. Having a new Communications and Advocacy Specialist dedicated to the FPF project in 2022, UNDP has further strengthened its efforts for communications and advocacy for the project.

The UNDP Pacific website also covered **17** articles on the project's activities during 2022, including human rights training and the provision of ICT equipment, through to longer form pieces on the project's remote island visits and SGBV training. These communication materials also reached over **18,000** people across the UNDP Pacific Facebook page, and a further **37,000** across Twitter. These help increase the visibility of the project's work and communicate its importance to all relevant stakeholders and the general public.



In 2022, the FPF project worked on the creation of human story following its remote-island mission to Kadavu, with the content focusing on the areas of access to justice, and sexual and gender-based violence. This work helps illustrate the outcome-level changes made by the project's activities in the field.

In collaboration with the FPF's media team, the FPF project also started its plan to assist the FPF in developing its communication and advocacy strategies through various initiatives, including a Crisis Communications workshop to be held in January 2023. This activity will help ensure that the FPF has better relations with the general public and civil society, and is better prepared and planned for any future communication that will come during a crisis.

## 6. Way Forward

For 2023 the FPF project will continue its efforts to strengthen transparency, accountability and the effectiveness of the FPF. The project will support justice stakeholders in a nationwide expansion of the Pilot of the First Hour Procedure and VRIs.

## 7. Financial Progress

Support will be provided to the Fiji Police Academy regarding early access to justice training and curriculum development, as well as the provision of support to the coordination of key justice stakeholders and their coordination in relation to early access to justice, investigative techniques, treatment during police detention and rights to a fair trial.

The FPF and other key justice institutions will be assisted in implementing victim-based initiatives with clearly defined duty bearers and rights holders, and the project will continue to ensure that women, youth and marginalised groups are placed at the centre of all decision making and programmatic work.

The current Mid-Term Review will also help identify lessons learned and good practices from the ongoing project's interventions, which will facilitate necessary adjustment, replication, and scale up of the project in the medium to long term. UNDP will carry on its efforts to further enhancing early access to justice, rights, and services in the Fiji criminal justice system for suspects and victims, and particularly for vulnerable groups.

Output & Description	2022 Revised Budget (USD)	Expenditure incl. commitments (USD)	Delivery Rate (%)
<b>Output 1</b> Support national and sub-national capacities for planning, coordination and crisis management	52,648.00	69,203.00	131%
<b>Output 2</b> Enhanced access to justice and implementation of the UNCAT in Fiji	466,832.00	561,994.00	120%
<b>Output 3</b> Enhanced capacity of justice institutions to apply an inclusive and human-rights based approach in empowering women and girls	511,659.00	556,520.00	109%
<b>Total (as at 31/12/22)</b>	<b>1,031,139.00</b>	<b>1,187,717.00</b>	<b>115%</b>



## Annex I – Social media coverage

**UNDP Pacific Office in Fiji** @UNDP\_Pacific · Sep 6, 2022

Fiji Police Force Support project travels far to strengthen support pathways for survivors of sexual offences. #SDG5 #SDG16

- 100+ Women
- 9 districts
- Sharing unique realities & opportunities of dealing with sexual offences in remote locations
- All-of-stakeholders approach



**Rustam Pulatov** @RustamPulatUNDP · Nov 15, 2022

Achieving greater **#gender** balance in the **Fiji Police** Force remains a priority. I am very glad that FPF is addressing it and being led by women **police** officer in this process @UNDP\_Pacific with support of @MFATNZ [undp.org/pacific/press-...](https://undp.org/pacific/press-...)  
@Bouadzel @Yemesrach16 @RevaiMakanje



[undp.org](https://undp.org)  
Women Officers push for gender equity across Police Force | United ...  
Achieving greater gender balance in the Fiji Police Force remains a priority. Speaking at the opening of the Fiji Police Women's Advisory ...

**Nick Turner** @tweetnickpt · Nov 25, 2022

Through the **Fiji Police** Support Project @UNDP\_Pacific is working with @fiji\_force to strengthen early access to justice in criminal proceedings, and ensuring a survivor-centred approach to investigations.









**Fiji Police Media** @fiji\_force · Jan 25

The first **Fiji Police** Partnership Program (FPPP) Executive Steering Committee Meeting was held at the **Fiji Police** Headquarters in Suva yesterday.

@UNDP\_Pacific  
@MFATNZ

[police.gov.fj/view/2402](https://police.gov.fj/view/2402)



**Rustam Pulatov** @RustamPulatUNDP · May 5, 2022

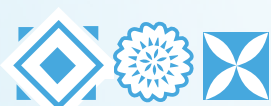
1st day of the pilot workshop and training on stress management for the **police** officers @fiji\_force . Looking forward to recommendations (already received a lot!) and ideas for a corporate **police** programme addressing the issue. jointly w/ MSP and thanks to @MFATNZ @UNDP\_Pacific



**Fiji Police Media** @fiji\_force · Oct 6, 2022

The **Fiji Police** Force (FPF) received \$100K USD (approx \$200K FJD) worth ICT equipment procured under the FPF Support Project with support from the @UNDP\_Pacific , @nzpolice @ New Zealand Commission, Suva, **Fiji**.

[police.gov.fj/view/2151](https://police.gov.fj/view/2151)





**Rustam Pulatov** @RustamPulatUNDP · Jun 13, 2022

...

Opening of the first ever (I) training for **police** officers from remote islands and Levuka. Addressing torture, gender based violence and concepts of human rights are key topics. Joint event by @UNDP\_Pacific @OHCHR\_Pacific @legalaidfiji @fiji\_force @MspFiji w support from NZ



**MSP** @MspFiji · Nov 29, 2022

...

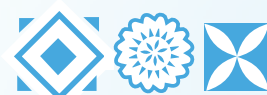
MSP in partnership with @fiji\_force @UNDP\_Pacific and @MFATNZ through the Fiji Police Support Project organized a training and consultation on the newly designed Green Room Standard Operating Procedures (SOP) with the expertise of the UNDP Gender Specialist, Maria Plata.



**UNHumanRightsPacific** @OHCHR\_Pacific · Jun 17, 2022

...

This week, together with human rights defenders, CSOs, women groups, @UNDP\_Pacific, @MspFiji, @ILGAWORLD, @fijipoliceforce, we trained **police** officers in Levuka, Fiji, on first hour procedure & how to improve #HumanRights when dealing with victims of SGBV and domestic violence.





**María Paula Rueda Plata** @MariaPaulaRued8 · Nov 1, 2022  
 Working together under the **Fiji Police Force Project** empowering SOU officers and enhancing their knowledge to ensure survivors have access to appropriate, accessible and good quality services. @fiji\_force @MspFiji @UNDP\_Pacific

**Nick Turner** @tweetnickpt · Oct 28, 2022  
 Great to join @UNDP\_Pacific's pilot workshop today with 45 officers from @fijipoliceforce, as they further their knowledge of how best to interview survivors of sexual and gender-based violence. Fantastic project supported by @MFATNZ. #SDG5 #SDG16



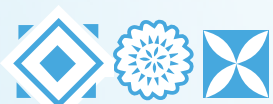
**UNDP Pacific Office in Fiji** @UNDP\_Pacific · Nov 14, 2022  
 As part of the **Fiji Police Force Support Project** - with thanks to @MFATNZ - 15 officers are meeting today as members of the **Police Women's Advisory Network**. The group is a safe space to share feedback, and improve awareness of the important role that women play within the force.



**Fiji Police Media** @fiji\_force · Mar 13, 2022  
 Early access to justice initiatives by the Fiji Police Force were expanded yesterday with the handing over of Video-Recorded Interviews machines to be used in the Nasinu Policing District.

🌺 Vinaka @C\_Darlow\_NZ @nzpolice and @UNDP\_Pacific

[police.gov.fj/view/1787](https://police.gov.fj/view/1787)





**Fiji Police Media** @fiji\_force · Feb 16, 2022  
 Early access justice stakeholders meet to map the way forward for 2022.

Supported by the @MFATNZ @UNDP stakeholders from the @legalaidfiji @UNHumanRights @FijiHumanRights

[police.gov.fj/view/1741](https://police.gov.fj/view/1741)



**UNDP Pacific Office in Fiji** @UNDP.Pacific · Nov 2, 2022  
 45 members from across the @fiji\_force recently completed a pilot workshop looking at current process and procedures for when interviewing survivors of sexual & #gender-based violence; completed with support from @MFATNZ. #SDG5 #SDG16



[undp.org](https://undp.org)  
 Pilot Workshop for Police Officers underway in Pacific Harbour | Unit...  
 With 64 percent of Fijian women subjected to physical or sexual violence by an intimate partner, non-partner or both, the workshop ...

**Fiji Police Media** @fiji\_force · Sep 6, 2022  
 50 women representing 26 villages in Kadavu attending talanoa session an initiative by @UNDP\_Pacific, @MspFiji, @MWCPA\_Fiji @MOHFiji @FijianEducation, @OHCHRAsia @itaukei\_affairs, @MRMDFiji and Kadavu Provincial Office

[police.gov.fj/view/2082](https://police.gov.fj/view/2082)





**Fiji Police Media** @fiji\_force · Oct 16, 2022  
The **Fiji Police** Psychology Unit together with @MspFiji, @UNDP\_Pacific under the **Fiji Police** Force Support Project, just completed a 8 session of their Mental Health Awareness Program...

[police.gov.fj/view/2182](https://www.police.gov.fj/view/2182)



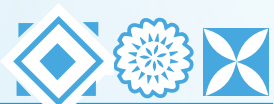
**Fiji Police Media** @fiji\_force · Sep 22, 2022  
3 days Workshop on Investigative Interviewing in partnership with @UniOslo Norwegian Centre for Human Rights, "The Faculty of Law" and @nzpolice,@FRCS\_Fiji,@FijiHumanRights,@odppfiji,@UNDP\_Pacific

Full Article; [Ahttps://www.police.gov.fj/view/2114](https://www.police.gov.fj/view/2114)



**Fiji Police Media** @fiji\_force · Jun 3, 2022  
Labasa Police Station has been fitted with two Video Recording Interview Rooms through the support of the @nzpolice, @usembassyNZ Suva, Fiji & @UNDP\_Pacific.

[police.gov.fj/view/1916](https://www.police.gov.fj/view/1916)







Fiji Police Media  
@fiji\_force

The Fiji Police Psychology Unit together with @MspFiji continued the Mental Health Awareness Program in the #friendlynorth with the Northern Division Command Group and later in the evening with Police Officer's families.

[police.gov.fj/view/2012](https://police.gov.fj/view/2012)



Fiji Police Media @fiji\_force · Aug 3, 2022

Vinaka Vakalevu to our partners 🇳🇿🇫🇯 under the Fiji Police Force Support Project the #NewZealand High Commission Suva, Fiji with the technical support of @UNDP\_Pacific in Fiji today handed over a new generator for the Police Special Response Unit...

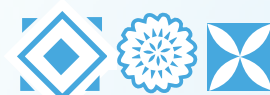
[police.gov.fj/view/2013](https://police.gov.fj/view/2013)



Fiji Police Media @fiji\_force · Nov 14, 2022

Facilitated by the @UNDP\_Pacific through the support of the @MFATNZ @Fiji\_MOFA and the @C\_Darlow\_NZ the Fiji Police's Gender Action Plan under the Fiji Police Force Support Project....

[police.gov.fj/view/2232](https://police.gov.fj/view/2232)







**Fiji Police Media** @fiji\_force · Sep 23, 2022

A Gender Specialist from the @UNDP\_Pacific has been roped in by the Fiji Police Force to boost its Sexual Offences Unit (SOU).

More info;  
[police.gov.fj/view/2117](https://police.gov.fj/view/2117)



**UNDP Pacific Office in Fiji** @UNDP\_Pacific · Aug 3, 2022

.@UNDP's Fiji Police Project today handed over video recording interview equipment & backup generator to the @fiji\_force; with thanks to @MFATNZ support.

The handover is significant as 🇫🇯 builds towards strengthening the justice sector & its crisis response management. #SDG16

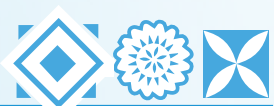


**Rustam Pulatov** @RustamPulatUNDP · Nov 1, 2022

.@UNDP\_Pacific with a support of @MFATNZ and in partnership with @fiji\_force started review of the current trainings on interviewing survivors of Sexual and Gender-Based Violence (SGBV). Pilot training is to test some new ideas and approaches. [undp.org/pacific/press-...](https://undp.org/pacific/press-...) @Yemesrach16



undp.org  
Pilot Workshop for Police Officers underway in Pacific Harbour | Unit...  
With 64 percent of Fijian women subjected to physical or sexual violence by an intimate partner, non-partner or both, the workshop ...





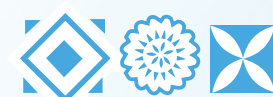
**Fiji Police Media** @fiji\_force · Feb 20, 2022

The Fiji Police Support Project Retreat concluded on Friday.

The three day retreat brought together the New Zealand High Commission, @nzpolice, @UNDP\_Pacific, @FijiHumanRights, @legalaidfiji, Office of the UN High Commissioner of Human...

More info;

[police.gov.fj/view/1744](https://police.gov.fj/view/1744)



## Annex II – UNDP Media Links

<https://www.undp.org/pacific/press-releases/women-officers-push-gender-equity-across-police-force>

<https://www.undp.org/pacific/press-releases/pilot-workshop-police-officers-underway-pacific-harbour>

<https://www.undp.org/pacific/speeches/boosting-ict-capabilities-fiji-police-force>

<https://www.undp.org/pacific/press-releases/over-180-women-meet-kadavu-community-consultations>

<https://www.undp.org/pacific/press-releases/police-officers-rotuma-receive-training-improve-human-rights-standards>

<https://www.undp.org/pacific/news/fiji-police-validates-mapping-investigation-process-sexual-and-gender-based-violence>

<https://www.undp.org/pacific/speeches/strengthening-crisis-response-fiji-police-force>

<https://www.undp.org/pacific/speeches/human-rights-training-fiji-police>

<https://www.undp.org/pacific/press-releases/establishing-human-rights-cell-force>

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<https://www.undp.org/pacific/press-releases/fiji-police-force-receives-boost-ict-equipment>

<https://www.undp.org/pacific/speeches/fiji-police-force-support-project-planning-retreat>



## Endnotes

<sup>1</sup> Instead of a large-scale training, UNDP decided to conduct a pilot training course due to a higher demand on PPE during the height of the COVID-19 pandemic, which was not anticipated when designing the Prodoc and its result framework.

<sup>2</sup> 7 out of 10 SGBV survivors in Kadavu. A larger sample will be taken to measure this indicator for better results measurement in the coming years.

<sup>3</sup> The revision is subject to the Project Board's approval. The project board 2022 was supposed to be organized in November 2022 initially but has been postponed to March or April 2023 due to the current political situation in Fiji.

